

ADVERTISEMENT
STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
CHANDRAPUR FERRO ALLOY PLANT, CHANDRAPUR - 442401

Advt. No. SAIL/CFP/HR/RECTT/1/2025-26

Date: 14.10.2025

ENGAGEMENT OF ADVISORS/CONSULTANTS AT SAIL - CFP

Chandrapur Ferro Alloy Plant (CFP) invites applications from eligible (ex-executives separated in E-7 & below grades from SAIL) for the following four (04) posts in Chandrapur Ferro Alloy Plant (CFP), Chandrapur:

1.	Post:	ADVISORS/CONSULTANT -04 posts
	Who can apply	1. Power Plant – 1 Post • Expertise in operation, repair, and maintenance of power plants. • Expertise in boiler recertification and compliance with statutory agencies. • Knowledge of revival/start-up of thermal power plants including coordination with contractors during capital repairs. • Hands-on experience in managing power plant systems and processes. 2. Production – 1 Post • Expertise in Submerged Arc Furnace (SAF) operations. • Ability to handle intricacies of closed furnace operation and guide operating personnel. • Experience in Ferro Alloy production with closed furnace operational background. • Capability to provide technical guidance for improving production efficiency. 3. Mechanical Maintenance – 1 Post • Expertise in maintenance and inspection of furnaces, including cooling and gas handling systems. • Experience in identifying leakages & breakdown management in closed furnaces. • Familiarity with 33 MVA and 45 MVA closed furnaces and associated equipment like GCPs and CO gas utilization systems. • Ability to provide guidance to minimize breakdowns and ensure safe handling of gas lines. 4. Human Resources – 1 Post • Expertise in HR domain knowledge and Rules & Policies of SAIL • Having legal background and able to provide advise on legal matters • Expertise in handling contract labour issues including wage settlements, tripartite agreements, conciliation proceedings etc. and contract labour management • Capability in handling other HR-related processes effectively Note - Executives separated on account of resignation, voluntary retirement, Premature Retirement (under Rule 4.0 (3) of SAIL CDA Rules, 1997), Medical Invalidation and those separated as a consequence of vigilance/ disciplinary action, etc. will not be eligible for engagement. The ex-executive will have to provide self-certification in this regard.
2.	Eligibility Criteria:	
i	Age Limit	The upper age limit for contractual engagement will be 65 years. Relevant date for this purpose will be date of issuance of offer for engagement/extension.
ii	Performance	The candidates should have no "C" grading during the last three years 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 ongoing disciplinary/ vigilance proceedings at the time of engagement/extension.
3.	Tenure of engagement:	
3.1		The initial tenure of contractual engagement would not be more than six (6) months which can further be extended for a period of six (6) months/ one (1) year at the discretion of the Company.

3.2	The ex-Advisor/Consultant, who has already served for the maximum permissible period as mentioned at 3.1 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.	
4.	Remuneration : The Consultation fee/remuneration payable to Advisors/Consultants depending upon grade last served in SAIL will be as under:-	
(i)	Qualification/Grade (At the time of separation)	Monthly consolidated Remuneration (in Rupees)
	E-1 to E-3	Rs.50,000/- per month
	E-4	Rs.60,000/- per month
	E-5	Rs.70,000/- per month
	E-6	Rs.80,000/- per month
	E-7	Rs.1,00,000/- per month
(ii)	The above monthly rates are applicable for rendering service for 8 hour per working day in CFP. 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 these guidelines get revised with the approval of Competent Authority. Reimbursement of GST, if applicable, will be over & above the consultation fee/remuneration mentioned above.	
5.	Other Benefits:	
(i)	Outstation Advisor/Consultant engagement at a plant location may be allowed to avail the facilities of stay at SAIL 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 be 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 upto nine (9) days for every six (6) Months' tenure of engagement (1.5 day per month).	
6.	Other Terms & Conditions of the Contract for service:	
(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.	
(iii)	The candidates so engaged shall be liable to give their services in emergent conditions also or as per requirement even beyond their normal assigned working hours. There shall be no claim for extra remuneration/benefit for such conditions/extra hours.	
(iv)	Use of Company's Assets: - The Advisor/Consultant shall be responsible for proper usage of all the assets provided by the Company pursuant to the engagement. - On expiry or termination of contract, the Advisor/Consultant shall immediately return all assets of the company which were given by the Company.	
(v)	Scope of assignment for engagement shall be as decided by CFP and communicated to the successful candidate along with the offer of engagement.	
(vi)	Travel outside the Headquarter would be required to be planned in prior consultation with his/her Nodal Officer.	
(vii)	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.	
(viii)	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.	
(ix)	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.	

(x)	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.
(xi)	Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax/GST Act.
7.	Termination of Contract:
(i)	The Contract for Service engagement can be terminated by giving 15 days' notice by either of the party. The contract can be terminated by the Company forthwith under the following conditions/circumstances: - If there is evidence of the Advisor/Consultant being medically unfit and which is likely to continue for a considerable period of time and cannot discharge normal duty. The decision of the company regarding fitness or otherwise shall be conclusive and binding on the Advisor/Consultant (s) so engaged. - In case of poor performance. - In case of moral turpitude, conviction by a court of law, insolvency, loss of license to practice, grave misconduct or financial irregularity.
8.	Selection Process:
(i)	The selection will be through a "Screening-cum-Selection Committee" to be constituted by CFP. In case of receipt of large number of applications, SAIL CFP will reserve the right to adopt suitable/additional short-listing criteria. Registration and Document Verification: Only those candidates who are found eligible by the Document Verification/Screening Committee will be allowed to appear in the Interview. Interview: Selection of the candidates as Advisor/Consultant will be done through interview. The Walk-in-interview will be conducted on 29.10.2025 at HRD Hall, CFP at 11:00 AM. However, an advance copy of filled-in application in the prescribed format (Annexure -B) may be sent to shyamlee.lokhande@sail.in with the subject line as "ENGAGEMENT OF ADVISOR/CONSULTANT AT SAIL-CFP" latest by 27.10.2025.
(ii)	Candidates responding to the advertisement for "ENGAGEMENT OF ADVISOR/CONSULTANT AT SAIL-CFP" will have to submit an Letter of undertaking (Annexure-A) in this regard.
9.GENERAL CONDITION:	
A. Candidate must be an Indian national possessing requisite qualification as detailed in the advertisement. B. Eligible & interested candidate may apply as mentioned in the SCHEDULE below, with all relevant documents (original + 1 set self-attested photocopies): - Filled in application format (Annexure-B) with 2 additional passport size recent colour photographs. - Service certificate issued by the SAIL at the time of retirement / separation. - Photo Identity Proof (VOTER ID, PAN, Aadhar Card, Driving License) - Letter of Undertaking (Annexure - A) C. All certificates and documents in support of eligibility will be verified during Registration and document verification. Only those candidates who are found eligible by the Document Verification Committee will be allowed/ called to appear in the interview. Therefore, candidates are requested to ensure their eligibility before appearing in the walk-in-interview. D. The engagement is purely on "Temporary basis" and is not to be construed as giving rise to any right of regular appointment in SAIL and its subsidiaries in any manner whatsoever. E. SAIL -CFP reserves the sole authority to consider the cases as per its rules and decision of SAIL -CFP in this regard shall be firm and binding. F. SAIL -CFP 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 Selection Board constituted by SAIL -CFP, for this purpose shall be final and binding. G. 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. H. Court of jurisdiction for any dispute will be at Chandrapur, Maharashtra.	

Letter of Undertaking

To
The CGM (HR)
Steel Authority of India Limited
Chandrapur Ferro Alloy Plant
Chandrapur – 442401

Dear Sir,

In response to the advertisement No: _____ Dated _____, I, Shri /Smt./Ms./Mr./Dr.

_____, daughter/son of Shri/Smt. /Ms./Mr _____, resident

of _____ hereby submit my application for engagement as Advisor/Consultant in SAIL-CFP.

1) I do hereby undertake that:-

- i) I am willing to take up the engagement at SAIL-CFP for which the selection has been made on the basis of my performance in the interview.
- ii) I further understand that my engagement/offer of appointment is subject to obtaining vigilance clearance, being found physically and mentally fit, and meeting all other prescribed eligibility criteria.
- iii) I agree to accept payment of monthly consolidated remuneration at the stipulated rates mentioned in the advertisement, which shall be made from the date of my engagement as Advisor/Consultant.
- iv) My selection for the engagement as Advisor / Consultant is on temporary basis does not entitle me to any claim for employment in SAIL-CFP in any post, whatsoever.
- v) I have not separated from SAIL on account of resignation, voluntary retirement, premature retirement (under Rule 4.0 (3) of SAIL CDA Rules, 1997), medical invalidation, or vigilance/disciplinary action.
- vi) I undertake to maintain strict confidentiality regarding all matters of SAIL-CFP that come to my knowledge during the course of my engagement and agree not to disclose or use any such information for personal or third-party benefit, even after cessation of my engagement.

- 2) In respect of all matters for which no specific provision has been made herein, the decision of the SAIL-CFP authority in respect of the concerned matter will be final and binding, and I shall have no claim whatsoever against the same.
- 3) I understand and accept that any concealment, misrepresentation, or submission of false information shall make me ineligible for engagement, and my contract is liable to be terminated forthwith without any compensation. SAIL-CFP reserves the right to initiate legal/disciplinary action as deemed fit.
- 4) SAIL-CFP reserves the sole authority to accept OR reject my candidature for engagement at SAIL-CFP and the decision of SAIL-CFP in this regard is final and binding.

I have read and understood the above terms & conditions governing for engagement at SAIL-CFP and agree to abide by them.

Yours faithfully,

Name : _____

Signature : _____

Date:

Place:

Annexure B

Application form for advisors/consultants at SAIL CFP

SL	PARTICULARS	DETAILS		
1.	Post applied for: (please tick)	ADVISORS/CONSULTANTS for post in Power Plant/production / Maintenance/ Human Resources		Paste your recent passport size colour photograph
2.	Name in full (CAPITALLETTERS):			
3.	Father's Name:			
4.	Date of Birth:			
5.	Present Address:			
	State			
6.	Permanent Address:			
	State:			
7.	Mobile No:		8. Date of joining SAIL	
9.	E-mail id:		10. Sex :	
11	Nationality:		12. Category	

13. Work Experience(if any):

SAIL Plant/Unit	Joining Date	Date of Separation	Designation (at the time of Separation)	Discipline

15. Superannuation details:

SAIL Plants/Units	Joining Date	Date of Superannuation	Designation (at the time of superannuation)	Grade at the time of separation	Department/ Area/Section

Declaration:

I agree to all the terms and conditions given in the advertisement (vide No. SAIL/CFP/HR/RECTT/1/2025-26 dated XX.XX.2025) 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 attached 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.

Date:

(Signature of the applicant)