



STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
ROURKELA STEEL PLANT
ROURKELA-769011 (ODISHA)

Advt. No. CMLO/YP/2026-04
Date: 01/10/2026

**ENGAGEMENT OF YOUNG PROFESSIONALS AT CENTRAL MINING AND LOGISTICS ORGANIZATION (CMLO)
FOR ITS MINES UNDER ODISHA GROUP OF MINES (OGOM)**

Central Mining and Logistics Organization (CMLO), a unit of Steel Authority of India Limited (SAIL) - a Maharatna Public Sector Enterprise and the leading steel-making company in India, invites applications from eligible persons for engagement as **Young Professionals (YPs) purely on a Fixed-Term Basis** for its captive mines at Bolani, Barsuan, Kalta & Taldihi under Odisha Group of Mines (OGOM).

A] DETAILS OF VACANCIES:

Role / Grade	Nos. of YPs to be engaged
Civil Engineer (YP-3)	01
Surveyor (YP-2)	01
IT Engineer (YP-1)	01
Electronics Engineer (YP-1)	01

B] ELIGIBILITY CRITERIA:

All Indian Nationals, who have completed 23 years of age and possess requisite educational/professional qualifications and work-experience as hereunder, would be eligible to apply for engagement as Young Professionals against a prescribed requirement, subject to fulfillment of other eligibility conditions.

Role / Grade	Essential Qualification & Work Experience as on 01/10/2026	Upper Age-limit as on 01/10/2026
Civil Engineer (YP-3)	i) B.E/ B. Tech. (Full Time) Civil Engineering or equivalent from Govt. recognized University/Institute. ii) Post-qualification experience (after B.E./B.Tech.) of minimum 10 (ten) years as a Civil Engineer in execution of civil work either in any Manufacturing Industry / Mining Sector / Infrastructure Development Organisation. iii) The Industry/ Organisation must be a Public Sector Undertaking/ Govt. Organisation/ Public Limited Company/ JV of PSUs or Govt./ Private firm with a valid CIN.	42 years
Surveyor (YP-2)	i) B.E/ B. Tech. (Full Time) Mining & Mines Survey/Mining Engineering from Govt. recognized University/Institute. ii) Valid Surveyor's Certificate of Competency for Metalliferous Mines having opencast working under Metalliferous Mines Regulations (MMR), 1961. iii) Post-qualification experience (after B.E./B.Tech.) of minimum 06 (six) years on Survey related activities either in any Central or State Government Organization, CPSU, or PSU company, including in any private firm. Out of the above years of experience, the applicant should have at-least one year experience of Mining Survey related activities in Metalliferous Opencast Mines. iv) The Industry/ Organisation must be a Public Sector Undertaking/ Govt. Organisation/ Public Limited Company/ JV of PSUs or Govt./ Private firm with a valid CIN. Desirable: The candidate should have proficiency in working with software like Computer Aided Design (CAD) related to Survey Work.	38 years
IT Engineer (YP-1)	i) B.E/ B. Tech. (Full Time) in Computer Science Engineering/ Information Technology/ Computer Science & Information Technology or 3 years (Full Time) Master's Degree in Computer Applications (MCA) from Govt. recognized University/Institute. ii) Post-qualification experience (after B.E./B.Tech./MCA) of minimum 03 (three) years in either Computer Networking/ server or database management/IoT or data handling/dashboard or web building & development in any Govt/PSU/Reputed Private Company. iii) The Industry/ Organisation must be a Public Sector Undertaking/ Govt. Organisation/ Public Limited Company/ JV of PSUs or Govt./ Private firm with a valid CIN.	35 years

Role / Grade	Essential Qualification & Work Experience as on 01/10/2026	Upper Age-limit as on 01/10/2026
	Desirable: - Candidates should possess working knowledge of computer networking, server/ database management/ IoT/ data handling/ dashboard/ web building. Certificate from reputed institutions in any of the above will be preferred. - Working knowledge/Experience with SQL & NoSQL and Big Data technologies like Spark, Hadoop. - Knowledge on Industrial Integration: OPC-UA, Modbus, SCADA APIs. - Hands-on knowledge of ML-Ops, working knowledge/experience of deploying AI/ML models using Cloud services, experience in creating Data pipelines for Model training on regular Intervals. Understanding of Cyber security in industrial networks.	
Electronics Engineer (YP-1)	- B.E/ B. Tech. (Full Time) in Electronics/ Electronics and Communication/ Electrical & Electronics/ Electronics and Instrumentation/ Automation or Instrumentation Engineering from Govt. recognized University/Institute. Post-qualification experience (after B.E./B.Tech.) of minimum 03 (three) years in either VFD/PLC/SCADA/Soft starters/ digital protection/Automation/ Instrumentation in any Central/State Govt. Company/ Organisations/ PSU/ Public Limited Companies/ Private firm / Joint Venture Company where atleast one of the partners shall be central/PSU or State Government organisation. - The Industry/ Organisation must be a Public Sector Undertaking/ Govt. Organisation/ Public Limited Company/ JV of PSUs or Govt./ Private firm with a valid CIN. Desirable: - Candidates should possess working knowledge of digital circuits/VFD/PLC/soft starter/digital MPR relays. - Knowledge on Industrial protection system. - Hands-on knowledge/Working Knowledge/experience of deploying Ladder and logic development for PLC. - Knowledge /experience of automation and condition based monitoring of motors shall be added advantage.	35 years

- Candidates having prescribed age, qualification and experience etc. as given above, shall only apply against relevant Role/Grade. The requisite qualification should have been acquired through a regular/full-time course from Universities or Institutes recognized /accredited by council/bodies like UGC/AICTE set up by Central / State Govt for the purpose. Equivalent engineering courses/disciplines shall be considered as per the AICTE Gazette Notification No. 175 dated 28.04.2017, wherever mentioned.
- The onus lies on the candidate to ensure that he/she fulfills the eligibility criteria as mentioned in the advertisement. The candidate shall provide sufficient documentary evidences during submission of application / at the time of Personal Interaction on fulfilling all eligibility criteria for the Role/Grade applied for.
- Candidates, who have not fulfilled eligibility criteria as mentioned above, need not apply.

C] PERIOD OF ENGAGEMENT:

- The initial tenure of engagement for a Young Professionals engaged on fixed-term basis will be up to 03 (three) years, extendable by another period of 02 (two) years, one-year at a time, at the sole discretion of OGoM, CMLO; subject to fulfillment of eligibility conditions and satisfactory performance.
- In the absence of any communication for extension within the agreed period of engagement, the contract for engagement shall stand automatically completed on the last day of the period of engagement/ extension.

D] MONTHLY RETAINERSHIP-FEE

Consolidated Monthly Retainership-Fee payable to Young Professionals engaged under this policy shall be as under:

Grade	Monthly Consolidated Fee (in Rupees)
Young Professional-1 (YP-1)	70,000/-
Young Professional-2 (YP-2)	1,00,000/-
Young Professional-3 (YP-3)	1,40,000/-

E] ANNUAL INCREMENT LINKED TO PERFORMANCE:

Subject to satisfactory performance during the year and on the basis of recommendation of “Centralized Performance Committee (CPC)”, the Young Professionals may be allowed annual increment in the monthly consolidated Retainership-Fee, as detailed below:

Performance	Annual Increment as % of Monthly Consolidated retainership-fee
Satisfactorily performed all the jobs/ tasks assigned	4%
Made significant contributions and carried out systemic improvements	7%
Has shown exemplary/exceptional performance	10%

F] ENGAGEMENT-HOURS:

The Young Professional will be allocated a designated department/workplace for providing his/her services. The standard duration of engagement-hours on all working-days, shall be eight and half-hour per day, six-days per week and timing as per allocated shift-timing may be applicable. However, the Young Professional may be required to work beyond the prescribed-hours as per work exigencies at no extra cost/charges.

G] ABSENCE FROM WORKPLACE:

Since the Young Professional will be engaged for meeting only the critical and specialised requirements, his/her regular availability for the assignment will be a prerequisite for effective performance of the contract. However, the Young Professional shall be entitled to leave at the rate of 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 absence beyond 18-days in a calendar-year on any ground shall not be payable. Further, he/she shall be required to seek prior sanction of the designated authority for any absence from workplace/Headquarters.

H] OTHER BENEFITS:

- 1. Residential Accommodation:** Outstation Young Professionals will be provided company accommodation at the place of posting, based upon request of Young Professionals. Subject to availability, Young Professionals may be provided a 2-Bedroom accommodation/ equivalent at a monthly rent of Rs. 3,000/- at Plant/Mines location. Depending upon availability, Young Professional-3 may also be considered for 3-Bedroom accommodation/ equivalent at a monthly rent of Rs. 5,000/- at Plant/Mines location. The rent at city-location will be twice the rent applicable at Plant/Mines location. In addition, charges towards electricity, water, maintenance etc. will be applicable as per actuals.

Further, during the initial period of three (3) months, outstation Young Professionals, at the place of posting, 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 rates applicable to regular employees.

- 2. Medical facility:** Young Professionals will be allowed to avail medical facilities (OPD & IPD) at Company-owned Hospital for self, spouse and two (2) dependent children on free-of-cost basis. Young Professionals at city-locations may be paid medical expenses towards OPD facility for self & spouse (combined) as per limits indicated herein below. No Medical referral facility will be extended at any Plant/Unit location. Further, it shall be mandatory for all the Young Professionals to avail adequate self-insurance cover i.e. Medical/ Life/ Health/ Accident.

The Consolidated rates of reimbursements shall be applicable as under:

Grade	OPD expenses at city location*	Premium for Medical/Life/Health/Accident Insurance*
Young Professional-1 (YP-1)	Rs. 2000/- per month	Up to Rs. 20,000/- per year
Young Professional-2 (YP-2)	Rs. 2500/- per month	Up to Rs. 25,000/- per year
Young Professional-3 (YP-3)	Rs. 3000/- per month	Up to Rs. 30,000/- per year

*Subject to documentary proof and will be adjusted on pro rata basis for any period less than one year/month, as applicable.

- 3. Entitlements on Official Tour/Travel:** While on official tour, a Young Professionals will be entitled to following benefits, on reimbursement basis:

Grade	Permissible mode of journey ^(a)	Ceiling on reimbursement towards Boarding/ Lodging/ Travel etc. at non-metro location.
Young Professional-1 (YP-1)	Rail-2AC/CC	Stay upto Rs. 2000/- per day Local travel & food @ 1000/day
Young Professional-2 (YP-2)	Air (Economy) ^(b) Rail-2AC/CC	Stay upto Rs. 2500/- per day Local travel & food @ 1000/day
Young Professional-3 (YP-3)	Air (Economy) Rail-1AC/EC	Stay upto Rs. 3000/- per day Local travel & food @ 1200/day

Note:

- 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.
- Allowed for distances more than 500 Km
- 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 empanelled Hotels or SAIL Guest Houses/ Transit Houses will be allowed on payment of charges applicable to employees.

4. **Communication expenses:** Young professional- 1 & 2 will be paid Rs. 800/- per month and Rs. 1000/- per month respectively towards mobile/broadband expenses for official use. Young professional-3 will be paid Rs.1200/- per month for the purpose.
5. No other Perks & Allowances, loans/advances, Performance Related Payments (PRP), provident fund, pension, gratuity etc. or reimbursements, other than those specifically mentioned under this policy, shall be payable.

I] SELECTION PROCEDURE:

1. Short-listing of applications: The applications received by the closing date will be scrutinized by a Screening Committee for fulfilment of eligibility criteria.
2. Selection to the Grade will be done through Computer Based Test (CBT) & Personal Interaction or Personal Interaction only. The same shall be intimated to the eligible candidates through Admit Card/Call Letter, Email/SMS and SAIL website.
3. In case of CBT, there will be 100 multiple choice questions in 2(two) segments i.e. 50 on Technical/Professional knowledge and 50 on Aptitude Test. The duration of the CBT would be 90 minutes. Candidates will be shortlisted provisionally for Personal Interaction in order of merit, at the ratio of 1:3 for each grade of Young Professionals. If the cut-off marks so arrived are obtained by more than one candidate, all of them will be called for Personal Interaction. There will be no qualifying mark in the Personal Interaction. For final selection, merit list will be drawn by combining the marks of Computer Based Test (CBT) and Personal Interaction with the weightage of 80:20 respectively. In case, there is a tie in the cut-off marks, the candidate with higher marks in eligibility qualification will be selected.
4. The Personal Interaction of short-listed candidates may be organized in physical mode to assess the candidates on the basis of relevance & qualitative aspects of work-experience, qualifications and professional/extra-curricular achievements including projects handled, relevant articles/ books/papers published, etc.
5. If selection will be through Personal Interaction only, the minimum qualifying marks will be 50%.
6. Further, depending upon performance and availability of suitable candidates, the committee may offer a candidate engagement in a level lower than for which he/she has applied for, provided the total number recommended/selected by the committee is within the requirements as per advertisement.

J] TEST CENTRES:

1. Date, Time & Venue for Computer Based Test (CBT)/ Personal Interaction will be intimated to eligible candidates through Call Letter/Admit Card and information shall be shared through E-mail/SMS and SAIL website.
2. SAIL/CMLO reserves the right to allocate the test centres as per availability. No request for change of test centre shall be entertained.
3. Candidates shall visit the SAIL website time to time for information.
4. Candidates will be allowed for Computer Based Test (CBT)/Personal Interaction on production of Call Letter/Admit Card, one Govt approved photo identity proof. If required, Biometric authentication will be done at the time of CBT/Personal Interaction.

K] MEDICAL STANDARD:

1. Since fulfilment of contractual obligation requires the Young Professional to be present at his/her workplace within Plant / Units / Mines of SAIL premises on regular basis, joining of the selected Young Professional will be subject to his/her furnishing a general medical fitness certificate issued by a qualified/authorized medical practitioner.
2. Company will; however, reserve the right to ask the Young Professional for medical examination as per applicable medical standards.

L] MODE OF APPLICATIONS :

The Advertisement and **APPLICATION FORMAT (ANNEXURE-I)** can be downloaded from the Company's website www.sail.co.in at the link "**Careers**" or www.sailcareers.com. Eligible and interested candidates should submit their duly filled-in signed copy of application in the prescribed format (Annexure-I) through Email ID recruitment.rsp@sail.in. No other means / mode of application shall be accepted.

M] PAYMENT OF PROCESSING FEE :

Candidates shall require to pay Processing Fee of Rs.500/- (Rupees Five hundred only) through SB Collect. Candidates will have to bear the Bank charges, if any in addition to the applicable Processing Fee. Fee shall not be collected by any other mode. Fee once paid will not be refunded under any circumstances. Only payment of fee without submission of application within due date shall not be considered and no refund of fee will be allowed.

State Bank of India (SBI) has been authorized to collect the processing fee through SB Collect on behalf of SAIL/CMLO. Candidates will be required to pay Processing Fee through Net Banking / Credit / Debit Card / UPI etc. during **01/10/2026 to 21/10/2026 (11:45 PM)**. Following steps are to be followed for payment of Processing Fee.

- Go to the SB Collect available on the SBI Website.
- From the SB Collect menu, select Category '**Retail Stores**'.
- From the next page, under the heading "**Filter by State**" select "**Odisha**" from dropdown menu.
- Then click on "**STEEL AUTHORITY OF INDIA LTD ODISHA**".
- Under the heading 'Select Payment category', then select "**YOUNG PROFESSIONALS FOR CMLO 2026**".
- Fill required fields i.e. Grade, Engagement as, Name of Applicant, Date of Birth, E-mail ID, Mobile Number, etc. Ensure that the same E-mail ID and Mobile Number are declared during filling up Application Form. Click on "**Next**".

- Under the page heading “Verify Payment Details”, click “Next”, which will take to the payment screen.
- Submit the payment through Net Banking / Credit / Debit Card / UPI etc.
- Candidate will have to bear the bank charges, if any, in addition to the processing fee.
- On successful payment, the candidate is required to print the E-Receipt for enclosing with Application Form and for future reference.

N] HOW TO APPLY:

1. Candidate must be an Indian national possessing requisite qualification from an institute recognized by State Govt. / Central Govt.
2. Candidates must possess a valid email id and mobile number which should remain active for at least one year.
3. Eligible candidates must submit **clearly visible scanned copies (.pdf format only)** of duly filled-in signed application form (Annexure-I) along with one set of self-attested copies of following Certificates / documents through **Email ID recruitment.rsp@sail.in** with the captioned subject “**APPLICATION FOR YOUNG PROFESSIONALS FOR CMLO**”
 - a) Matriculation or equivalent certificate (for proof of Date of Birth)
 - b) B.E./B.Tech/ MCA Certificate and Mark sheets in the relevant discipline.
 - c) For Surveyor (YP-2), Surveyor’s Certificate of Competency for Metalliferous Mines under MMR, 1961.
 - d) Caste/Category certificate, wherever applicable.
 - e) Experience Certificate(s) showing relevant post qualification experience.
 - f) NOC from present employer, in case of regular employment, under PSUs/Autonomous Bodies/Govt. Department.
 - g) E-receipt of Processing Fee.
 - h) Photo Identity Proof (Voter ID / Aadhaar Card / Passport / Driving License).

Please note that Application must be submitted on the above mentioned Email on or before 22/10/2026. Applications submitted after the closing date will be summarily rejected. No other means / mode of application shall be accepted.

4. Candidate must write his/her name as it appears in the Matriculation certificate or equivalent examination. In case of change of name at a later stage, necessary documentary proof to be submitted at the time of Personal Interaction.
5. Caste/Category once declared in the application cannot be changed and no benefit of other category will be subsequently admissible.
6. Incomplete application, application without photograph & signature / application without processing fee / application not fulfilling the eligibility criteria / application without required certificates & documents / applications submitted after the closing date will be summarily rejected. No communication in this regard will be entertained from the applicant. The decision of SAIL/CMLO in all matters relating to eligibility, acceptance / rejection of the application, issue of admit cards /call letters will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.
7. Applicants should give clear and complete postal address for correspondence. SAIL/CMLO will not be responsible for any postal delay / incorrect delivery / non-delivery of any communication at any stage of the engagement process.
8. The candidates short-listed provisionally for Personal Interaction would be required to furnish original application form, certificates/documents in original regarding proof of date of birth, caste/category, qualification, experience, NOC from present employer etc. as applicable at the time of Personal Interaction.

O] IMPORTANT:

All correspondence with candidates shall be done through Email/SMS/SAIL Website only. All information regarding the engagement stages, Admit Card/Call Letter etc. shall be provided through Email/SMS. SAIL/CMLO will not be responsible for any loss of Email/SMS sent, due to invalid or wrong Email ID/ wrong Mobile Number provided by the candidate or for delay / non-receipt of information if a candidate fails to access his/her Email/Mobile in time or due to any network related issue. Shortlisted candidates will be allowed to appear in the CBT/Personal Interaction, only if they possess valid Admit Card/Call Letter. Responsibility of receiving, downloading and printing of Admit Card/Call letter and any other information shall be of the candidate.

P] GENERAL TERMS AND CONDITIONS:

1. Before applying for the engagement of Young Professionals, the candidates must ensure that they fulfil the eligibility in all respect prescribed for the engagement of Young Professionals as mentioned in this advertisement. Admission of a candidate for Computer Based Test (CBT) / Personal Interaction and other tests shall be provisional and shall be on the basis of information provided by the candidate in the Application Form and submitted documents.
2. If at any stage of engagement or thereafter it is found that any information furnished by the candidate in the application form is false or incorrect, or that the candidate has suppressed any relevant information, or if the candidate otherwise does not satisfy the eligibility criteria prescribed for the grade, his/her candidature for the grade shall be summarily rejected.
3. Biometric registration and subsequent verification of candidates will be carried out during the selection process and also at the time of joining, if required.
4. Candidates must possess the requisite qualification (full time/regular course) from Universities/Institutions recognised/ accredited by councils/bodies like UGC/AICTE set up by State Government/Central Government. Equivalent engineering courses/disciplines shall be considered as per the AICTE Gazette Notification No. 175 dated 28.04.2017, wherever mentioned.
5. Candidates shall have to produce NOC from the employer at the time of Personal Interaction and/ or Release Order at the time of joining, in case of regular employment under Govt. Departments/ PSUs/ Autonomous Bodies.

6. Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of the examination centres.
7. Bringing influence at any stage of the selection process will disqualify the candidate.
8. Selection/joining of the candidate will be subject to medical fitness as per rules of the company.
9. SAIL/CMLO reserves the right to cancel/ restrict/ modify/ alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto; in which case SAIL/CMLO is not liable to compensate the applicant for the consequential damages.
10. SAIL/CMLO reserves the right to reject any application or cancel the candidature or the whole process of engagement, without assigning any reason thereof and no enquiry or correspondence will be entertained in this connection.
11. The advertisement and Application Form (Annexure-I) are available at SAIL website www.sail.co.in at the link "Careers" or www.sailcareers.com. Any subsequent changes if made in the employment notice shall be communicated through the website. Candidates are advised to keep themselves updated of the changes, if any.
12. The Court of jurisdiction for any dispute will be at Rourkela.

Q] Other Terms and Conditions

The other Terms and Conditions for engagement of Young Professionals may be seen at **Annexure-'A'**.

IMPORTANT DATES :

- 1) Deposit of Processing Fee in SB Collect during 01/10/2026 to 21/10/2026 (11.45 PM)**
- 2) Starting Date of submitting application through Email : 01/10/2026**
- 3) Closing Date of receiving application through Email : 22/10/2026**

For any assistance, please contact through:

Phone : 0661 – 2523371 / 2448841 (on working days during 10.00 AM to 5.00 PM only)

Email : recruitment.rsp@sail.in

Other Terms and Conditions

- (i) **CONTRACT FOR ENGAGEMENT:**
- a) Every individual upon selection for engagement in OGoM, CMLO, for "Contract for Service" would be required to enter into an agreement with OGoM, CMLO 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 OGoM, CMLO, any such engagement shall be null & void *ab-initio* and no claim, whatsoever, shall be maintainable.
- (ii) **PRE-ENGAGEMENT VERIFICATION:**
- a) The selected candidate 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 offence and further that no judicial proceedings are pending against him/her for any criminal offence or an act involving moral turpitude.
 - b) Company shall reserve the right to carry out pre-engagement verification of antecedents and credentials including general character of the selected candidates as per laid down procedure in this regard. 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.
- (iii) **PAYMENT OF TRAVELLING EXPENSES:**
- a) No Travelling Expenses would be payable to candidates called for Computer Based Test (CBT) and Medical Examination.
 - b) Wherever applicable the candidates invited to appear in-person for Personal Interaction will be reimbursed travel charges equivalent to 2 AC train fare to Young Professionals for the shortest route on production of documentary proof.
 - c) The candidate 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 OGoM, CMLO.
 - d) For candidates travelling by a class /mode higher than the entitlement or by road, reimbursement will be restricted to the maximum of the entitled class only.
- (iv) **PLANT/WORKPLACE FAMILIARIZATION:**
- a) Depending upon requirements, the Young Professional will be provided familiarization/ awareness about the functioning of the Department(s) during the initial 15 days of the contract.
 - b) During the contract period, the Young Professional may be required to undergo any skill-up gradation to enhance his/her capabilities for rendering his/her services in the best interest of the OGoM, CMLO. All expenses to this effect shall be borne by OGoM, CMLO.
- (v) **LEGAL STATUS:**
- a) The Young Professional shall have the legal status of an independent Young Professional vis-a-vis Company and shall not be regarded, for any purposes, as being a regular employee/official of the Company.
 - b) Nothing within or relating to contractual engagement under this policy shall establish the relationship of employer and employee or of principal and agent between the Company and the Young Professional.
 - c) Except solely for any official purpose, as may be required in normal course of discharge of his/her responsibilities for OGoM, CMLO, the Young Professional shall not advertise or otherwise make public for purposes of commercial advantage that a contractual relationship exists with the Company, nor shall the Young Professional, in any manner whatsoever, use the name, logo or official seal of the Company, or any abbreviation of the name of Company, in connection with any business or otherwise without the written permission of Company.
- (vi) **INTELLECTUAL PROPERTY RIGHTS:**
- Any Intellectual Property viz. inventions, patents, trademarks, copyrights, trade secrets including any other creations of the mind; developed by the Young Professionals within the scope of their contract during the contract period shall be solely & fully owned by the Company. The Young Professionals shall be obliged to disclose any inventions or creations promptly to the Company and cooperate in the protection and registration of Intellectual Property Rights (IPR).
- (vii) **CONFIDENTIALITY & NON-DISCLOSURE:**
- a) The Young Professional shall maintain confidentiality and secrecy in the performance of his/her contractual obligations as required by any laws for the time being in force, particularly with regard to information, disclosure of which may prejudicially affect the sovereignty and integrity of India, the security of the Company and/or any of its establishments, strategic, scientific or economic interests of the Company, or lead to incitement of an offence or illegal or unlawful gain to any person.
 - b) The Young Professionals shall not, except with the previous sanction of Company or in the bona fide discharge of their duties, publish a book or a compilation of articles or participate in TV/ Radio broadcast/ social media or contribute an article or write a letter in any newspapers or periodical either in their own name or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast or letter relates to subject matter assigned to them by the Company.
 - c) The Young Professionals is prohibited from sharing any material that was created as part of the Consultancy or received during the engagement at the Company from external agencies or from within the Company. In the event of premature termination or completing the Consultancy Contract, the Young Professionals shall duly handover all related documents, communications, reports etc. to the concerned authority.
 - d) The above prohibitions shall extend beyond the expiry/termination of contractual engagement, thereby requiring the Young Professionals to continue to maintain confidentiality & protect the Company's information even after leaving the Company.

(viii) STANDARD OF CONDUCT:

- a) The Young Professional shall be required to render his/her services in a manner which shall uphold disciplined behaviour, team working and shall carry himself/herself in a manner becoming of an educated and qualified person.
- b) He/she shall be required to function in terms of the contract in the best interests of the Company and ensure to facilitate uninterrupted functioning of the department /section/area in a harmonious and productive manner. Any failure to do so shall be a ground for termination of contract.
- c) Prohibition of Sexual Exploitation & Abuse: During the performance of the Consultancy contract, the Young Professionals shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including its amendments and provisions applicable in the Company from time to time. Violation of the same will constitute a breach of the contractual obligations and shall attract penal provisions including termination of contract without any notice and notice pay.
- d) Conflict of Interest: The Young Professional shall be expected to follow all the policies, rules and regulations in force. He/she will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the Young Professional are not found satisfactory or found in conflict with the interests of the Company, his/her services will be liable for discontinuation without assigning any reason.
- e) Above would be without any prejudice to any legal action that may be taken against the delinquent Young Professional by OGoM, CMLO in order to recover any damages/ loss caused or claim compensation.

(ix) TERMINATION OF CONTRACT

- 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 by OGoM, CMLO 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) month's 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 Professionals for fifteen (15) days without prior proper sanction in writing, OGoM, CMLO may terminate the 'contract for service' 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.
- (x) Any excess payment except those made in accordance with the terms of the Contract shall be recoverable.
- (xi) The Company may conduct investigations relating to any aspect of the Contract or the award thereof and the obligations performed under the Contract. The right of the Company to conduct an investigation and the Young Professional's obligation to comply with such an investigation shall not lapse upon the expiration or premature termination of the Consultancy Contract.
- (xii) Young Professionals shall provide full and timely cooperation with such inspections and audits or investigations. Such cooperation shall include, but shall not be limited to, Young Professional's obligation to make available such personal and any relevant documentation as per requirement.
- (xiii) The engagement, being purely on temporary-basis to cater to the emergent requirements of OGoM, CMLO for specific skills/specialized expertise, shall in no manner whatsoever create any right to draw comparisons with any regular employee of OGoM, CMLO, and claim for regularization against permanent positions in OGoM, CMLO.
- (xiv) In the event of the death, injury or illness of the Young Professionals which is attributable to the performance of services on behalf of SAIL/CMLO under the terms of the Contract, the Young Professionals or any of his/her family member shall not be entitled to any compensation.
- (xv) SAIL may utilize the services of the Young Professional at any of its Plants/ Units/ Subsidiaries/JVs, etc. depending upon requirements; subject to his/her express consent.
- (xvi) All payments made to the Young Professionals shall be subject to deductions as per applicable act/provision under Income Tax/GST Act, etc.



STEEL AUTHORITY OF INDIA LTD
ROURKELA STEEL PLANT, ROURKELA

APPLICATION FOR ENGAGEMENT OF YOUNG PROFESSIONALS AT CMLO FOR ITS MINES UNDER OGoM
AGAINST ADVT.NO.CMLO/YP/2026-04 DTD 01/10/2026

(TO BE FILLED IN CAPITAL LETTERS ONLY)

(1) Engagement for : **CIVIL ENGINEER (YP-3) / SURVEYOR (YP-2) / IT ENGINEER (YP-1) / ELECTRONICS ENGINEER (YP-1)**

(2) Name in Full :

(3) Father's Name :

(4) Date of Birth :/...../.....

(5) Gender: Male / Female

(6) Caste/Category [Put tick mark (✓) in the appropriate box]

SC ☐

ST ☐

OBC ☐

EWS ☐

GEN ☐

Paste your recent
passport size
colour photograph
duly signed across

(7) Marital Status : (8) Religion : (9) Nationality :

(10)	Correspondence Address:	(11) Mobile No.....
	PIN: State:	

(13) Educational Qualification [As on 01/10/2026]:

Qualification	Discipline	Name of the Board / University	Year of passing
MATRIC / 10 TH			
B.E. / B.TECH.			
MCA			

(14) Post-Qualification Experience(s) [As on 01/10/2026]:

Details of Organisation / Industry			Period of working experience			Area of Exposure
Name of the Organisation with valid CIN	Manufacturing Industry / Mining Sector / Infrastructure Development Organisation	Whether PSU/ Govt/Public Ltd/ Pvt Ltd / JV	From dd/mm/yyyy	To dd/mm/yyyy	Total	

Contd...P-2

Full Signature of the candidate:

:Page-2:

- (15) In case of Surveyor (YP-2), whether Surveyor's Certificate of Competency is valid : YES / NO
If Yes, Valid Up to: _____

I, hereby attached self-attested photocopies of the following certificates / documents with regard to my Date of Birth, Qualification, Experience, Processing Fee etc. in support of the information given in the application format fulfilling the eligibility criteria as mentioned in the Advt. No. CMLO/YP/2026-04.

Sl.No.	Particulars of Certificates / Documents	Attached	No. of pages
1.	Matriculation or equivalent Certificate (for proof of Date of Birth).	Yes / No	
2.	B.E. / B.Tech./ MCA Certificate & Mark sheets in the relevant discipline.	Yes / No	
3.	Experience Certificate(s) with job profile & work experience etc.	Yes / No	
4.	For Surveyor (YP-2), valid Surveyor's Certificate of Competency for Metalliferous Mines having opencast working under Metalliferous Mines Regulations, 1961.	Yes / No	
6.	One Valid Photo ID Proof (Voter ID / Aadhaar Card / Passport / Driving License).	Yes / No	
7.	E-receipt Ref. No. & Date towards deposit of Processing fee	Yes / No	
8	Any other documents (please mention).		

NOTE : Non-submission of above certificates & documents along with the Application Form / Incomplete application, application without photograph & signature / Application not fulfilling the eligibility criteria as mentioned in the advertisement / Application received without processing fee / Applications received after the closing date shall be summarily rejected. No correspondence in this regard shall be entertained. **Closing Date of receipt of application through Email is 22/10/2026. No other means / mode of application shall be accepted.**

DECLARATION:

I do hereby declare that I agree to abide by the terms and conditions given in the [Advt. No.CMLO/YP/2026-04 Dated 01/10/2026](#) and that the above information given by me is correct. If any of the particulars furnished by me are found to be incorrect or suppressed, my candidature is liable to be rejected at any stage during or after the selection process. Further, I understand that this position is purely temporary on contract basis and if it is found after my engagement that the particulars furnished by me are incorrect or suppressed, my services are liable to be terminated without any notice.

Date:

Full Signature of the Candidate