An Opportunity to join SAIL as Management Trainee (Technical) or Management Trainee (Administration)

SAIL, a **Maharatna** Company, is the leading steel-making company in India with a turnover of Rs. 50,348 crore (FY 11-12).**SAIL** is in the process of modernizing and expanding its production units, raw material resources and other facilities to maintain its dominant position in the Indian steel market. To man front-line executive positions in its Plant/Units/Mines,**SAIL**invites applications for the posts of Management Trainee (Technical) and Management Trainee (Administration) in E-1 grade from young, energetic, result oriented and promising talent in the country.

ELIGIBILITY:

Upper Age: 30 years as on 1.3.2013, i.e., not born earlier than 1.3.1983

Minimum Qualification :

Management Trainee (Technical)	Degree in Engg. (full time)with 65% marks (average of all semesters), in the disciplines of Mechanical, Electrical, Metallurgy, Electronics, Instrumentation, Ceramics, Civil,Computer Science (IT), MiningorChemical Engineering. For Computer Science discipline MCA (3 years full time)with 65% marks (average of all semesters) are also eligible.
Management Trainee (Administration)	For HR, Marketingand Materials: Bachelors' degree in any discipline with 60% marks (average of all subjects) with at least two years full time MBA/PG Diploma in Management with 60% marksin Human Resources/Personnel Mgmt. &Industrial Relations/Personnel Mgmt./Masters in Human Resources & Organizational Development for HR discipline, Marketing for Marketing disciplineand Production/Operations/Materials/ Logistics & Supply Chain Mgmt. for Materials discipline. For MT -Finance : CA/ICWA

For MT (Tech) post, candidates having degree in related disciplines as given below can apply against the respective discipline:

Main Disciplines	**Eligible related Engineering disciplines**
Mechanical	Mechanical & Automation/Mechatronics/ Industrial and Production Engineering/ Industrial Engineering/Mechanical Production and Tool Engineering/ Production Technology ManufacturingEngineering/ Manufacturing Process and Automation/ Production Engineering
Electrical	Electrical & Electronics / Electrical, Instrumentation & Control / Power Systems & High Voltage Engg./ Electrical Machine/ Electronics & Power/ Power

	Electronics/ Power Plant Engineering / Energy Engineering
Electronics	Electronics & Telecommunication/ Electronics & Instrumentation/ Electronics & Power/ Electronics Design & Technology/ Electronics & Biomedical/ Applied Electronics/ Power Electronics/ Electronics & Communication/ Electrical & Electronics/ Industrial Electronics/ Mechatronics/ Electronics & Control
Instrumentation	Electronics & Power / Electronics & Instrumentation / Instrumentation & Control/ Electrical, Instrumentation & Control

RELAXATIONS:

Age

The upper age limit is relaxable by 5 years for SC/ST and by 3 years for OBC candidates and by 10 years for Physically Handicapped candidates. Those domiciled in the state of Jammu & Kashmir from 1/1/80 to 31/12/89 will be allowed 5 years relaxation in upper age limit. For departmental candidates the upper age limit shall be 45 years.

Qualification

For MT (Tech) : 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

For MT (Admn.) : The SC/ST/PWD and Departmental Candidates having Bachelor's degree with 50% marks (average of all subjects) and MBA/PG Diploma in Management in the relevant discipline with 50% shall be eligible to apply against HR and Materials disciplines.

NUMBER OF POSTS :

For MT (Technical)	
Discipline	**Posts**
Mechanical	**157**
Electrical	**88**
Metallurgy	**88**
Electronics	**89**
Instrumentation	**61**
Chemical	**26**
Ceramics	**16**
Civil	**19**
Computer Sc.	**9**
Mining	**5**
Total	**558**

For MT (Administration)	
Discipline	**Posts**
HR	38
Finance	21
Materials	18
Marketing	5
Total	**82**

RESERVATIONS:

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

For Management Trainee (Technical)			
UR	OBC	SC	ST
268	142+27 backlog	79	39+3 backlog

For Management Trainee (Administration)			
UR	OBC	SC	ST
39	19+8 backlog	11	5

The OBC candidates who belong to 'Creamy layer' are not entitled to OBC concession and such candidates have to indicate their category as General. The OBC (non-creamy layer) candidates are required to submit the requisite certificate in the prescribed format issued in the current financial year by the competent authority at the time of Interview.

For Persons with Disability,**20** posts are reserved across the streams on horizontal basis. It may be noted that while the post of Management Trainees (Technical) is open only for Orthopaedicallydisabled candidates, the post of Management Trainees (Administration) is open to all categories of disabilities.

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

MEDICAL STANDARDS :

For Management Trainee (Technical)

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 ± 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.

For Management Trainee (Administration)

Candidates should be of sound physique, free from any physical defect. Medical standards stipulate minimum requirements of Weight 45 kg; Height 150 cm; Myopia and Hypermetropia, if any, not to exceed ± 6.00 in each eye. Suitable relaxation in height and weight will be given to female candidates.

SELECTION:

Eligible candidates will be required to appear for a Written Examination, information for which will be provided in the Admit card. Candidates shortlisted on the basis of their performance in the Written Test will be intimated to appear for Group Discussion and Interview.

WRITTEN TEST :

Eligible candidates will be required to appear for objective type written test at any one of the centres at Agartala, Allahabad, Bangalore, Baroda, Bhilai, Bhopal, Bhubaneswar, Bokaro, Chandigarh, Chennai, Dehradun, Delhi (NCR), Durgapur, Guwahati, Hyderabad, Jaipur, Jammu, Kochi, Kolkata, Lucknow, Mumbai, Nagpur, Patna, Ranchi, Rourkela, Salem, Trichy, Vijaywada and Visakhapatnam.

No request for change of examination centrewill be entertained after final submission of application form. However, SAIL reserves the right to cancel or add any centre depending on the response in that area/centre.

The written test for both the above mentioned posts will be held on the same day as per the following schedule:

i) For MT(Technical) - In the Forenoon session

ii) For MT(Administration) - In the Afternoon session

Candidates can apply and compete for both or either of the above stated posts, subject to their fulfilling the eligibility conditions prescribed for each. Those interested in competing for both the posts will have to apply separately for each of the post with requisite fee and also will be required to appear in the tests in both the sessions at the same centre.

The written test will have five segments; Domain knowledge test (duration 75 minutes) for 100 marks and Aptitude test (duration 75 minutes) consisting of four segments viz. Quantitative aptitude, Verbal ability, Reasoning and General awareness of 25 marks each).

To be eligible for GD and Interview call, a candidate will have to qualify in each segment for the respective discipline by scoring minimum 50 percentile marks.

GROUP DISCUSSION AND INTERVIEW:

From among those who qualify in the written test, candidates will be shortlisted for Group Discussion (GD) and Interview in the ratio of 1:4 for each discipline, category wise, in order of merit.

A candidate has to qualify in the Interview for consideration for final selection, merit list for which will be drawn by combining the scores of written test, GD and Interview with the weightage of 60:20:20 in that order.

The GD and Interview may be held at short notice for which 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.

TRAINING & PROBATION:

Candidates selected as Management Trainees will be placed on training for one year. The Management Trainees (Technical) 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 Management Trainees will be offered Basic Pay of Rs.20,600/- p.m. in the pay scale of Rs.20600-3%-46500 (E-1).On successful completion of trainingof one year, the Management Trainees will be designated as Junior Managers in the same scale of pay.

Besides Basic Pay, the MTs willalso 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 Rs. 7 lakhs p.a. In addition, Company provides benefits like Leave encashment, housing/HRA and free medical facility for self and dependents as per rules in vouge.

Being direct recruitment on initial basic, the Company will not bear any liability on account of Salary/ leave salary/ pension contribution etc., of pervious employment, if any.

PLACEMENT :

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

HOW TO APPLY:

Eligible and interested candidates would be required to apply online only through SAIL's website: www.sail.co.in. **No other means/mode of application will be accepted.**

Before applying the candidates should ensure that they fulfill all the eligibility norms. Their registration will be provisional as their eligibility will be verified only at the time of 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 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:

a) Valid e-mail ID, which should remain valid for atleast one year.

b) Journal No./Transaction No., as a proof of having submitted examination fee of Rs.500/- for General and OBC Candidates orRs.100/- as processing fee for SC/ST/ PWD/Departmental candidates.

c) Candidates should have latest passport size photograph as well as photograph of signatures in digital format (jpg or jpeg file only, of less than 500 kb size) for uploading with the application form.

d) Candidates applying for both MT (Tech.) and MT (Admn.) should register separately with separate application and processing fee and with separate email id.

After applying online, candidate is required to download the systemgenerated **Provisional Registration Slip** with unique registration number and other essential details.

MODE OF PAYMENT OF APPLICATION/PROCESSING FEE :

Payment can be made through net-banking/credit card/debit card or through pay-in-slip.

PAYMENT THROUGH PAY IN SLIP

State Bank of India has been authorized to collect the application/processing fee, in a specially opened account (**No.32286155304**) at CAG Branch, New Delhi, on behalf of SAIL. Candidate has to approach the nearby SBI branch with a printout of the "pay-in-slip" which can be downloaded from the SAIL website at Registration Portal after filling in the requisite details. The pay-in-slip with the application no. should only be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money the concerned branch of SBI will issue a unique Journal Number and a Branch Code of the branch collecting the money. This Journal Number and the Branch Code are to be filled up by the candidate during online registration. In case a candidate deposits the fee in a wrong account, or doesn't finally submit the application form with payment details, SAIL will not be responsible. Also, please note that an amount of Rs.20/- will be paid by the candidate as Bank Charges to the collection branch of SBI in addition to the applicable registration/ processing fee. The SBI branches will accept the fee from 10.00 AM of the starting date to 5.00 PM of the closing date of submission of online application.

The candidates will be provided opportunity to verify their payment status after reconciliation on SAIL website and edit the payment details in case of wrong submission of Journal No. or Branch Code. No request for issue of Admit card after closure of edit option will be entertained and candidature will stand rejected.

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.

NET BANKING/CREDIT or DEBIT CARD PAYMENT

For this option no fee payment challan will be generated. The payment can be made by using debit card/ credit card/ Internet Banking online through the payment gateway made available.Transaction charges for online payment, if any, will be borne by the candidates

After ensuring the correctness of the particulars of the application form, candidates are required to pay fees through the payment gateway integrated with the application, following the instructions available on the screen. No change/edit will be allowed thereafter.

On successful completion of the transaction, e-receipt and application form will be generated; which may be printed for record.

If the online transaction is not successfully completed, please register again and make payment online.

IMPORTANT :

All correspondence with candidates shall be done through e-mail only. All information regarding examination schedule/admit card/ interview call letters etc. shall be provided through email/uploading on SAIL website. Responsibility of receiving, downloading and printing of admit card/interview call/ 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/not 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. The candidates will be allowed to appear in the Written Test only if they possess the valid **Photo Admit Card**which will be available for downloading from the SAIL website as per schedule indicated below.

GENERAL INSTRUCTIONS :

- Candidates possessing full time degree course from Institutesapproved/recognized by UGC/AICTE will only be eligible to apply.Only departmental candidates having degree/diploma through correspondence/part time course from approved/recognized institutes will be eligible to apply.
- 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; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute.The candidate will have to produce a copy of these norms with respect to his/her University/Institute at the time of Interview. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
- If the PG Degree/Diploma in Management does not mention the area of specialization, specialization in the area will be considered only if the candidate has studied at least three subjects of the specialized course as elective subjects.
- Those candidates, who are studying in final year (academic year 2012-13) and would be expecting their final results by July, 2013can also apply. However, they will have to

produce the final certificate of eligibility qualification at the time of Interview; otherwise their candidature will not be entertained.

- Candidates employed in Govt. departments/PSUs/Autonomous Bodies are required to produce NOC at the time of interview.
- The SC/ST/OBC/PWD certificate should be as per the format 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 **Pay in Slip/Transaction slip** and **Registration Slip**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 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 Policy.
- The candidates applying against this advertisement may be considered for appointment in any of 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.
- Court of jurisdiction for any dispute will be at Delhi.

IMPORTANT DATES

1.	Starting date for submitting applications through website	**12.3.2013**
2.	Closing date for submitting applications through website	**3.4.2013**
3.	Availability of Payment Reconciliation Status with edit option	**8.4.2013**
4.	Closing of payment editing option	**10.4.2013**
5.	Display of final reconciliation status	**15.4.2013**
6.	Starting date for downloading of Admit Cardfrom SAIL website for written examination (The date of written test will be announced in the admit card)	**13.5.2013**

Click here to Apply Online