

STEEL AUTHORITY OF INDIA LIMITED

Durgapur Steel Plant

Durgapur – 713203 (West Bengal)

Engagement of Advisor in SAIL / DSP & ASP - 2026

No.: DSP/HR-OD/Advisor/2026/1781

Date: 02.09.2026

To address the growing demand for specialized skills and expertise within our organization, and to bridge the gap in essential skill sets required to ensure the seamless continuation of critical operational and functional activities, we invite the applications to engage the services of 4 Advisors for DSP and 2 Advisors for ASP from amongst ex-executives separated in E-7 & below grades from SAIL.

A. <u>DETAILS OF POSTS FOR DSP</u>				
S No	Department in which Advisor is required	No. of Advisors required	Grade on the day of retirement	Indicative Area of expertise / Work experience
1	Projects Deptt - Projects Site execution-Iron Zone-BF&SP	1	E5-E7	Reports to Projects Zone I/c (IRON ZONE-BF&SP), Daily planning & monitoring of project site work, Supervision of site construction work & resource mobilisation, coordination with contractors/sub contractors, coordination with concerned Deptt. for shutdown protocols, ensuring safety protocols at project sites, progress reporting, daily plan/achievements updates in DPMS. Experience in project site supervision work.
2	Town Engg- Electrical Deptt	1	E5-E7	Reports to GM (TE-Electrical), Shutdown & Maintenance of High Voltage equipments & Transmission line. Testing of HT & LT equipments Inspection of Transmission line Experience in Steel Plant/Power Plant/Power distribution Company
3	Town Engg- Water Supply Services	1	E1-E5	Reports to GM (TS-Water Supply Services), Maintenance of high diameter (20 to 30 inch) Rising Main Pipeline (preferably Cast Iron) with high pressure upto 7 kg. Experience of working in Steel Plant /Central Govt./State Govt. in similar field.

B. <u>DETAILS OF POSTS FOR ASP</u>				
S.No.	Department in which Advisor is required	No. of Advisors required	Grade on the date of Retirement	Indicative Area of expertise / Work experience
1	SMS & Mills Planning & Operation	1	E5-E7	Providing expert advisory support for effective planning and operation of SMS & Mills during execution of AMR projects. Guiding and handholding concerned executives in advance planning and day-to-day management of project-related activities, including, sequencing and utilisation of shutdowns for project jobs. Providing technical guidance during critical stages of project execution, commissioning and stabilisation, including identification and resolution of operational/process issues and advising on measures for smooth integration of new/modified facilities with existing operations. Providing expert technical inputs and assistance in formulation of the proposed expansion project and participation in technical discussions with consultants, technology providers and other stakeholders.
2	Crane Maintenance & Operation	1	E5-E7	Providing expert advisory support for effective maintenance and reliable operation of cranes in ASP. Assisting in identification of recurring defects and formulation of measures for improving crane availability and reliability.

Note:

* Filling up of vacancies is solely at the discretion of the management and no claim will arise for engagement, if some of these vacancies are not filled.

** If required, he/she may be posted in other areas also as per requirement of the company.

C. ELIGIBILITY

For engagement of ex- executives from SAIL as Advisors, in SAIL, DSP & ASP following are the criteria:

- The ex-executive should be separated from SAIL in E-7 or below grades

- b) Executives separated on account of Resignation, Voluntary Retirement, Premature Retirement (Under rule 4.0 (3) of SAIL CDA Rules, 1977), Medical Invalidation and those separated as a consequence of vigilance/ disciplinary action, etc. will not be eligible for engagement,
- c) The upper age limit for contractual engagement will be 65 years on date of issuance of offer for engagement/ extension.
- d) The candidate should not have 'C' grading during last 3 years of service with SAIL before superannuation.
- e) The candidate should have good service record without any ongoing disciplinary/ vigilance proceedings at the time of engagement/ extension.
- f) The ex-executive should be fit to perform the duties assigned, based upon production of a medical certificate from SAIL/ Government Hospital
- g) NOC from Town Services deptt to be submitted by the candidate in case residing in the township.

D. REMUNERATION

GRADE (at the time of separation)	Monthly Remuneration (in Rupees)
E-1 to E-3	50,000/-
E-4	60,000/-
E-5	70,000/-
E-6	80,000/-
E-7	1,00,000/-

E. MODE OF ENGAGEMENT

Applications are to be made in the attached format (Annexure a). Eligible candidates are requested to apply in the prescribed format and mail/send it to us.

- Candidates will be allowed to appear before the Selection Committee for Interview after clearance from screening cum selection committee constituted for the purpose.
- In case of large number of application received, shortlisting will be made as per additional eligibility criteria.
- After preliminary screening of application, the eligible candidates will be called for interview.
- All correspondence with candidates shall be done through e-mail only.
- The initial tenure of contractual engagement will be for 6 months which can further be extended for a period of 6 (six) months with the approval of Director I/c. Any subsequent extension beyond the 1st year, for another period of one (1) year may be considered with the approval of Chairman, SAIL.
- Applications complete in all respect should reach us on or before **19.09.2026** at the address mentioned below or by email (persod.dsp@sail.in)

Office of the GM (HR-OD)
Room No 103
Ispat Bhawan
Durgapur Steel Plant
Durgapur 713203

F. OTHER TERMS OF ENGAGEMENT

- No PF / Gratuity or any other benefit shall be payable.
- Scope of assignment for engagement shall be as decided by DSP and communicated to the successful candidate along with the offer of engagement.
- Travel outside the Headquarter would be required to be planned in prior consultation with his/her Nodal Officer.
- During the period of engagement, the Advisor will not engage himself/herself, in any capacity whatsoever, with any Competitive Firm/Company/Organization or with which the company has/had business relationship.
- Advisor/Consultant shall be under strict obligation to maintain confidentiality of information/data/technology which he/she may have access to during the period of engagement and thereafter.

G. TERMINATION OF CONTRACT

The contractual engagement under the guidelines can be terminated by giving 15 days' notice by either of the party, without assigning any reason thereof. However, in case of unsatisfactory performance or any misconduct by the Advisor/Consultant, SAIL reserves the right to terminate the engagement without any prior notice.

Application for the post of Advisor/ Consultant in DSP and ASP

Father's name –

E Mail ID –

Phone No –

Address –

Qualification (Graduation onwards)

S No	Qualification	Board/University	Marks Obtained	Year of Passing

Appraisal Rating during last 3 years of service

Year	Grade

***Date of Separation –**

Type of Separation –

Brief summary of your work experience in SAIL

[illegible]

I hereby state that the information provided by me above is true to my knowledge.

Signature:

***Note- Please enclose separation order issued by SAIL along with the application**