



## **ADVERTISEMENT**

**Advt. No. SAIL/ISP/HR/OD/CO/2025/1833**

**Date: 11.10.2025**

### **ENGAGEMENT OF ADVISORS/CONSULTANTS AT SAIL – ISP**

SAIL-IISCO Steel Plant (ISP) invites applications from ex-executives separated from SAIL in E-7 and below grades for engagement as Advisors/Consultants on a contractual basis in the following Functions/Departments:

<b>Post Code</b>	<b>Function/ Department in which Advisor is required</b>	<b>No. of Advisors required</b>	<b>Grade at the time of separation</b>	<b>Indicative Area of expertise / Work experience</b>	<b>Educational Qualification</b>
1	Projects - Civil	3	E3 -E7	For B.E. / B.Tech. / B.Sc. (Engineering) – Minimum 5 years of experience in project execution or civil maintenance work in a Steel Plant. OR For Engineering Diploma holders – Minimum 8 years of experience in project execution or civil maintenance work in a Steel Plant.	Diploma/B.E./B. Sc. /B. Tech. in Civil Engineering or equivalent.
<b>Indicative Scope of Work:</b> Execution/Coordination/Supervision of civil works in different packages like HSM, SMS, CO & various other areas.					
2	Projects - Safety	1	E3 -E7	Minimum experience in Production, Maintenance, or Safety Department shall be: <ul style="list-style-type: none"><li>• 2 years for Engineering Degree holders,</li><li>• 5 years for Science Graduates, and</li><li>• 5 years for Diploma in engineering holders.</li></ul>	Degree/ Diploma Certificate in industrial safety recognised by the Government of West Bengal.
<b>Indicative Scope of Work:</b> Safety monitoring at different sites.					
3	Projects - Hot Strip Mill (HSM)	2	E5-E7	Candidate should have a minimum of 5 years of experience in Project Execution related to Hot Strip Mills and Furnaces.	Degree in Engineering or equivalent in Mechanical/ Civil/ Electrical/ Instrumentation / Automation Discipline.
<b>Indicative Scope of Work:</b> Coordination/Supervision of site works.					
4	Projects - Electrical	2	E5-E7	Engineering Degree with minimum 4 years of experience in HT / LT / Control Systems, with understanding of layout and interface.	Degree in Engineering or equivalent in Electrical/ Electronics/Power discipline.
<b>Indicative Scope of Work:</b> Coordination/Supervision of site works for Automation & Power Distribution jobs in various expansion packages.					
5	Projects - Railways & Logistics	1	E7	Engineering Degree with minimum 5 years of experience in Railway coordination, particularly in execution of Railway track work including laying of track and installation of signalling system. Experience in in-plant logistics is preferable.	Engineering Degree Or equivalent. MBA/ Masters degree in Logistics will be preferred.
<b>Indicative Scope of Work:</b> Coordination/Supervision of rail network & logistics packages inside the plant, Hirapur & Damodar Exchange Yard.					

Post Code	Function/ Department in which Advisor is required	No. of Advisors required	Grade at the time of separation	Indicative Area of expertise / Work experience	Educational Qualification
6	Projects - Finance & Taxation	1	E5-E7	Minimum 3 years of experience in Project Finance, Finance Account & Taxation (Direct and Indirect), Foreign Payment.	CA/ ICWA
<b>Indicative Scope of Work:</b> Projects Finance & Taxation related issues.					
7	Finance	1	E-7	Minimum 25 years of experience in Cost & Budgeting, Finance & Accounts, and Project Finance.	CA/ICWA
<b>Indicative Scope of Work:</b> 1. Monitoring of expenditure with respect to Budget. 2. Optimisation of resources and cost control. 3. In depth analysis of cost sheet to identify area to reduce expenditure and cost of production. 4. Provide detail analysis to higher management on variance analysis, sensitivity analysis, element wise cost, dept. cost etc. 5. Formulate strategy regarding production of product mix to maximise contribution and revenue. 6. Optimisation of coal blend cost, fuel cost, power cost and TMI. 7. Migration of preparing cost sheet from legacy system to SAP system. 8. Preparation of cost and cost comparison statement on daily/periodical basis. 9. Identification of profitable grade and non-profitable grade. 10. Preparation of CAR & CARR and assist in cost audit. 11. Reconciliation of cost statement with financial statement. 12. Formulate strategy for EBIDTA improvement plan. 13. Conducting shop wise cost awareness program. 14. Preparation of cost sheet and Budget.					
8	Works- Blast Furnace	1	E6/E7	Minimum 10 years of experience in operation/mechanical maintenance of Blast Furnace in any SAIL Steel plant.	Degree in Engineering or equivalent in Metallurgy/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. Optimization of operational parameters to achieve better techno-economics. 2. Improvement in dust extraction system.					
9	Works- Coke Ovens	1	E6/E7	Minimum 10 years of experience in operation/mechanical maintenance of Battery proper/By-product Plant/Gas network/CDCP in any SAIL Steel plant. Combined experience of minimum 10 years in the areas mentioned also acceptable.	Degree in Engineering or equivalent in Chemical/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. Stabilization of Sulphur Plant. 2. To improve reliability of CDCP chambers. 3. To provide solution of pressurization in CO gas network.					
10	Works- Sinter Plant	1	E6/E7	Minimum 10 years of experience in operation of Sinter plant/RCL-Iron Zone in any SAIL Steel plant. Combined experience of minimum 10 years in the areas mentioned also acceptable.	Degree in Engineering or equivalent in Metallurgy/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. Optimization of operational parameters to minimise uses of flux and coke breeze. 2. Improvement in dust extraction system.					
Post	Function/	No. of	Grade at	Indicative Area of expertise /	Educational

Code	Department in which Advisor is required	Advisors required	the time of separation	Work experience	Qualification
11	Works- Power & Blowing Station	1	E6/E7	Minimum 10 years of experience in operation/mechanical maintenance of gas fired/steam fired boilers in any SAIL Steel plant.	Degree in Engineering or equivalent in Electrical/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. To improve the reliability of CDCP boilers. 2. Assistance in utilizing BPTG.					
12	Works- Wire Rod Mill	1	E6/E7	Minimum 10 years of experience in operation/mechanical maintenance of long product rolling mill in any SAIL Steel plant.	Degree in Engineering or equivalent in Metallurgy/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. Assistance in System development for standardization of rolling parameters for improvement of rolling rate, roller guide life and overall productivity of WRM. 2. To improve the yield of the mill.					
13	Works- Bar Mill	1	E6/E7	Minimum 10 years of experience in operation/mechanical maintenance of long product rolling mill in any SAIL Steel plant.	Degree in Engineering or equivalent in Metallurgy/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. Assistance in system development for standardization of rolling parameters for higher grade rolling, improvement in rolling rate especially thinner section, roller guide life and overall improvement in productivity of Bar Mill. 2. To improve the yield of the mill.					
14	Works- USM	1	E6/E7	Minimum 10 years of experience in operation/mechanical maintenance of any structural/section mill or operation of roll turning shop in any SAIL Steel plant.	Degree in Engineering or equivalent in Metallurgy/Mechanical Discipline.
<b>Indicative Scope of Work:</b> 1. To increase rolling hours of mill with better maintenance/operational practice. 2. Assistance in roll assembly expertise development					
15	Works- Energy Management	1	E6/E7	Degree in Engineering or equivalent with minimum 10 years of experience in Design/ Operation of Gas distribution System/ Gas Network Management in any SAIL steel plant. OR Diploma in Engineering or equivalent with 15 years of experience in gas network system/gas boosters/outdoor pipeline maintenance in any SAIL steel plant.	Degree in Engineering or equivalent in Chemical/ Mechanical Engineering Discipline.  Or Diploma in Engineering or equivalent in Chemical/ Mechanical Engineering Discipline.
<b>Indicative Scope of Work:</b> 1. To provide support in better distribution/utilisation of CO/BF/BOF gas to minimise flaring and the use of CBM/natural gas. 2. Optimum utilization of gas boosters to prevent pressurization in gas network.					

**Note –**

1. 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.
2. The filling up of vacancies shall be solely at the discretion of the management, and no claim shall arise for engagement if any or all of the advertised vacancies are not filled.

<b>2.</b>	<b>Eligibility Criteria:</b>	
(i)	Age Limit	The upper age limit for contractual engagement will be <b>65 years</b> . Relevant date for this purpose will be date of issuance of offer for engagement/extension.
(ii)	Performance	The candidate should not have 'C' grading during the last three (3) years of service with SAIL before superannuation.
(iii)	Physical & Mental Fitness	The ex-executive should be fit to perform the duties assigned, based upon production of a medical certificate.
(iv)	Effectiveness & Integrity	He / She should have good service record without any on-going disciplinary/ vigilance proceedings at the time of engagement/extension.
<b>3.</b>	<b>Tenure of engagement:</b>	
(i)	The initial tenure of the contractual engagement shall be six (6) months, which may be extended for a further period of six (6) months with the approval of the Competent Authority. Any subsequent extension beyond the first year for another period of one (1) year may be considered with the approval of the Competent Authority.	
(ii)	The ex-Advisor/Consultant, who has already served for the maximum permissible period as mentioned at 3 (i) above, will be eligible to be engaged again after a cooling off period of minimum One (1) month; subject to the fulfilment of conditions specified in this advertisement.	
<b>4.</b>	<b>Remuneration :</b> The Consultation fee/remuneration payable to Advisors/Consultants depending upon the grade last served in SAIL will be as under:-	
(i)	<b>Grade (At the time of separation)</b>	<b>Monthly Remuneration (in Rupees)</b>
	<b>E-1 to E-3</b>	₹ 50,000/-
	<b>E-4</b>	₹ 60,000/-
	<b>E-5</b>	₹ 70,000/-
	<b>E-6</b>	₹ 80,000/-
	<b>E-7</b>	₹ 1,00,000/-
(ii)	The above monthly rates are applicable for rendering service for 8 hour per working day in ISP. The same shall be reduced on pro-rata basis depending upon number of working days on which service have been rendered during the month. Above monthly remuneration rates shall remain unchanged for the entire duration of engagement, including the extension period, if any, unless, the remuneration rates specified under the relevant SAIL guidelines get revised with the approval of the Competent Authority. Reimbursement of GST, if applicable, will be over & above the consultation fee/remuneration mentioned above.	
<b>5.</b>	<b>Other Benefits:</b>	
(i)	Outstation Advisor/Consultant engaged at a plant location may be allowed to avail the facility of stay at ISP Guest House/Transit house on payment of Rs.200/- per day, subject to availability.	
(ii)	Advisors/ Consultants engaged shall also be reimbursed expenses towards one (1) post-paid SIM and mobile phone bill at the rate as applicable to the grade last served on self- declaration basis.	
(iii)	Medical benefits as applicable/ available to the ex- employees of SAIL shall be allowed.	
(iv)	Expenses on account of TA/DA, on account of sanctioned official tour will also be reimbursed as applicable to the grade last served.	
(v)	Reimbursement towards air/train fare (as applicable) will be made for joining and leaving upon Expiry of tenure of engagement (including the extension period, if any) from headquarter to his/ her place of residence only in case of outstation candidates.	
(vi)	Subject to prior intimation, no deduction will be made for absence up to nine (9) days for every six (6) Months' tenure of engagement (1.5 day per month).	
<b>6.</b>	<b>Other Terms &amp; Conditions of the Contract for service:</b>	
(i)	The engagement of ex-executive of SAIL under the scheme is purely of temporary nature and shall not create any right for regular appointment on any grounds, whatsoever. The candidates engaged will not be entitled to any other benefits which are not specifically laid out in the advertisement.	
(ii)	No PF, gratuity, or any other benefit shall be payable other than those stated above.	
(iii)	The scope of assignment for engagement shall be as decided by ISP and communicated to the successful candidate along with the offer of engagement.	
(iv)	Travel outside the Headquarter would be required to be planned in prior consultation with his/her Nodal Officer.	

(v)	Subject to express consent by the Advisor/Consultant, his/her services may be utilised for any other Plant/Unit of SAIL on same terms & conditions.
(vi)	During the period of engagement, the Advisor/Consultant will not engage himself/herself, in any capacity whatsoever, with any Competitive Firm/Company/Organization or with which the company has/had business relationship.
(vii)	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.
(viii)	<i>The contractual engagement 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.</i>
(ix)	Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax/GST Act.
<b>7.</b>	<b>MODE OF ENGAGEMENT:</b>
(i)	Eligible and interested candidates are requested to apply in the prescribed format (Annexure-I) enclosing all self-certified relevant documents, and send the same to SAIL-ISP through Speed Post. <ul style="list-style-type: none"> <li>a. Filled in application format (Annexure-I) with 2 additional passport size recent colour photographs.</li> <li>b. Service certificate issued by the SAIL at the time of retirement / separation.</li> <li>c. Photo Identity Proof (VOTER ID, PAN, Aadhar Card, Driving License)</li> <li>d. Medical Fitness certificate.</li> <li>e. Document in support of experience, if any.</li> </ul>
(ii)	The selection will be through a "Screening-cum-Selection Committee" to be constituted by ISP. In case of receipt of large number of applications, SAIL ISP will reserve the right to adopt suitable/additional short-listing criteria.
(iii)	Candidates shall be required to appear before the Selection Committee for Interview. The date of the interview shall be intimated to the candidate through e-mail, on the e-mail ID mentioned in their application.
(iv)	After receiving the applications, all correspondence with candidates shall be done through e-mail only.
(v)	Applications, complete in all respects, should reach us <b>within 15 days from the date of issuance of the advertisement</b> at the address mentioned below, in a sealed envelope super-scribed as "ENGAGEMENT OF ADVISOR/CONSULTANT AT SAIL-ISP", Office of the GM (HR-OD & HRIS) 7, The Ridge, DIC's Office Complex Steel Authority of India Limited- IISCO Steel Plant, Burnpur 713325 West Bengal
(vi)	Applicant desirous to apply for more than one function/department shall be required to submit separate application for each of the function/department.
(vii)	Applications that are incomplete or lack the required documents are likely to be rejected. The Screening-cum-Selection Committee may request additional documents during the selection process, if necessary.
<b>8. GENERAL CONDITIONS:</b>	
<ul style="list-style-type: none"> <li>i. The candidate must be an Indian national possessing the requisite qualifications and experience, and fulfilling all eligibility criteria specified in the advertisement.</li> <li>ii. All certificates and documents in support of eligibility shall be verified during the selection process. <b>Candidates who are found eligible by the "Screening-cum-Selection Committee" will be allowed/ called to appear in the interview.</b> Therefore, candidates are requested to ensure their eligibility before appearing in the Interview.</li> <li>iii. The engagement is purely on a <b>temporary basis</b> and shall not be construed as conferring any right for regular appointment in SAIL or its subsidiaries in any manner whatsoever.</li> <li>iv. SAIL -ISP reserves the sole authority to consider the cases as per its rules and decision of SAIL -ISP in this regard shall be firm and binding.</li> <li>v. SAIL -ISP reserves the right to reject any application <b>OR</b> cancel the candidature <b>OR</b> 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, for this purpose shall be final and binding.</li> <li>vi. 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.</li> <li>vii. Court of jurisdiction for any dispute will be at Asansol, West Bengal.</li> </ul>	

**Application form for Advisors/Consultants at SAIL ISP**

<b>Post Code:</b>		<b>Applying for Function/Department</b>			
<b>Name of Candidate in full (CAPITAL LETTERS):</b>					
<b>Father's Name:</b>		<b>Category</b>	<b>UR/OBC/SC/ST/EWS/PWD</b>		
<b>Date of Birth:</b>		<b>Whether PWD</b>	<b>Yes/ No</b>		
<b>Contact No.</b>		<b>E-mail id:</b>			
<b>Gender:</b>		<b>Nationality:</b>			
<b>Present Address:</b>					
<b>Permanent Address:</b>					
<b>Date of joining SAIL:</b>		<b>Date of separation from SAIL:</b>			
<b>Last SAIL Unit Served</b>		<b>Last Official Designation</b>			
<b>Ex. SAIL P.No.</b>		<b>Type of Separation</b>			
<b>Appraisal Ratings during last 3 years of service</b>	<b>Year:-</b>				
	<b>Rating:-</b>				
	<b>Unit Served</b>				
<b>Qualification (Please attach an extra sheet if required)</b>					
1. 2. 3. 4.					
<b>Work Experience (Please attach an extra sheet if required)</b>					
<b>SAIL Plant/ Unit</b>	<b>Depart ment</b>	<b>From</b>	<b>To</b>	<b>Designation</b>	<b>Job Description</b>
<p>Declaration: I hereby provide my consent to abide by all the terms and conditions given in the advertisement (vide No. <b>SAIL/ISP/HR/OD/CO/2025/1833</b> dated <b>11.10.2025</b>) and all the information given by me in this application form and its enclosures are true and correct. In case of any declaration and documents enclosed herewith are found to be false and if I am unable to produce/ submit relevant documents, my candidature may be cancelled at any stage of the selection process or thereafter.</p> <p>Date:</p>					
Place:				(SIGNATURE of the applicant)	