

No. DSP/PERS-NW/RECTT/CONSULTANT(SC)/2026/2092

Date: 09/10/2026

ENGAGEMENT OF CONSULTANTS (SPORTS COACH) FOR DSP– 2026

Durgapur Steel Plant invites qualified Coaches, fulfilling the eligibility criteria, to appear in the **Walk-in-Interview** on the following date, time and venue for engagement of 03 **Consultants (Sports Coach)** in different discipline in SAIL/DSP purely on tenure basis:

Date of Walk-In Interview: 27/10/2026
Reporting Time: 10:00 AM To 01: 00 PM
Venue: Centre for L&D, Durgapur Steel Plant, Durgapur-713203, West Bengal

1. **Name of the Post: Consultant (Sports Coach):**

Discipline	Nos. to be Engaged
Badminton	01
Table Tennis	01
Basketball	01

2. **Upper age limit:** 64 years as on 09/10/2026. A Medical Fitness Certificate from registered medical practitioner/Doctor is mandatory to be produced by concerned sports person before their engagement. However, the Consultants (Sports Coach) to be engaged should be medically fit.
3. **Tenure of Engagement:** The initial tenure of engagement of Consultants (Sports Coach) would be a period of one (01) year which can be further extended twice for a period of one (01) year each at the discretion of the Company on satisfactory performance. The maximum period for engagement under the same would not be more than three (03) years. However, there will be no bar on re-engagement. The tenure of engagement shall be subject to the upper age limit as specified above i.e. (65 years).

4. **Essential Qualification and Remuneration: -**

Essential qualification/experience and corresponding remuneration rates for engagements as Consultants (Sports Coach) in different disciplines are as under:

Sl. No.	Essential Requirement as on 09/10/2026	Consolidated Monthly Remuneration (Rs. / month)
1	*Diploma or higher degree in Sports Coaching from Netaji Subhas National Institute of Sports (NSNIS)	Rs. 28,000/-
2	Medal winner/ Participation in National Sports Events/ Games thereby representing Indian State	Rs. 32,000/-
3	Medal winner/ Participation in International sports Events/ Games thereby representing India.	Rs. 36,000/-

- *Coaching experience should be preferably more than 15 years in respective sports discipline as well as depending upon the specific certification/license as required in identified sports discipline. The essential qualification and work experience, if any, shall be taken into account as on 09/10/2026.
- The above monthly remuneration shall be applicable for engagement for a minimum of 6 hours a day for six days in a week. Further, if engagement is for less or more than 6 hours per day, the rates may be pro-rated accordingly.

Contd....

- The ex-employees of SAIL and non-SAIL (of other organization) ex-employees who have been separated through voluntary Retirement shall not be considered for engagement.
5. **Selection Process:** Through Walk-in –Interview subject to Medical Fitness.
 6. **Other Benefit**
 - a. **Housing:**
 - i. In case of ex-employees of SAIL, who are to be engaged as Consultants (Sports Coach), the allotted Company Accommodation may be retained during their engagement period with rent and other charges for electricity & water charges etc. to be charged for that category of accommodation.
 - ii. For other ex-employees of SAIL who require having Company Accommodation can be provided Company accommodation (2 BR or equivalent) on payment basis, if desired, subject to availability. The rent and any other charges like electricity, water etc. will be as applicable for that category of accommodation.
 - iii. The non-SAIL ex-employees engaged as Consultants (Sports Coach) can be provided Company accommodation (2 BR or equivalent) on payment basis, if desired, subject to availability. The rent and any other charges like electricity, water etc. will be as applicable for that category of quarters for SAIL employees.
 - iv. No HRA will be admissible.
 - b. **Medical Benefit:**
In case of ex-employees of SAIL, the medical benefits applicable / available for ex-employees will continue. In case of other non-SAIL ex-employees, the medical benefits shall be available for self only at Company hospitals, without any referrals.
 - c. **Leave:** Eligible to get 10 days leave in a year subject to prior approval.
 7. **Other Terms & Conditions:**
 - i. The engagement of Consultants (Sports Coach) is purely of temporary nature and shall not create any right for regular appointment in any ground, whatsoever.
 - ii. The Consultants (Sports Coach) so engaged will not be entitled to any benefits which are not specifically laid out.
 - iii. The Consultants (Sports Coach) engaged shall be provided TA/DA as per the entitlement to the lowest category of Executive cadre under the “SAIL Travelling Allowance (TA) Rules-2021”. For ex-employees of SAIL, the same shall be provided as per the entitlement of the grade in which the employee has superannuated as per extant rules.
 - iv. Presidential directive on reservation, as applicable in appointment in Public Enterprises would be followed.
 - v. The emoluments / remuneration being consolidated pay, no PF/Gratuity or other benefit unless and until specified shall be payable.
 - vi. During sporting events/ other events, the Consultants (Sports Coach) so engaged, shall be liable to give their services in emergent conditions also or as per requirement even beyond their normal assigned working hours. There shall be no claim for extra remuneration/ benefit for such conditions/extra hours.
 - vii. The Consultants (Sports Coach) so engaged shall be responsible for proper usage of all the assets/ training equipment kits provided by the Company pursuant to the engagement.
 - viii. Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax/ GST Act.

8. Termination of Engagement:

- i. The engagement of Consultant (Sports Coach) can be terminated by giving one months' notice by either of the party.
- ii. However, the engagement can be terminated by the Company forthwith under the following conditions/circumstances:
 - a. If there is evidence of the Consultants being medically unfit and which is likely to continue for a considerable period of time and he/she cannot discharge his/her normal duty. The decision of the company regarding fitness or otherwise shall be conclusive and binding on the Consultant so engaged.
 - b. In case of poor performance.
 - c. In case of moral turpitude, conviction by a court of law, insolvency, loss of license to practice, grave misconduct or financial irregularity.

9. General :

- A. Candidates must be an Indian national.
- B. Eligible candidates may walk-in for interview along with following certificates / documents in original with a set of self-attested photocopies of the same. Candidate who fails to produce the certificates / documents in original in support of eligibility will not be allowed to appear the interview:
 1. Filled-in application Format (Annexure-A) with one recent passport size colour photograph. No other form of application will be accepted.
 2. Proof of Date of Birth (Matriculation Certificate)
 3. Certificates & Mark sheets of required qualification.
 4. Caste/Category certificate, wherever applicable.
 5. Experience Certificate(s) and other relevant certificate as mentioned in the point no. 4 above under essential requirement. In case of retired employees, Service Certificate issued by the parent organization should be given.
 6. Photo Identity Proof (Voter ID / Aadhaar Card / Passport / Driving License etc.)
 7. NOC from present employer, if employed under PSUs/Autonomous Bodies/Govt. Department.
 8. **A Self-Certificate that he/she has not separated due to Voluntary Retirement (applicable for Ex-employees of SAIL and other non-SAIL ex-employees of PSUs/ Government).**
 9. **No TA/DA will be admissible for appearing at walk-in interview.**
- D. DSP reserves the right to reject any application, or cancel the candidature, or the whole process of selection, or admit less than the number of Sports Coach indicated, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection. The decision of DSP for this purpose shall be final and binding.
- E. Candidature of an applicant is liable to be rejected at any stage of the selection process, or after selection, in case any information provided by the candidate is found to be false, or is found not to be in conformity with requisite eligibility criteria mentioned in the advertisement.
- F. The performance of the Sports Coach so engaged will be reviewed on periodic basis and the tenure can be curtailed or extended, subject to satisfactory performance, with the approval of competent authority by giving notice of a period of one (01) month.
- G. Court of jurisdiction for any dispute will be at Durgapur.



APPLICATION FOR ENGAGEMENT OF CONSULTANTS (SPORTS COACH) ON TENURE BASIS

(Advt. No. DSP/PERS-NW/RECTT/CONSULTANT(SC)/2026/2092 dtd. 09/10/2026)

[Date of Walk-in Interview- 27/10/2026]
(TO BE FILLED IN CAPITAL LETTERS ONLY)

1. Engagement for : Consultant (Sports Coach) :
2. Discipline: :
3. Name in Full :
4. Father's Name :
5. Date of Birth : 6. Gender :
7. Caste/Category [Put tick mark (✓) in the appropriate box:

Paste your
recent passport
size colour
photograph duly
signed across

SC ☐ ST ☐ OBC ☐ EWS ☐ GEN ☐ PwBD ☐ ESM ☐

8. Marital Status : 9. Religion :
10. Nationality
11. Correspondence Address : PIN:
12. Mobile No : State:
13. Email ID :

14. Essential Requirement (as on 09/10/2026):

Requirement	Discipline	Name of the Board/Council/University/Organisation	Year
MATRIC	-----		
DIPLOMA OR HIGHER DEGREE	SPORTS COACHING		
Others			
Medal Winner/ Participation in National Sports		1. 2. 3.	
Medal Winner/ Participation in International Sports		1. 2. 3.	

15. Experience (as on 09/10/2026)

Name of Sports Academics/ Centers/ Institution	From	To	Total Period	Reason for leaving
Experience1				
Experience2				
Others				

16. Whether presently employed with any PSUs / Autonomous Body / Govt. Department? YES / NO

If Yes, Name & Address of the Present Employer.....

17. Whether Ex-employee of SAIL, other PSUs/Government? YES / NO

If Yes, Organization Name, Personal No., Mode of separation

DECLARATION:

I do hereby declare that I have not separated from SAIL/other PSUs/Government by opting for Voluntary Retirement and that all the above information given by me is correct. I understand that false statement and/or suppression of any material fact in this application will be considered sufficient cause for rejection of my application / candidature without notice. I agree to abide by the terms and conditions as mentioned in the Advt. No. DSP/PERS-NW/RECTT/CONSULTANT(SC)/2026/2092 dtd. 09/10/2026.

Date:

Full Signature of the Candidate