



## Recruitment of 142 Management Trainees (Technical) in SAIL through GATE-2019

**SAIL, a Maharatna CPSE**, is a major **Steelmaker of the Nation** with a turnover of ₹58,297 crore (FY 2017-18). To man the critical frontline positions at its Steel Plants/Units and Mines across India, SAIL requires **142** young, energetic, result-oriented and promising talent to join as Management Trainee (Technical) in E1 grade in various Engineering disciplines for operation of its Plants/Units and Mines across India.

The candidates desirous of taking up a career with SAIL as Management Trainee (Technical) should have appeared in the Graduate Aptitude Test in Engineering (GATE-2019) examination in any of the six engineering discipline papers, viz. **Mechanical (ME), Metallurgical (MT), Electrical (EE), Chemical (CH), Instrumentation (IN) and Mining (MN)**.

### NUMBER OF POSTS :

For Management Trainees (Technical)-MTT: 142					
Discipline	Corresponding GATE Paper	No. of Posts	Discipline	Corresponding GATE Paper	No. of Posts
Mechanical Engineering	ME	66	Chemical Engineering	CH	10
Metallurgical Engineering	MT	7	Instrumentation Engineering	IN	15
Electrical Engineering	EE	41	Mining Engineering	MN	3

### RESERVATIONS :

Posts for SC/ST/OBC/Physically Disabled categories/EWS will be reserved as under :

UR	OBC	SC	ST	EWS
59	38	21	10	14

For Persons with Disability, 6 posts are reserved across the streams on horizontal basis.

### ELIGIBILITY CRITERIA :

**UPPER AGE LIMIT: 28 years as on 14.06.2019, i.e.,** not born earlier than 14.06.1991

**MINIMUM QUALIFICATION :** Degree in Engineering with 65% marks (average of all semesters, irrespective of the weightage given to any particular year by the Institute/ University), in six(6) Engineering disciplines of **Mechanical, Metallurgy, Electrical, Chemical, Instrumentation, and Mining**.

Candidates interested in applying for MTT posts in SAIL should possess Degree in Engineering/ Technology in related disciplines to be eligible to apply against the respective disciplines as given below:

Disciplines advertised	Related Engineering disciplines which are eligible
<b>Mechanical Engineering</b>	Mechanical Engineering, Mechanical & Automation Engineering, Production & Industrial Engineering, Production Engineering/Technology, Mechanical Production and Tool Engineering, Industrial Engineering/Technology, Thermal Engineering, Manufacturing Process and Automation, Mechatronics, Manufacturing Engineering/Technology, Manufacturing Science and Engineering, Energy Engineering, Machine Engineering, Mechatronics & Automation Engineering,
<b>Metallurgical Engineering</b>	Metallurgical Engineering, Material Sciences & Engineering/Technology, Industrial Metallurgy
<b>Electrical Engineering</b>	Electrical Engineering, Electrical Machine, Power Systems & High Voltage Engineering, Power Plant Engineering, Electronics & Power Engineering, Power Electronics/Engineering, Electrical Instrumentation & Control Engineering, Electrical & Instrumentation Engineering, Electrical & Mechanical Engineering, Power Engineering, Electrical & Power Engineering, Electrical & Electronics Engineering
<b>Chemical Engineering</b>	Chemical Engineering/Technology, Electro Chemical Engineering
<b>Instrumentation Engineering</b>	Electronics Engineering, Electronics & Instrumentation, Electronics & Communication, Electronics & Telecommunication, Electronics & Control, Industrial Electronics, Applied Electronics, Engineering/Technology, Electronics Design & Technology, Mechatronics, Electronics & Electrical, Electronics & Power, Electronics Communication & Instrumentation, Instrumentation Engineering/Technology, Instrumentation & Control/Engineering, Robotics & Automation/Automation & Robotics, Communication Engineering, Control & Instrumentation Engineering
<b>Mining Engineering</b>	Mining Engineering/Technology, Mining & Machinery Engineering/ Mineral Engineering

The requisite qualification should have been acquired through a regular/fulltime course from Universities/Institutions recognised/ accredited by councils/ bodies like UGC/AICTE etc., set up by Central/State Govt. for the purpose.

### RELAXATIONS :

**Relaxation in upper age limit as on 14.06.2019 :**

SC/ST	OBC (NCL)	PWD	Domiciled in the state of J&K from 01/01/80 to 31/12/89	Departmental Candidates upper age limit
5 years	3 years	10 years for General, 15 years for SC/ST and 13 years for OBC	10 years for General, 15 years for SC/ST and 13 years for OBC	45 years

**RELAXATION IN QUALIFICATION:** The SC/ST/PWD and Departmental Candidates having Engineering Degree in the required disciplines with 55% marks (average of all semesters) shall be eligible to apply. The OBC candidates who belong to 'Creamy layer' are not entitled to OBC reservation and such candidates have to indicate their category as General. The OBC (non-creamy layer) candidates are required to submit the requisite certificate issued in the **current financial year** by the Competent Authority in the prescribed format as applicable for employment under Central Govt. at the time of Interview. It may be noted that the post of Management Trainees (Technical) is open for Orthopedically Disabled candidates (OA/OL) only.

**Category (SC/ST/OBC/PWD/EWS) once entered in the online application form will not be allowed to be changed and no benefit of other category will be admissible later on.**

**MEDICAL STANDARDS:** Candidates should be of sound physique, free from any physical defect. Medical standards stipulate minimum requirements of Weight 45 kg; Height 155 cm; Myopia and Hypermetropia, if any, not to exceed  $\pm 4.00$  in each eye and no squint or colour blindness, partial or full. Suitable relaxation in height and weight will be given to female candidates. In case of persons with disability, only orthopedically disabled candidates with OA or OL disability with minimum 40% disability can apply.

**Note :** The medical standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards laid down under SAIL's Medical & Health Manual.

**SELECTION PROCESS:** SAIL will be recruiting Management Trainees (Technical) in the six engineering disciplines as mentioned above by utilisation of GATE-2019 scores. **For this, SAIL will be utilising the scores obtained in the six GATE-2019 Engineering papers i.e. Mechanical (ME), Metallurgical (MT), Electrical (EE), Chemical (CH), Instrumentation (IN) and Mining (MN).** Candidates who apply for SAIL, will be shortlisted on the basis of their performance in the relevant GATE-2019 examination paper and as per the Company's requirement. Shortlisted candidates would be intimated to appear for Group Discussion and Interview through Careers Page website of SAIL. **Criteria for the marks for the candidates would be in the ratio of 75:10:15 for Written test (GATE-2019), Group Discussion and Interview, in that order.**

**INSTRUCTIONS REGARDING GATE-2019:** Candidates who have appeared in a different GATE paper (other than that of their Qualifying Engineering discipline) will not be considered for further selection procedure. For example, if a candidate possesses a BE/B.Tech degree in Chemical Engineering and appears for Mechanical Engineering paper in GATE 2018, his/her candidature will not be considered for further shortlisting.

**Candidates will require their GATE-2019 Registration Number for applying to SAIL. No other number (for example GATE-2019 Application / online form no. etc) should be entered while applying to SAIL.**

The relevant link for applying for SAIL MTT would be made available as per dates indicated below on SAIL's careers website at [www.sail.co.in](http://www.sail.co.in) or [www.sailcareers.com](http://www.sailcareers.com). If the candidate is called for further selection process, his/her identity would be verified with GATE-2019 admit card and GATE-2019 official Score Card. **SAIL will consider only GATE-2019 marks.** The GATE-2018 marks or prior to that will not be considered. Therefore, candidates must provide correct GATE 2019 Registration number while applying for SAIL.

**GROUP DISCUSSION AND INTERVIEW:** From among those who qualify in the GATE-2019 paper, candidates will be shortlisted for Group Discussion (GD) and Interview in the ratio of 1:12 for each discipline, category wise, in order of merit. The GD and Interview may be held at short notice for which the call letters will be uploaded on SAIL website, and candidates will be intimated for the same through their emails. No other communication will be sent to the candidates for this purpose.

In case two or more candidates are placed on the same cut-off point in the final merit list, the offer letter will be issued to the candidate having higher marks in the written test. In case, there is a tie in the written test marks also, the candidate with higher marks in eligibility qualification (Degree in Engineering) will be selected.

To be eligible for GD and Interview call, a candidate will have to qualify in the respective discipline by scoring minimum 50 percentile score for unreserved and EWS posts. For SC/ST/OBC (Non creamy layer)/PWD candidates, the qualifying marks will be 40 percentile score.

**BIOMETRIC ATTENDANCE SYSTEM:** During the selection process, SAIL may capture photo/thumb impression of the candidates in digital format for Biometric verification of genuineness of the candidates at two stages, i.e. GD/Interview stage and at the time of joining in SAIL. The candidate will ensure that the correct impression is captured at various stages, and any inconsistency will lead to rejection of the candidature. In case of any candidate is found to be not genuine, apart from taking legal actions against him/her, the candidature will be cancelled. As such, the candidates are advised not to apply any external matter like mehndi, ink, chemical, etc. on their hands.

### TRAINING & PROBATION :

Candidates selected as Management Trainees (Technical) will be placed on training for one year, and will be registered as Apprentices under the provisions of Apprentices Act, 1961. After successful completion of training, the candidates shall be placed under probation for one year.

**EMOLUMENTS:** The MTT will be offered Basic Pay of ₹20,600/- p.m. in the pay scale of ₹20600-46500/- On successful completion of training of one year, they will be designated as Junior Manager, and will be placed in the pay scale of ₹24900-50500/-

Besides Basic Pay, the MTT will also be paid Dearness Allowance. They will also be entitled for perquisites under cafeteria approach and benefits such as PF, Gratuity and other allowances as per rules of the Company in vogue. The CTC would be around ₹9 (Nine) lakhs per annum. In addition, the Company provides benefits like Leave encashment, Housing/HRA and free medical facility for self and dependents as per Company rules. Being direct recruitment on initial basic pay, the Company will not bear any liability on account of Salary/leave salary/pension contribution, notice period pay of your previous employment etc. if any.

**PLACEMENT:** If selected, the candidates can be posted to any Plant/Unit/Mine location of the Company. The candidates will not be allowed to seek/apply for transfer to any other plant/unit/mine location of the Company during the initial four years of service. For departmental candidates, this restriction will be for initial two years of service.

**HOW TO APPLY FOR SAIL MTT :** Eligible and interested candidates would be required to apply online only through Careers page on SAIL's website: [www.sail.co.in](http://www.sail.co.in). **No other means/mode of application will be accepted.** Before applying the candidates should ensure that they fulfil all the eligibility norms. Their registration in SAIL will be provisional as their eligibility will be verified only at the time of GD/Interview. Mere issue of Admit card/Interview call letter will not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of the recruitment process or even on joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.

**Before registering their applications on the website, the candidates should possess the following:**

- Valid e-mail ID and mobile number, which should remain valid for atleast one year.
- GATE 2019 Registration Number
- Candidates should have latest passport-size photograph (jpg or jpeg file only upto 50 Kb) as well as photograph of signatures in digital format (jpg or jpeg file only upto 20 kb) for uploading with the online Application Form.
- Provision to pay application fee of Rs.700/- for General and OBC Candidates or Rs.100/- as processing fee for SC/ST/PWD/EWS/Departmental candidates. Candidates can opt to pay through internet banking account/credit/debit card or through any of the **State Bank Group branches** with system generated Payment Challan form.

**The registration process involves following three Steps:**

#### Step 1 : Filling up of Application

- Go to SAIL careers page at [www.sail.co.in](http://www.sail.co.in) or [www.sailcareers.com](http://www.sailcareers.com).
- Read the Advertisement carefully to be sure about your eligibility
- If eligible, Click on the link **Apply**
- Fill up all the required fields
- Ensure the information provided is correct and then submit.
- Verify your credentials with your registered email ID or mobile number for proceeding further for payment.

#### Step 2 : Making Payment

- Click on **Make payment** which will take you to SB Collect page of State Bank of India, which has been authorized to collect the application fee/processing charges on behalf of SAIL, in a specially opened SB Collect Account (No.34669119094) at Lodhi Road Branch, New Delhi.
- Fill the Category, Registration No., Name, Father's name, Date of Birth, Registered Email Id and Mobile no. details on the Payment portal. Ensure that the same Email Id and same Mobile No. details are used during the whole registration process.
- Next Screen - All details of the candidate are displayed. Ensure that all the details are filled properly while making payment. **Please check/verify the data on this screen and then proceed to the payment screen. SAIL or SBI will not be responsible, in case a candidate deposits the fee against a different Registration Number.**
- Submit the Payment through Net Banking/Debit Card/Credit Card option or select the option to pay through any State Bank Group Branches with a print out of Payment Challan form generated on Payment portal (having State Bank Collect Reference No. printed on the challan form).
- Candidate will have to bear the bank charges, in addition to the applicable application fee / processing charge.
- In case of payment through challan, Application fees will be accepted only during banking hours upto the closing date of submission of online application. **The SBI branches will accept the fee from 10.00 AM of the starting date to 04.00 PM (01.00 PM if it is Saturday) of the closing date of submission of online application.**
- On successful payment, the candidate shall be prompted to print the e-receipt. **However, in case of 'challan', there will be an option to print challan. Note down the SB Collect Reference no. as the same would be required during Step 3 i.e. "Final registration" stage of the Registration process.**

#### Step 3 : Final Registration & Printing of Provisional Registration Slip

- Once the payment is made, the State Bank Collect Reference No. and date of payment is required to be entered in the SAIL online application form on Careers website by the candidate to generate the provisional Registration Slip.
- Candidates should retain a photocopy of their e-receipt and Registration Slip as they can be asked to produce them for reference, at any stage of selection process.
- In case a candidate deposits the fee in a wrong account, or doesn't finally submit application form with payment details, application will be rejected as incomplete and SAIL will not be responsible. Candidates need to necessarily fill in the SB Collect Reference number in the system for SAIL & SBI to verify their payment status.
- No request for editing of payment details and issue of Admit card will be entertained in wrong submission cases and candidature will stand rejected.
- After applying online, the candidate is required to download the system generated **Provisional Registration Slip** with unique registration number and other essential details. **Provisional Registration slip needs to be generated only after confirmation of payment from the bank. Therefore candidates should check their payment status before printing the same.**
- The candidates will be provided opportunity to verify their registered candidate status, after three days of making payment on SAIL website.
- Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application/processing fee and to fill in the payment details carefully.

**IMPORTANT :** All correspondence with candidates shall be done through e-mail/ SMS only. All information regarding shortlisting for interview/ call letters etc. shall be provided through email/uploading on SAIL Careers website. Responsibility of receiving, downloading and printing of interview call letter/any other information shall be of the candidate. **SAIL will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her mail/website in time. Candidates are not required to send any document to SAIL.**

### GENERAL INSTRUCTIONS :

- Only Indian Nationals are eligible to apply.
- The minimum age of employment on regular basis in SAIL is 18 years.
- Candidates possessing full time degree course from Institutes approved/recognized by UGC/AICTE will only be eligible to apply.
- Only departmental candidates having acquired qualifying degree through correspondence/part time courses from Universities/ Institutions recognised/ accredited by councils/ bodies like UGC/AICTE etc. set up by Central / State Government for the purpose and who have appeared in the relevant GATE paper can apply for SAIL MTT.
- The term departmental candidates means those candidates who are currently working with SAIL as permanent employees and not wards of SAIL employees.
- While applying the candidates should enter their full name as it appears in the Matriculation/Secondary certificate.
- Wherever CGPA/OGPA or letter grade in a degree is awarded, the equivalent percentage of marks should be indicated in the online application form as per the norms adopted by the University/Institute. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale. The candidate will have to produce a copy of these conversion norms/norms with respect to his/her University/Institute at the time of Interview.
- Candidates employed in Govt. departments/PSUs/Autonomous Bodies are required to produce NOC at the time of interview. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.
- The SC/ST/OBC(NCL)/PWD/EWS certificate should be as per the format applicable for employment under Central Government, as available on SAIL website. If the certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
- Candidates may visit the FAQs section on the SAIL website for any queries.
- Candidates should retain their copy of GATE 2019 Admit card showing Registration number, GATE Score Card 2019, and SAIL Provisional Registration Slip as well as SB Collect Pay in e-receipt as they can be asked to produce it for future reference.
- The posts advertised are tentative. SAIL reserves the right to cancel/restrict/enlarge/ modify/alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto.
- The candidates applying against this advertisement may be considered for appointment by any of the Subsidiaries/Joint Venture Companies of SAIL. In such case their appointment will be as per the terms and conditions of the respective Subsidiary/Joint Venture Company.
- Action against candidates found guilty of misconduct :** Candidates are cautioned that they should not furnish any particulars that are false, tempered/fabricated and they should not suppress any material information while filling up the application form.
- In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/or that he/she furnished any incorrect/false information or has suppressed any material facts, his/her candidature will stand cancelled. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.
- Decisions of SAIL in all matters regarding eligibility, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained in this regard.
- All further announcements/details pertaining to this process will only be published/ provided on SAIL website [www.sail.co.in](http://www.sail.co.in) or [www.sailcareers.com](http://www.sailcareers.com) from time to time. Transparency/ display of individual scorecards will be after one month of declaration of final lists for joining (Tentative).
- Court of jurisdiction for any dispute will be at Delhi.**

### IMPORTANT DATES:

Commencement of online registration for SAIL MTT 2019	25/05/2019
Closing date for online registration for SAIL MTT 2019	14/06/2019

Registered Office: Ispat Bhawan, Lodi Road, New Delhi 110 003  
Corporate Identity Number: L27109DL1973GOI006454, Website: [www.sail.co.in](http://www.sail.co.in)

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