



Advt.No.:ISP/YP/2026/01

22.05.2026

**ENGAGEMENT OF YOUNG PROFESSIONALS AT DURGAPUR STEEL PLANT (DSP),**

**IISCO STEEL PLANT (ISP) AND ALLOY STEELS PLANT (ASP)**

Durgapur Steel Plant (DSP), IISCO Steel Plant (ISP) & Alloy Steels Plant (ASP); Plants of Steel Authority of India Limited (SAIL), a Maharatna Company, invites applications from Qualified Professionals for engagement of Young Professionals in Durgapur Steel Plant (DSP), Durgapur, IISCO Steel Plant (ISP), Burnpur & Alloy Steels Plant (ASP), Durgapur on fixed term basis as per details given below:

**1. Details of Engagements & Basic Eligibility (Plant/Unit wise):**

Engagement Code	Name of Engagement	Grade	No. at DSP	No. at ISP	No. at ASP	Upper Age Limit	Min. Post-qual. Experience
<b>A. Projects Division</b>							
P-1	Projects – Core Group (Utilities)	YP-2		2		38 yrs	6 yrs
P-2	Projects – Contractual Management	YP-1		1		35 yrs	3 yrs
P-3A	Projects – Safety	YP-1		3		35 yrs	3 yrs
P-3B	Projects – Safety	YP-2		2		38 yrs	6 yrs
P-4	Projects – Design (Mechanical)	YP-2		1		38 yrs	6 yrs
P-5	Projects – Design (Electrical/Instrumentation)	YP-2		1		38 yrs	6 yrs
P-6A	Projects – Civil	YP-1		3		35 yrs	3 yrs
P-6B	Projects – Civil	YP-2		3		38 yrs	6 yrs
P-6C	Projects – Civil	YP-3		2		42 yrs	10 yrs
P-7	Projects – Civil & Structural	YP-1	3			35 yrs	3 yrs
P-8A	Projects – Mechanical	YP-1		2		35 yrs	3 yrs
P-8B	Projects – Mechanical	YP-2		1		38 yrs	6 yrs
P-9A	Projects – Electrical & Electronics	YP-1		2		35 yrs	3 yrs
P-9B	Projects – Electrical & Electronics	YP-2		2		38 yrs	6 yrs
P-10	Projects – Road & Logistics	YP-2		1		38 yrs	6 yrs
P-11	Projects – Electrical, Automation, Instrumentation & Power	YP-1	2			35 yrs	3 yrs
P-12	Projects – Mechanical, Hydraulics & Utilities	YP-1	3			35 yrs	3 yrs
P-13	Project – Electrical Engineering Div. (EED)	YP-2			1	38 yrs	6 yrs
P-14	Project – C & IT	YP-2			1	38 yrs	6 yrs
<b>Sub-Total</b>			<b>8</b>	<b>26</b>	<b>2</b>		
<b>B. Works Division</b>							
W-1	Works – Networking and Cybersecurity	YP-2		1		38 yrs	6 yrs
W-2	Works – Environment Management	YP-1		1		35 yrs	3 yrs
W-3	Works – Hydraulics	YP-1	2			35 yrs	3 yrs
W-4	Works – Full Stack Developer	YP-1	1			35 yrs	3 yrs
W-5	Works – SAP Technical	YP-1	1			35 yrs	3 yrs
W-6	Works – Industrial Automation	YP-2	2			38 yrs	6 yrs
W-7	Works – Instrumentation	YP-2	1			38 yrs	6 yrs
W-8	Works – Environment	YP-2	1			38 yrs	6 yrs
<b>Sub-Total</b>			<b>8</b>	<b>2</b>	<b>0</b>		

C. Materials Management Division							
MM-1A	Material Inspection (Emerging Technologies)	YP-1		1		35 yrs	3 yrs
MM-1B	Material Inspection (Emerging Technologies)	YP-2		1		38 yrs	6 yrs
			<b>Sub-Total</b>	<b>0</b>	<b>2</b>	<b>0</b>	
<b>Grand Total</b>				<b>16</b>	<b>30</b>	<b>2</b>	<b>Total = 48</b>

## 2. Qualification & Experience Eligibility:

Engagement Code	Essential Qualification	Desirable Qualification	Work experience in Executive Cadre in a Steel Plant/ Process Industry/ Manufacturing Industry
P-1	B.E./B.Tech. in Mechanical / Chemical Engineering or equivalent	M.E./M.Tech./Ph.D. in Mechanical / Chemical Engineering	Projects Management / Operations / Maintenance of Utilities Area
P-2	B.E./B.Tech. in any stream or equivalent	M.E./M.Tech./MBA/PG Diploma in Contract Management / Ph.D.	Contractual Management in Projects / Material Management / Operations Area
P-3A & P-3B	B.E./B.Tech. in any branch of Engineering with Degree/diploma certificate in Industrial Safety recognised by Central/State Government	M.E./M.Tech./Ph.D. in Industrial Safety	Safety Management. Preferably the candidate should have fluency in Bengali (speak, read and write).
P-4	B.E./B.Tech. in Mechanical Engineering or equivalent	M.E./M.Tech./Ph.D. in Mechanical Engineering	Mechanical Design & Engineering experience in the Projects / Maintenance Area
P-5	B.E./B.Tech. in Electrical / Instrumentation Engineering or equivalent	M.E./M.Tech./Ph.D. in Electrical / Instrumentation Engineering	Electrical or Instrumentation Design & Engineering experience required for the Plant and Township Projects / Power Distribution Area (Power generation/distribution company)
P-6A, P-6B & P-6C	B.E./B.Tech. in Civil Engineering or equivalent	M.E./M.Tech./Ph.D. in Civil Engineering	Civil & Structural section of Projects / Operations / Maintenance Area
P-7	B.E./B.Tech. in Civil Engineering / Structural Engineering or equivalent	M.E./M.Tech./Ph.D. in Civil Engineering/ Structural Engineering	Civil & Structural section of Projects / Operations / Maintenance Area — Design/Engineering/Construction/Supervision of Civil foundation work and Industrial Structural work
P-8A & P-8B	B.E./B.Tech. in Mechanical Engineering or equivalent	M.E./M.Tech./Ph.D. in Mechanical Engineering	Mechanical section of Projects / Operations / Maintenance Area
P-9A & P-9B	B.E./B.Tech. in Electrical and Electronics Engineering or equivalent	M.E./M.Tech./Ph.D. in Electrical and Electronics Engineering	Electrical or Electronics section in Projects / Operations / Maintenance Area
P-10	B.E./B.Tech. in any branch of Engineering or equivalent	M.E./M.Tech./MBA/Ph.D.	Infrastructure / Railway / Road Logistics in Operations / Maintenance Area
P-11	B.E./B.Tech. in Electrical Engineering/ Electrical Machine/ Power Systems & High Voltage Engineering/ Power Plant Engineering/ Electronics & Power Engineering/ Electrical Instrumentation & Control Engineering/ Electrical & Instrumentation Engineering/ Electrical & Mechanical Engineering/ Power Engineering/ Electrical & Power Engineering/ Electrical & Electronics Engineering/ 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	M.E./M.Tech./Ph.D. in related discipline	Design/ Engineering/ Construction/ Supervision of Electrical work/ Instrumentation & Automation work/ Power Projects

Engagement Code	Essential Qualification	Desirable Qualification	Work experience in Executive Cadre in a Steel Plant/ Process Industry/ Manufacturing Industry
P-12	B.E./B.Tech. in 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/ Civil Engineering	M.E./M.Tech./Ph.D. in related discipline	Design/Engineering/Construction/Supervision of Mechanical work / Utility work / Hydraulics work
P-13	B.E./B.Tech. in Electrical Engineering	M.E./M.Tech./Ph.D. in Electrical Engineering	11KV or above Sub-Station Maintenance; upgradation projects of indoor/outdoor substations & installation of SCADA systems
P-14	B.E./B.Tech. in Computer Science Engineering / Information Technology	M.E./M.Tech./Ph.D. in CSE/IT	SAP implementation at manufacturing plant; experience of SAP ECC6
W-1	B.E./B.Tech. in Computer / IT / EC / EEE Engineering	M.E./M.Tech./Ph.D. in Computer / IT / EC / EEE Engineering	Industrial networking / cybersecurity / IT-OT integration systems
W-2	B.E./B.Tech. in Chemical Engineering	M.E./M.Tech./Ph.D. in Chemical Engineering	Pollution control / monitoring; reduction of carbon footprint & sustainability
W-3	B.E./B.Tech. in Mechanical / Production Engineering /Technology	M.E./M.Tech./Ph.D. in related discipline	Design/maintenance/troubleshooting of hydraulic & pneumatic systems involving proportional control, servo control and various types of hydraulic pumping, valves and actuator systems
W-4	B.E./B.Tech. in Computer Science, Computer Science Engineering, Information Technology, Computer Science & Information Technology	M.E./M.Tech./Ph.D. in related discipline	Full-stack web application development — Node JS, Angular/React, Database design with knowledge of Perl/PHP (Slim and Laravel framework)
W-5	B.E./B.Tech. in Computer Science, Computer Science Engineering, Information Technology, Computer Science & Information Technology	M.E./M.Tech./Ph.D. in related discipline	SAP ABAP — Module pool/ALV, WebDynpro, Object Oriented ABAP, WRICEF Objects — modification & creation
W-6	B.E./B.Tech. in Control & Instrumentation/ Instrumentation & Control Engineering/ Robotics & Automation/ Automation & Robotics	M.E./M.Tech./Ph.D. in related discipline	Maintenance/troubleshooting and programming of PLC systems (Siemens/ABB/Allen-Bradley/Schneider); drive systems (VFD, AC/DC drives); drive commissioning activities, fault diagnostics, and reading electrical drawings in process industries industrial communication protocols (Profibus, Profinet, Modbus, Ethernet/IP) and related troubleshooting.
W-7	B.E./B.Tech. in 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	M.E./M.Tech./Ph.D. in related discipline	Maintenance, commissioning and troubleshooting of field instruments (transmitters, control valves, analyzers, sensors) in steel/chemical/power/oil/Petrochemical or other process industries; HART configuration/ PLC/DCS/SCADA systems; calibration, loop checking, P&ID reading, interlock design, control philosophy, and technical documentation.
W-8	B.E./B.Tech. in Environmental Engineering	M.E./M.Tech./Ph.D. in Environmental Engineering	Experience in Environmental rules/regulations/compliances/clearances; handling of environment related projects
MM-1A & MM-1B	B.E./B.Tech. in any discipline	M.E./M.Tech./Ph.D. in any discipline	Mechanical / Electrical Maintenance including inspection of Equipment (Engineering goods)

**Note-** Essential qualification of B.E./B.Tech. or equivalent should be Regular/Full time in respective stream from Govt. recognised University/Institution with minimum 65% marks.

3.	<b>Who can apply</b>	
All Indian Nationals who have completed 23 years of age and possess requisite educational/ professional qualifications and work-experience can apply.		
4.	<b>Tenure of engagement:</b>	
a. The initial tenure of engagement of Young Professionals would be for a period of Three (03) years from the date of joining, which can be further extended up to two (2) additional years one year at a time, depending on eligibility criterion, satisfactory performance and at the discretion of the Company.		
b. The maximum period for engagement under the same would not be more than five (05) years.		
c. The performance of the Young Professionals so engaged will be periodically reviewed on annual basis and the tenure can be extended subject to satisfactory performance.		
5.	<b>Remuneration:</b>	
	<b>Engagement Code</b>	<b>Monthly Consolidated Retainership-fee</b>
	Young Professional – 1 (YP-1)	Rs. 70,000/- per month
	Young Professional – 2 (YP-2)	Rs. 1,00,000/- per month
	Young Professional – 3 (YP-3)	Rs. 1,40,000/- per month
5a.	<b>Annual Increment at the rate 4%/7%/10% of monthly consolidated retainership fee based on performance during the year.</b>	
6.	<b>Engagement Hours and Leave</b>	
a. The standard duration of engagement on all working days shall be <b>eight and half-hour per day, six-days per week and timing as per allocated shift-timing</b> . However, the young professional may be required to work beyond the prescribed-hours as per work-exigencies at no extra cost/charges.		
b. Young Professional shall be entitled to leave @1.5 days of each completed month i.e. 18-days in a year with no accumulation of leave beyond a calendar year on pro-rata basis. Accordingly, any <b>absence beyond 18-days in a calendar-year on any ground shall not be payable</b> .		
7.	<b>Job Description</b>	
	Young Professional	To work in respective departments of Projects, Materials Management and Works as may be required and also attend other emergent requirement as assigned from time to time.
8.	<b>Other benefits:</b>	
	<b>Accommodation</b>	
(i)	a) Outstation Young Professionals will be provided company accommodation subject to availability. 2-Bedroom accommodation/ equivalent monthly rent of Rs. 3,000 at Plant location. Young professional-3 may also be considered for 3-Bedroom accommodation/ equivalent at a monthly rent of Rs. 5,000 at Plant location subject to availability. Charges towards electricity, water, maintenance etc. will be applicable as per actuals.	
	b) No HRA will be payable.	
	c) During the initial period of three (3) months, outstation young professional may be allowed to stay at SAIL Guest House/ Transit House facility on payment of Rs. 200/- per day, subject to availability. Charges towards food will be at applicable rates.	
	<b>Communication facility:</b>	
(ii)	The Young Professionals engaged shall also be paid mobile phone / broadband expenses (including monthly call charges, monthly rental and applicable taxes) for official use within the monthly ceiling given as under:	
	<b>Engagement Code</b>	<b>Monthly ceiling towards Mobile Phone / Broadband expenses</b>
	Young Professional – 1 (YP-1)	Rs.800/- per month
	Young Professional – 2 (YP-2)	Rs.1000/- per month
	Young Professional – 3 (YP-3)	Rs.1200/- per month
	<b>Medical Facility:</b>	
(iii)	Medical facilities (OPD & IPD) at Company-owned Hospital at any Plant/Unit location for self, spouse and two (2) dependent children on free-of-cost basis. No Medical referral facility will be extended.	

9.	<b>Self-Insurance:</b> It is mandatory to avail adequate self-insurance cover i.e., Medical/ Life/ Health/ Accident. The Consolidated rates of reimbursements shall be applicable as under		
	<b>Engagement Code</b>	<b>Premium for Medical/Life/ Health/ Accident Insurance subject to documentary proof. Pro-rata for less than one year / month. (Max. Reimbursable)</b>	
	Young Professional – 1 (YP-1)	Up to Rs. 20,000 per year	
	Young Professional – 2 (YP-2)	Up to Rs. 25,000 per year	
	Young Professional – 3 (YP-3)	Up to Rs. 30,000 per year	
10.	<b>Entitlements on Official Tour / Travel :</b>		
	<b>Engagement Code</b>	<b>Permissible Mode of Journey<sup>(1)</sup></b>	<b>Reimbursements towards Boarding / Lodging / Travel etc. at Non-Metro locations<sup>(3)</sup></b>
	Young Professional – 1 (YP-1)	Rail – 2AC/CC	Stay upto Rs. 2000/- per day Local Travel & food @ Rs.1000/- per day
	Young Professional – 2 (YP-2)	Air (Economy) <sup>(2)</sup> / Rail – 2AC/CC	Stay upto Rs. 2500/- per day Local Travel & food @ Rs.1000/- per day
	Young Professional – 3 (YP-3)	Air (Economy) Rail – 1AC/EC	Stay upto Rs. 3000/- per day Local Travel & food @ Rs.1200/- per day

**Note-**

1. Travel by road, only if undertaken with prior approval of the Competent Authority. Road mileage in such case will be reimbursed @ Rs. 10.50 per Km.
2. Allowed for distances more than 500 Km.
3. At metro-locations viz. Delhi, Mumbai, Kolkata, Chennai, Hyderabad, and Bangalore, 15% increase in above limits would be applicable. Subject to prescribed limits, the reimbursement of expenses towards stay at any location will be on production of receipt/bill issued by Hotel/Guest house. Stay/food in empaneled Hotels or SAIL Guest Houses/ Transit Houses will be allowed on payment of charges applicable to employees.

11.	<b>Other Terms &amp; Conditions:</b>
a)	The engagement of Young Professionals is purely of temporary nature as a contract of service and shall not create any right for regular appointment on any grounds, whatsoever. This contract shall not create any employer- employee relationship.
b)	No other Perks and Allowance, Loans / advances, Performance related Payments (PRP), Provident Fund, Pension, Gratuity, Terminal/Service benefits under the applicable laws or otherwise etc. or any reimbursements other than those specifically mentioned in the advt. shall be payable.
c)	The Young Professionals shall be responsible for proper usage of all the assets provided by the Company pursuant to the engagement.
d)	On expiry or termination of engagement, Young Professional shall stand released immediately without any further communication and shall return all assets of the Company which were given by the Company.
e)	Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax / GST Act/Rules.
f)	In the event of death, injury or illness of the Young Professional which is attributable to the performance of services on behalf of SAIL Plants / Units under the terms of Contract, the Young Professional or any of his/her family member shall not be entitled to any compensation.
12.	<b>Termination of Engagement:</b>
a.	The engagement under these Policy guidelines will be on “Contract for Service” basis and co-terminus with the organizational requirements.
b.	During the first six (6) months, in case, the services of a young professional are not found to be satisfactory or due to any other reason, either party shall have the right to terminate the contract by giving a notice of seven (7) days; without any notice pay or compensation, etc.
c.	Beyond the initial six-month period, the contract for service can be terminated by either of the party by giving one (1) months' Notice or payment of one (1) month's retainership-fee & applicable allowances in lieu of Notice Period.

	d. In case of continued absence of the young professional for fifteen (15) days without prior proper sanction in writing, the 'contract for service' may be terminated with immediate effect without any advance notice and notice pay.						
	e. Further, in the event of conviction by a Court of law for an offence involving moral turpitude, or medical unfitness or for any other objectionable act/ omission subversive of discipline (as may be ascertained by SAIL) to perform the contractual obligations, the contract can be terminated by SAIL without any notice.						
13.	<b>Selection Process:</b>						
(i)	The applications received by the closing-date will be scrutinized for fulfilment of eligibility criteria. For large no. of application against each engagement as notified i.e., more than five (5) times the requirement, either Computer-based/ Aptitude/ General Management/ Psychometric Test may be organized or applicants may be asked to appear in any standard test/exam for the purpose of short-listing them for personal interaction/ interview (herein after referred as interview) in the ratio of 1: 3 on the basis of performance in the prescribed test. If the cut-off marks, so arrived at, are obtained by more than one candidate – all of them will be called for interview. (Weightage CBT: Interview shall be 80:20 for preparation of merit list and panel) In case of receipt of less than Five (5) times the requirements, all the candidates may be called for personal interview.						
(ii)	Candidates selected for engagement shall be required to join the assignment as indicated in the Offer of Engagement.						
14	<b>Receipt of Applications and Registration Fee:</b> Applications will be received <i>through online mode only</i> .						
	<table border="1"> <thead> <tr> <th>S.No.</th> <th>Name of the Engagement</th> <th>Registration &amp; Processing Fee</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Young Professionals – YP-1, YP-2 and YP-3 categories</td> <td>Rs. 500/-</td> </tr> </tbody> </table>	S.No.	Name of the Engagement	Registration & Processing Fee	1	Young Professionals – YP-1, YP-2 and YP-3 categories	Rs. 500/-
S.No.	Name of the Engagement	Registration & Processing Fee					
1	Young Professionals – YP-1, YP-2 and YP-3 categories	Rs. 500/-					

### **15. Guidelines:**

- Candidates who have not acquired the prescribed qualification, experience etc., as mentioned above, on or before the closing date for submitting application i.e., 06.06.2026 need not apply.
- Wherever the University/Institution prescribe CGPA score instead of percentage, the CGPA score will be converted into equivalent percentage as per norms of the University/Institution to determine the eligibility. The candidate will have to produce a copy of these conversion norms with respect to his/her university/ Institution at the time of Interview. If no norms are specified by the University/Institution, the CGPA score will be converted into percentage on proportionate basis, e.g., the CGPA of 8.3 out of 10 will be treated as 83%. (document to be uploaded in application if available)
- In case of qualification acquired from foreign University/Institution, the same may be treated at par with qualification offered by Indian University/Institution provided the candidate is able to produce equivalence certificate for such qualification from the Competent Authority.
- CBT/Personal Interview will be held at the centres spread across the country as may be decided by the management.

### **16. How to Apply:**

Eligible and interested candidates would be required to apply online only through SAIL's website: [www.sail.co.in](http://www.sail.co.in) (Careers). No other means/mode of application will be accepted. Candidates may click at the link of the Engagement they are applying for and submit information online in the appropriate fields.

Before registering their application on the website, the candidates should note and ensure the following:

- Candidates are advised to read the instructions carefully before online submission of application, which will be available in the website itself.
- Candidates applying for the engagement should ensure that they fulfil all the eligibility criteria as per the advertisement. Their admission at all stages will be purely provisional, subject to their satisfying the

- c. prescribed eligibility criteria, which will be verified at the time of Interview, Pre-Employment Medical Examination & Joining. However, if on verification at any stage of the selection process, it is found that they do not fulfil any of the eligibility criteria or are unable to produce valid documentary proof in support of the eligibility criteria, their candidature for the engagement will be cancelled forthwith.
- d. Since fulfillment of contractual obligation requires the young professional to be present at the designated workplace within Plant premises on regular basis, joining of the selected young professional will be subject to furnishing a general medical fitness certificate issued by a qualified/authorized medical practitioner. Company will, however, reserve the right to ask the Young-professional for medical examination as per applicable medical standards
- e. Candidate should have valid personal e-mail ID & working Mobile Number, which should remain valid & active till completion of the entire selection process.
- f. Candidates should ensure that they have recent passport size recognizable colour photograph in .jpg or .jpeg file only of size upto 50 kb (taken against a white background and candidate must ensure that they are not wearing sun goggles, dark glasses etc.) as well as photograph of signature in .jpg or .jpeg file only of size upto 20 kb (running signature and not individual alphabet OR CAPITAL LETTER OR initials) in digital format for uploading with the application form. Candidates should ensure that copies of the same are retained and should be affixed/used for the entire selection process whenever required. Candidates are also advised not to change their appearance till the process is completed. Failure to produce the same photograph at various stages of the process or doubt about identity at any stage could lead to disqualification.
- g. Candidates applying for the engagement shall have to upload the scanned copies of original documents) (pdf file) in support of their Date of Birth, qualification and experience as required [maximum size of each pdf file/attachment should not be more than 300 KB]:

Engagement & grade	Documents to be uploaded
Young Professionals – YP-1, YP-2 and YP-3 categories	(i) Matriculation certificate having date of Birth (ii) Pass Certificate of XII, B.E./B. Tech / M.E. / M. Tech. / PhD. / any other qualification of relevant discipline. (iii) Experience certificate(s) showing relevant post qualification experience from the employer (iv) NOC from the present employer, if employed under PSUs/Autonomous Bodies/Govt. Department (v) Photo Identity Proof (either Aadhaar Card, PAN Card, Passport, Voter ID). (vi) Address proof (Voter ID, Driving License, Aadhaar Card or others). (vii) Conversion certificate/ chart/formulae for CGPA/SGPA to percentage calculation (if available, optional)

### **17. Process for Submission of application form:**

- a. Go to SAIL “Careers” page at [www.sail.co.in](http://www.sail.co.in) or <http://sailcareers.com>
- b. Read the advertisement carefully to be sure about eligibility.
- c. Go through the User Manual available on the site and follow the steps as mentioned.
- d. Click on “Login” or “Apply”
- e. If new user, complete ONE-TIME registration first and then go to “**Registered User**” and go further by using **User ID & Password**.
- f. The applicant is required to **fill** the required information and **upload** the **Photograph & Signature** and also the **required certificate(s)/document(s)** as mentioned above.
- g. Once all the required details are entered, the candidate is required to **Review** the details entered and **Confirm**. Once confirmed, no editing will be allowed.
- h. Make requisite **payment** of Registration and/or Processing Fee through online mode. The link for payment will be available after application is completed. Candidate will have to bear charges in addition to Registration and/or Processing Fee.

- i. Submit the application after completion of all requisite steps and take a **Print out** of the application having **Application ID**.
- j. No request for editing of payment details and issue of Admit card will be entered in wrong submission cases and candidature will stand rejected.
- k. The above steps are only indicative. Candidates are required to adhere to the steps as displayed on the on-line screen for making payment.

After applying online, candidate is required to download the system generated Registration Slip with Application ID and is to be retained for future reference/submission.

**Note:** While filling the online application, candidates must carefully follow all the steps and must read the on-screen instructions very carefully. Incomplete application, application without photograph, signature & required certificate(s)/document(s) (wherever applicable)/application not fulfilling the eligibility criteria will be summarily rejected. No communication in this regard will be entertained from the applicant. The decision of SAIL-ISP/DSP/ASP in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection. Fees once paid cannot be refunded under any circumstances. Candidates are therefore, advised to verify their eligibility before paying the Registration and/or Processing Fee & fill-in the payment details carefully.

**Important:**

All correspondence with candidates shall be done through e-mail/SMS only. All information regarding examination/interview/Admit Card/result of CBT or call letters/intimation regarding final selection etc. shall be provided through email/SMS or uploading on SAIL website. The candidate will be responsible for receiving, downloading and printing of Admit Card for CBT or call letter for Interview or letter for pre-employment Medical Examination or any other information. SAIL-ISP/DSP/ASP will not be responsible for any loss of email/SMS sent, due to invalid/wrong email ID/Mobile Number provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her email/ mobile/SAIL website in time or due to network related data loss. Candidates will be allowed to appear in the CBT/ Interview only if they possess valid Admit Card/Call Letter with identifiable photograph of the candidate. The company shall not be under any obligation to arrange for conduct of CBT on multiple dates in case of candidates applying for multiple engagements. It would therefore, be in the interest of the candidates to apply for only one Engagement.

**18. CONTRACT FOR ENGAGEMENT**

- a) Every individual upon selection for engagement in SAIL-ISP/DSP/ASP for "Contract for Service" would be required to enter into an agreement with respective SAIL Plant/Unit as per format prescribed prior to joining.
- b) Unless agreement in the prescribed format is signed by the candidate and cross-signed by authorized signatory of respective SAIL Plant/Unit, any such engagement shall be null & void ab-initio and no claim, whatsoever, shall be maintainable.

**19. General:**

- a. Candidate must be an Indian national.
- b. Minimum age for this engagement is 23 years.
- c. The engagement is purely of temporary nature and shall not create any right for regular appointment on any ground whatsoever.
- d. Candidates not fulfilling the requirements specified in this advertisement need not apply.

- e. Candidature of a candidate is liable to be rejected at any stage of engagement 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. The candidate shall be wholly/exclusively responsible for the information/details so filled/provided in his/her online Application Form & the document(s) provided.
- f. Candidates will be considered for being called for the CBT/Interview based on the information provided by them in their online applications. **The information w.r.t. qualification, experience, age etc. uploaded on the application portal shall be verified with their respective original documents at the time of interview and in the event of any deviation, the candidature of the candidate shall be liable for rejection without any further reference.** As Date, Time & Place of CBT / Interview will be intimated to eligible/short-listed candidates through email/SMS &/or SAIL website, candidates should ensure that information provided in the application are correct and periodically check the SAIL website for updates (if any).
- g. Applications received after the closing date i.e., 06.06.2026 will not be considered. SAIL-ISP/DSP/ASP will not be responsible for any loss/delay/wrong delivery/non-delivery of communication at any stage of engagement process.
- h. Engagements advertised are tentative. SAIL-ISP/DSP/ASP reserves the right to reject any application(s) OR cancel/restrict/ modify/alter the requirements/engagement process as advertised, if need so arises, without issuing any further notice or assigning any reason thereof; in which case SAIL-ISP/DSP/ASP shall not be liable to compensate the applicant for the consequential damages.
- i. The examination centres allotted to the candidates shall be binding and no request for change of examination centre will be entertained. However, SAIL-ISP/DSP/ASP reserves the right to cancel or add any centre as may be required.
- j. Candidates should retain the copy of E-receipt of Registration and/or Processing Fee as they can be asked to produce it for future reference.
- k. Any Corrigendum/Addendum/Notice etc. (if any), w.r.t. this advertisement will be made available on website [www.sail.co.in](http://www.sail.co.in) only. Candidates are therefore, advised to refer to the above website periodically for updates (if any).
- l. Filling up of engagements is solely at the discretion of the management based on suitability of candidates and no claim shall be admissible for engagements, if some of these engagements are not filled due to unsuitability of available candidates or insufficiency in number of candidates.
- m. Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date for depositing the Registration and/or Processing Fee to avoid the possibility of disconnection/ inability/failure to log on to the SAIL website on account of heavy load on internet/website jam. SAIL-ISP/DSP/ASP does not assume any responsibility for the candidates not being able to submit their applications within the closing date of application on account of the aforesaid reasons or for any other reason beyond the control of the SAIL-ISP/DSP/ASP.
- n. The engagement of Young Professionals being in the nature of a consultancy arrangement on "Contract for Service" basis, is not an appointment to a post or service under the State.
- o. Candidates employed in Govt. Departments/PSUs/Autonomous Bodies shall have to produce NOC in original from the employer at the time of Interview. In case of selection, candidates will be required to produce proper discharge certificate/release order from the employer at the time of taking up the engagement.
- p. Joining of the candidate is subject to medical fitness.
- q. SAIL-ISP/DSP/ASP reserves the sole authority to consider the cases as per its rules and decision of SAIL-ISP/DSP/ASP in this regard shall be final, firm & binding.
- r. SAIL-ISP/DSP/ASP reserves the right to reject any application or cancel the candidature or the whole process of interview without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection. The decision of the SAIL-ISP/DSP/ASP for this purpose shall be final and binding.
- s. Candidature of an applicant is liable to be rejected at any stage of the selection process or after selection, if 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.
- t. In case of any dispute on interpretation of any part of this advertisement, howsoever arising, the decision of the Company shall be final and binding.
- u. A discipline-wise panel will be formed in order of merit (in the ratio of 1:1 i.e., no. of candidate in merit: no. of candidates in panel) which will be operated in case of non-joining/early exit (within six months) of candidates against initial offer of engagement. The panel will be valid for a period of six months from the date of approval.
- v. No request for change in date of Interview, centre of CBT or date of Medical Examination will be allowed and no correspondence in this regard will be entertained under any circumstances.

- w. **Candidates will be required to join within a maximum period of 30 (Thirty) days for reporting and signing of Contract. No further extension shall be allowed on any grounds.**
- x. The selected candidates will be required to furnish a general undertaking and declaration regarding his/her good moral character and that he/she has not been convicted by any court of law for committing any criminal offense and further that no judicial proceedings are pending against him/her for any criminal offense or an act involving moral turpitude.
- y. Company shall reserve the right to carry out pre-engagement verification of antecedents and credentials including general character of the selected candidates. In case any adverse report is received from any of the authorities at any stage, Company reserves the right to terminate the contract without any notice.
- z. Court of jurisdiction for any dispute will be **at Asansol/ Durgapur, West Bengal as applicable.**

**20. PAYMENT OF TRAVELLING EXPENSES:**

Candidates called for Interview / selection process will be reimbursed travelling expenses as under:

- a. Candidates attending the Interview at the specified location will be reimbursed single to and fro AC-2 Tier Rail fare along with reservation and Tatkal booking charges (if any), from the place of correspondence address to the venue of Interview by the shortest route, on production of proof of journey, provided the distance covered by rail or road is more than 30 kilometres each way.
- b. For candidates travelling by a class/mode higher than the entitlement or by road, reimbursement will be restricted to the fare corresponding to the entitled class only.
- c. The candidates upon joining as Young Professional 1 & 2 will be reimbursed an amount equivalent to 2 AC train fare from the nearest Railway Station on production of documentary proofs. The Candidates joining as Young Professional 3 will be entitled for Airfare (economy)/1 AC train fare from the nearest Railway Station/ airport, for joining at the Plant/Unit.

<b>Important Dates: Event</b>	<b>Date</b>
Start of on-line application	22 / 05 / 2026
Closing date for on-line application	06 / 06 / 2026

Registered Office – Ispat Bhawan, Lodhi Road, New Delhi- 110 003

*There's a little bit of SAIL in everybody's life.*