RECRUITMENT OF GRADUATE ENGINEERS THROUGH GATE-2020

National Aluminium Company Limited (NALCO), a Navratna Company is the largest integrated Alumina – Aluminium Complex of Asia, having State of the Art technology, with its present turnover of more than Rs.11386 Crores is going for further growth and expansion within India & across the globe. The Company also enjoys Premier Trading status with many of the established Exporters/ Importers from many countries and has won many prestigious awards for its excellence in performance with significant value addition to its shareholders. The Plants and offices are multi-locational with its Corporate Office at Bhubaneswar, Odisha, The Company has cemented its reputation in achieving Super Efficiency and performance through competent human resources and practices having “people centric” approach.

To achieve its vision to be a reputed global Company in the metals and energy sector, NALCO is looking for committed and competent young Graduate Engineers with brilliant academic career to join the organization as Graduate Engineer Trainees (GETs) in the disciplines of Mechanical, Electrical, Instrumentation, Metallurgy, Chemical, Civil and Mining as per details given below.

VACANCIES

- Present Vacancy is for 120 number of posts in the disciplines as indicated below, which may likely to be increased. Mechanical – 45, Electrical - 29, Instrumentation – 15, Chemical – 9, Metallurgy – 15, Civil – 5, Mining – 4

- Reservation of vacancies will be as per Govt. Directives. The distribution of existing 120 posts of GETs for different categories will be; Unreserved (UR) - 51, Other Backward Class (OBC) – 31, Scheduled Castes (SC) – 10, Scheduled Tribes (ST) 11 and EWS -12

- Out of the nominated vacancies, 14 vacancies are reserved for PWDs as per Govt. of India Guidelines.

- The minimum eligibility criteria of disabilities for each discipline are as under:

- Mechanical/Electrical (HH, OL, DW, AV, OI) : Civil (HH, OA, OL, DW, AV, OI) : Metallurgy/Mining (DW, AV) : Instrumentation (OL, AV) : Chemical (OA, OL, DW, AV, OI) : Multiple disabilities in any combination of the disability as mentioned against each discipline will also be considered.

- HH: Hearing Impaired, OL: One Leg, OA: One Arm, DW: Dwarfism, AV: Acid Victim, OI: Orthopaedically Impaired

REQUIREMENT QUALIFICATION

- Full time regular Bachelor’s Degree in Engineering or Technology with not less than 65% marks in aggregate for Unreserved (UR) & Other Backward Class (OBC) and 55% marks for SC/ST/PWD category taking average of all the semesters/year.

- In case of the University/Institute using a different semester system, all the years’ semesters will be summed up to arrive at aggregate percentage. No rounding off will be done and no weightage will be given to any particular semester or year.

- Candidates in the final year of their Engineering may also apply. However, their case will be considered only if he/she passes the said examination with requisite percentage of marks before or at the time of his/her personal interview.

- All qualifications must be obtained from recognized Universities/Institutes/UGC recognised Universities and Institutes/UGC recognised Indian deemed Universities or AICTE approved courses from autonomous institutes/recognized statutory council (wherever applicable).

- Wherever CGPA/CGPA or letter grade in Degree is awarded, equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute concerned and should be a certificate to this effect from the University/Institute during the time of personal interview.

- A candidate with full time prescribed degree for the disciplines as given below can only apply for the post of Graduate Engineer Trainees (GETs) in the respective discipline.

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Prescribed full degree in Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanical</td>
<td>Mechanical/Production Engineering</td>
</tr>
<tr>
<td>Electrical</td>
<td>Power Engineering</td>
</tr>
<tr>
<td>Instrumentation</td>
<td>Electronic Instrumentation/Telecom/Electrical Engineering</td>
</tr>
<tr>
<td>Metallurgy</td>
<td>Metallurgical Engineering</td>
</tr>
<tr>
<td>Civil</td>
<td>Ceramics/General Ceramics Engineering</td>
</tr>
<tr>
<td>Mining</td>
<td>Mining Engineering/equivalent Diploma in Mining Engineering with First Class Metalliferous Miners’ Certificate of Competency.</td>
</tr>
<tr>
<td>Chemical</td>
<td>Chemical Engineering/M.Tech. in Applied Chemistry</td>
</tr>
</tbody>
</table>

AGE LIMIT

- Upper Age limit of 30 years as on 20/03/2020 : i.e candidates born before 20/03/1990 need not apply.

SELECTION PROCESS

- NALCO will be utilizing Graduate Aptitude Test in Engineering- 2020 scores (GATE-2020 scores) for recruitment of Graduate Engineer Trainees (GETs) in the above disciplines. Only GATE-2020 score is valid for this recruitment process. Based on the GATE-2020 score and organizational requirement, candidates will be shortlisted for the personal interview.

- The candidates will be eligible to apply for the position of GETs in the above discipline in NALCO provided they have appeared in GATE-2020 in one of the following Engineering disciplines.

<table>
<thead>
<tr>
<th>Engineering discipline advertised by NALCO</th>
<th>Corresponding GATE-2020 paper</th>
<th>Corresponding GATE-2020 paper code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanical</td>
<td>Mechanical Engineering</td>
<td>ME</td>
</tr>
<tr>
<td>Electrical</td>
<td>Electrical Engineering</td>
<td>EE</td>
</tr>
<tr>
<td>Instrumentation</td>
<td>Instrumentation Engineering</td>
<td>IN</td>
</tr>
<tr>
<td>Metallurgy</td>
<td>Metallurgical Engineering</td>
<td>MT</td>
</tr>
</tbody>
</table>

- Candidates having engineering degree in a branch/discipline other than as specified above shall not be applicable.

- Based on the valid score of GATE-2020 and organizational requirement, candidates will be shortlisted for the personal interview for the positions of Graduate Engineer Trainees (GETs) in the above disciplines. The score is valid for the whole year. The GATE-2020 score of only those candidates will be considered for the personal interview who have also appeared for the above papers by GATE-2020. The qualifying marks for GATE examination shall be as per the criteria adopted by the conducting authority of GATE-2020 examination.

COMPENSATION PACKAGE

- Selected candidates will be placed in the pay scale of Rs.40000 - 3 - 40000/- during the probation period of one year as per the CTC prescribed by the company. On fulfilling the required performance related/other criterion of the Company in force & amended from time to time, they will be absorbed as Jr. Manager at grade in the pay scale of Rs.54300 - 3 - 62500/-

- Beside basic pay, the employee is entitled to Dearness Allowance, Perquisites under cafeteria approach, HRA, medical facility for self & dependents and superannuation benefits i.e., Contributory Provident Fund, Gratuity, etc., as per rules/regulations of the Company during training/after absorption.

- The approximate CTC will be Rs.10.52 lakhs per annum during training period and upon confirmation to E1 grade, the CTC* would be approximated as Rs.15.73 lakhs per annum.

- CTC mentioned above may vary depending upon place of posting and other terms & conditions of appointment.

PLACEMENT

- As per the training policy of the Company, the selected candidates shall undergo one year on-the-job training at different locations of the Company. During the training period, the candidates will be assigned to various locations across the plant units, like, GD, Maintenance, HR, Admin, HR/HR, etc., and may also be posted to various support departments like, Payroll, HR, etc., or they may be posted to other subsidiaries like, NHPL, NALCO India Limited, NALCO Power Ltd., etc.

- The candidates selected may be assigned jobs/ functions/assignments as per the business requirements of the Company including shift operation.

RESERVATIONS AND RELAXATIONS

- Reservations/reservations for SC/ST/OBC (non-creamy layer)/EWS/PWD (degree of disability 40% or above) candidates as per Government guidelines are applicable. In case of any vacancy in a Reserve Category, the number of number of reserved category posts will vary in accordance with the Govt. guidelines.

- PWD candidates will be required to furnish valid disability certificate duly stamped and signed by duly certified medical practitioner empowered for the purpose and should comprise of 3 medical practitioners of Govt. hospital or medical board attached to Special Employment Exchange for the handicapped.

- Appointment to the selected candidates, after the completion of training, will be made after considering the nature of duties and responsibilities of the assignment, location, etc. and also considering that the disability is not likely to interfere with the performance and without possible deterioration of his/her health. However, the final appointment and placement would be based on candidate’s medical fitness with respect to the job of the identified posts.

- Category SC/ST/OBC/EWS/PWD once filled in the online application form will not be changed. The reserved category candidates are required to submit requisite certificate in the prescribed format of Government of India, issued by the Competent Authority, at the time of personal interview, if called for.

- Category SC/ST/OBC/PWD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-attested translated copy of the same either in English or Hindi.

- The candidates who fall under the category of “Non-Creamy Layer” are not entitled for concession admissible to OBC category and such candidates have to indicate their category as Unreserved (UR), The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate from the Government of India, from a Competent Authority issued in the current year. The name of the caste and the community indicated in the OBC (Non-Creamy Layer) certificate must appear in the Central List of Other Backward Classes. Further, OBC candidates will have to give a self-attesting indication that they belong to OBC (Non-Creamy Layer) category also at the time of personal interview, if called for.

- The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer) 10 years for PWD, 9 years for OBC (UR) 13 years for PWD-OBC/Non-Creamy Layer) and 15 years for PWD-SC/ST candidates.

- Relaxation of 5 years in age will be extended to the candidates who had ordinarily been domiciled in the Union Territory of Jammu and Kashmir and Union Territory of Ladakh from 01.01.1980 to 31.12.1989. Ex-Servicemen and children/family members of those who died in the riots of 1984 will get relaxation as per directives of Government of India.

- The departmental candidates will also be required to have valid score in the corresponding papers of GATE-2020. There is no upper age limit and minimum percentage of marks applicable for the candidates of this category also.

- However, trainees working in NALCO shall not be considered as departmental candidate. The departmental candidates may refer to the internal circular for other details.

SERVICE AGREEMENT BOND

- The selected candidates at the time of joining will be required to sign a contract of apprenticeship/employment. The surety amount of Rs.50,000/- (Non-Refundable) is required to be executed a service agreement bond of Rs.3,00,000/- or Rs.4,00,000/- (for training imparted abroad) on non-judicial stamp paper of Rs.1500/- to serve the Company for a minimum period of 4 years (four years) after successful completion of one year training.

MEDICAL FITNESS

- The candidates seeking employment in NALCO need to be medically fit as per NALCO’s medical standards for medical tests. The selected candidates will have to undergo medical examination by Company’s identified hospitals/diagnostic centers in Bhubaneswar. On receipt of the medical report, the Authorized Medical Officer will declare the candidate fit or unfit or temporarily unfit on the basis of medical standards laid down under the NALCO Medical Examination Rules.
APPLICATION FEE

- The General, OBC & EWS Candidates are required to pay Rs.300/- (Fifty hundred) towards Application Fee and all other candidates including Departmental are required to pay Rs. 100/- (Hundred) as Processing Fee only.
- Candidates can opt to pay through internet banking account/credit/debit card.
- Application fee/Processing Fee is non-refundable 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.

HOW TO MAKE PAYMENT

- **Step-1:**
  - Go to Career Page of NALCO at www.nalcoindia.com
  - Read the Advertisement carefully to be sure about the eligibility.
  - Click on Apply Now
  - Click on Make Payment which will redirect you to State Bank Collect page of SBI, which has been authorized to collect the application fees/processing fees on behalf of NALCO.
  - Select “Odisha” under the State of the Corporate/Institution and “PSU-Public Sector” under type of Corporate/Institution.
  - Select Payment Category and choose “NALCO GET Recruitment-2020 (For UR/OBC/EWS)” or “NALCO GET Recruitment-2020 (For SC/ST/PWD/DEPTT)” as applicable to you.
  - Fill the GATE Regd. No., Name, Discipline, Category, Date of Birth, Registered Email Id and Mobile No. as required on the Payment portal and submit. Ensure that the same Email Id and Mobile No. details are used during the whole registration process.
  - Next Screen Confirmation page is displayed with all details the candidate has entered. Ensure correctness before proceeding for payment. Now click on “Confirm” to proceed to the payment gateway to pay, NALCO or SBI will not be responsible, in case a candidate deposits the fee with incorrect details viz., a different GATE Registration No., etc.
  - Payment may be made using any one of the options available viz: Net Banking/Debit Card/Credit Card. Please note that NALCO will bear the bank charges, if any.
  - On successful payment, one e-Receipt will be generated in PDF format. The candidate will be prompted to print the e-receipt with SS Collect Reference Number. Note down the Reference Number as the same would be required during Step-3 of final registration process. E-Receipt can be generated/printed subsequently from the option “Payment History” available in State Bank Collect.
  - In case a candidate does not finally submit application form with valid payment details, application will be treated as incomplete and rejected. NALCO will not be responsible for the same.

- **Step-2:**
  - Once the payment is made, the State Bank Collect Reference Number and the date of payment is required to be entered in the NALCO online application form on Career page of the website in order to make themselves eligible to enter the details in Main Application Form.
  - No request for editing of payment details and issue of Call letter will be entertained in wrong submission cases and candidate will stand rejected.

- The candidates need to ensure that the GATE-2020 registration number, which is mentioned in the GATE-2020 admit card, is filled up correctly. Name should also be filled up as appearing in GATE-2020 admit card. No request with respect to the change in any data/entry after candidate will be entertained once the online application is submitted successfully. On successful submission, a unique application number will be generated and sent to the registered email Id as well as mobile number and the same has to be referred for future correspondences.
- While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph, GATE-2020 admit card, signature which are identical to that they have submitted along with GATE-2020 application and prescribed qualification/mark sheet as per the requisite qualification. Candidates should ensure that the relevant details i.e., name, date of birth, etc. entered in NALCO online application should be same as entered in the GATE-2020 application. In case the candidate is called for personal interview, he/she will be required to produce his/her original GATE-2020 admit card and GATE-2020 official score card for verification and other relevant documents which will be communicated through personal interview call letter.
- A candidate can apply for one post/discipline only. Candidates applying for more than one post/discipline will not be considered at all.

GENERAL INSTRUCTIONS

- Only Indian Nationals are eligible to apply.
- The candidate should ensure that he/she fulfills the eligibility criteria and other conditions as mentioned in this advertisement as well as in the career section of NALCO website www.nalcoindia.com.
- The candidates should ensure that they fill up all the eligibility criteria and other conditions mentioned in this advertisement and that the particulars furnished by them in the online applications are correct in all respect. Mere submission of online application successfully does not imply that the Company (NALCO) has been satisfied about the candidate’s eligibility. In case it is detected at any stage of recruitment if selected even after appointment that the candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s) his/her candidature/appointment will automatically stand canceled, as the candidature/appointment would be deemed to be void ab initio.
- The e-mail id entered in the online application form must remain valid for one year. All future communication with the candidates will take place through e-mail only.
- NALCO will not be responsible for any loss/non-delivery of e-mail any other communication sent, due to invalid/ wrong of d or due to any other reason.
- No manual/paper application will be entertained.
- NALCO reserves the right to raise the minimum eligibility standards. The management reserves the right to fill or not to fill or partly fill any of the above positions without assigning any reason whatsoever. NALCO also reserves the right to cancel/restrain/modify/alter the recruitment process, if need arises, without issuing any further notice or assigning any reason whatsoever.
- canvassing by a candidate in any form shall disqualify his/her candidature.
- Candidates are advised to visit the career section of NALCO website www.nalcoindia.com regularly for latest updates as no separate communication will be sent.
- Any dispute with regard to recruitment will be settled within the jurisdiction of Bhubaneswar only.

HOW TO APPLY

- The candidates shall fill up the online Application Form with required details correctly and click on View Application Form. The candidates will be provided opportunity to edit their application form before final submission. Candidates should check the Application Form once again whether the information is accurate and edit the details, if required and then click on Final Submission. After submission of online application, the candidate should take a print out of the said application for future reference.

IMPORTANT DATES:

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>20/03/2020</td>
<td>11:30 AM</td>
<td>Opening of online submission</td>
</tr>
<tr>
<td>09/04/2020</td>
<td>05:30 PM</td>
<td>Last date of submission</td>
</tr>
</tbody>
</table>

Size : 25(w) x 23(h) = 575 sq.cm

NALCO Recruitment-2020