



**STEEL AUTHORITY OF INDIA LIMITED**  
**(A Government of India Public Sector Undertaking)**



**Recruitment of 249 Management Trainee (Technical) in SAIL through GATE-2024**

SAIL, a **Maharatna CPSE**, is a high impact Nation-Builder with a turnover of more than Rs. 1 Lakh Crore (FY 23-24). To man the critical front-line positions at its Steel Plants/Units & Mines across India, SAIL requires 249 young, energetic, result oriented and promising talent to join as Management Trainee (Technical) in **E1** grade in various Engineering disciplines for operation of its Plants/ Units and Mines across India.

**Number of Posts (Tentative):**

Management Trainee (Technical) - MTT : 249					
Engineering Discipline	Corresponding GATE Paper	Posts	Engineering Discipline	Corresponding GATE Paper	Posts
Chemical	CH	10	Electronics	EC	05
Civil	CE	21	Instrumentation	IN	11
Computer	CS	09	Mechanical	ME	69
Electrical	EE	61	Metallurgy	MT	63

**Reservations:**

Posts for SC/ST/OBC(NCL)/PwBD/EWS categories will be as per Presidential Directives and will be reserved as under :

Posts	UR	OBC(NCL)	SC	ST	EWS
249	103	67	37	18	24

For PwBD, 4% posts are reserved across the engineering disciplines on horizontal basis.

**Eligibility Criteria:**

**Upper Age limit : 28 years as on 25.07.2024, i.e., not born earlier than 25.07.1996.**

**Relaxations:**

Relaxation in upper age limit as on 25.07.2024 (closing Date of Online Application):

SC/ST	OBC (NCL)	PwBD	Departmental Candidates Upper age limit
5 years	3 years	10 years for General, 15 years for SC/ST and 13 years for OBC(NCL)	45 years irrespective of the caste/category of the candidates

**Minimum Qualification :** Degree in Engineering with 65% marks (average of all semesters, irrespective of the weightage given to any particular year/semester by the Institute/ University), in any of the eight (8) Engineering disciplines of **Chemical, Civil, Computer, Electrical, Electronics, Instrumentation, Mechanical, Metallurgy.**

Candidates interested in applying for Management Trainee (Technical) posts in SAIL should possess Degree in Engineering/ Technology in related disciplines as given below:

<b>Engineering Disciplines advertised</b>	<b>Engineering disciplines which are eligible</b>
Mechanical	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.
Electrical	Electrical Engineering, Electrical Machine, Power Systems & High Voltage Engineering, Power Plant Engineering, Electronics & Power Engineering, Power Electronics/Engineering, Electrical Instrumentation & Control Engineering, Electrical & Instrumentation Engineering, Electrical & Mechanical Engineering, Power Engineering, Electrical & Power Engineering, Electrical & Electronics Engineering.
Instrumentation	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.
Metallurgical	Metallurgical Engineering, Material Sciences & Engineering/Technology, Industrial Metallurgy.
Electronics	Electronics Engineering, Electronics & Instrumentation, Electronics & Communication, Electronics & Telecommunication.
Chemical	Chemical Engineering/Technology, Electro Chemical Engineering.
Civil	Civil Engineering.
Computer	Computer Science, Computer Science Engineering, Information Technology, Computer Science & Information Technology, 3 year Masters' Degree in Computer Applications (MCA).

The requisite qualification should have been acquired through a course from Universities/Institutions recognised/accredited by councils/ bodies like UGC/AICTE etc., set up by Central/State Government for the purpose.

**Relaxation in Qualification** : The SC/ST/PwBD and Departmental Candidates having Engineering Degree in the required disciplines with 55% marks (average of all semesters) shall be eligible to apply.

The OBC candidates who belong to 'Creamy layer' are not entitled to OBC reservation and such candidates have to indicate their category as General. The OBC (non-creamy layer), and EWS candidates would be required to submit the requisite certificate [OBC(non-creamy layer) - caste certificate and EWS- Income and Assets Certificate] in the prescribed format as applicable for employment under Central Govt. issued by the competent authority on or after **01/04/2024**, at the time of GD/Interview. It may be noted that the post of Management Trainees (Technical) is open for Orthopedically Disabled candidates (OA/OL/OAL) having disability of 40% or more in the relevant category and Dwarfism (DW) only. PwBD candidate will be required to submit Disability Certificate issued by the Competent Authority in the prescribed format.

**Category (SC/ST/OBC(NCL)/EWS/PwBD) once entered in the online application form will not be allowed to be changed and no benefit of other category will be admissible later on.**

**Medical Standards :**

Candidates should be of sound physique, free from any physical defect. Medical standards stipulate minimum requirements of Weight 45 kg; Height 155 cm; Myopia and Hypermetropia, if any, not to exceed  $\pm 4.00$  in each eye and no squint or colour blindness, partial or full. Suitable relaxation in height and weight will be given to female candidates. In case of persons with disability, only orthopedically disabled candidates with OA/OL/OAL disability with minimum 40% disability and Dwarfism (DW) can apply.

**Note:** The medical standards indicated above are minimum pre-requisites. However, appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards laid down under SAIL's Medical & Health Manual.

**Selection Process:**

SAIL will be recruiting Management Trainees (Technical) in the eight engineering disciplines as mentioned above by utilisation of GATE 2024 scores. For this, SAIL will be utilising the scores obtained in the eight GATE 2024 Engineering papers i.e., Chemical(CH), Civil(CE), Computer(CS), Instrumentation(IN), Electrical(EE), Electronics(EC), Mechanical(ME), Metallurgical(MT). The candidates who have appeared in Graduate Aptitude Test in Engineering (GATE) 2024 Examination are eligible to apply. Candidates who apply for SAIL will be shortlisted on the basis of their performance in the relevant GATE 2024 examination paper and Company's requirement. Shortlisted candidates would be intimated through careers page website of SAIL /email/phone number to appear for Group Discussion and Interview. For final selection, the merit list will be drawn by combining the scores/marks of GATE-2024, GD and Interview with the weightage of 75:10:15 in that order.

**Instructions Regarding Gate 2024:**

Company proposes to consider the candidates who have appeared in GATE 2024 in eight engineering discipline papers of Chemical(CH), Civil(CE), Computer(CS), Instrumentation(IN), Electrical(EE), Electronics(EC), Mechanical(ME), Metallurgical(MT) for recruitment as Management Trainee (Technical).

Candidates who have appeared in a different GATE paper (other than that of their Qualifying Engineering discipline) will not be considered for further selection procedure. For example, if a candidate possesses a BE/B.Tech. degree in Chemical Engineering and appeared for Mechanical Engineering paper in GATE 2024, his/her candidature will not be considered for further shortlisting.

**Candidates will require their GATE-2024 Registration Number for applying to SAIL.** The registration number is mentioned in the GATE-2024 admit card/score card. No other number (for example, GATE-2024 Application/Online Form No. etc.) should be entered while applying to SAIL.

The relevant link for applying for SAIL MTT would be made available as per dates indicated below on SAIL's careers website at [www.sail.co.in](http://www.sail.co.in) or [www.sailcareers.com](http://www.sailcareers.com). If the candidate is called for further selection process, his/her identity would be verified with GATE-2024 Admit card and GATE-2024 official Score Card. SAIL will consider only GATE-2024 marks. GATE-2023 marks or prior to that will not be considered. Therefore, candidates must provide correct GATE-2024 Registration number while applying for SAIL.

### **Group Discussion And Interview:**

On the basis of scores/marks scored in GATE-2024 paper, candidates will be shortlisted for Group Discussion (GD)/Interview in the ratio of 1:12 for each discipline, category wise, in order of merit. The GD and Interview may be held at short notice for which call letters will be uploaded on SAIL website and candidates will be intimated for the same through their email/phone number. No other communication will be sent to the candidates for this purpose.

In case two or more candidates are coming on same cut-off point in final merit list, the offer letter will be issued to the candidate having higher score/mark in the GATE-2024. In case, there is also a tie in GATE-2024 exam, the candidate with higher marks in eligibility qualification i.e. relevant B.E./B.Tech. degree will be selected.

To be eligible for GD /Interview call, a candidate will have to qualify in the respective discipline by scoring minimum 50 percentile score for UR/EWS posts and 40 percentile score for SC/ST/OBC(NCL)/PwBD in the respective category amongst the candidates who have applied for the post.

### **Biometric Attendance System :**

SAIL, at various stages, may capture photo/ thumb impression of the candidates in digital format for Biometric verification. Candidate will ensure that the correct impression is captured and any inconsistency will lead to rejection of the candidature. In case of any candidate found to be not genuine, apart from taking legal actions against him/her, his/her candidature will be cancelled. As such, they are advised not to apply any external matter like mehndi, ink, chemical, etc. on their hands.

### **Training & Probation:**

Candidates selected as Management Trainees(Technical) will be placed on training for one year. The Management Trainees (Technical) will be registered as Apprentices under the provisions of Apprentices Act, 1961. After successful completion of training, the candidates shall be placed under probation for one year.

### **Emoluments:**

The Management Trainees(Technical) will be offered Basic Pay of Rs. 50,000/- p.m. in the pay scale of Rs. 50000-1,60000/-. On successful completion of training of one year, the Management Trainees (Technical) will be designated as Assistant Manager and placed in the scale of pay of Rs. 60,000-1,80,000/-.

Besides Basic Pay, the Management Trainees (Technical) will also be paid Dearness Allowance. They will also be entitled for perquisites under cafeteria approach and benefits such as PF, Gratuity and other allowances as per rules of the Company in vogue. In addition, Company provides benefits like Leave encashment, Housing/HRA and free medical facility for self and dependents as per Company rules. CTC will be approximately Rs. 16-17 Lakhs per annum (excluding PRP, location based allowances etc.) at minimum of E-1 grade. Being direct recruitment on initial basic pay, the Company will not bear any liability on account of Salary/leave salary/ pension contribution etc., of previous employment, if any.

### **Placement :**

If selected, the candidates can be posted to any Plant/Unit location of the Company. The candidates will not be allowed to seek/apply for transfer to any other Plant/Unit location of the

Company for initial four years of service. For departmental candidates, this restriction will be for initial two years.

**How to Apply for SAIL MTT:**

Eligible and interested candidates would be required to apply online only through SAIL careers page on SAIL's website: [www.sail.co.in](http://www.sail.co.in) or [www.sailcareers.com](http://www.sailcareers.com). **No other means/mode of application will be accepted.** Before applying the candidates should ensure that they fulfil all the eligibility norms. Their registration in SAIL will be provisional as their eligibility will be verified only at the time of GD/Interview. Mere issue of Admit card/Call letter will not imply acceptance of candidature. The candidature of a registered candidate is liable to be rejected at any stage of recruitment 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 at any stage.

Before registering their applications on the website, the candidates should possess the following:

- a) Valid **E-mail ID** and **mobile number**, which should remain valid for atleast one year.
- b) GATE-2024 Registration Number.
- c) Candidates should have latest passport size photograph (jpg or jpeg file only upto 50 Kb) as well as photograph of signatures in digital format (jpg or jpeg file only upto 20 kb) for uploading with the application form.
- d) Provision to pay Application fee (including Processing Fee) of Rs.700/- for General/OBC(NCL)/EWS candidates or Rs. 200/- as processing fee for SC/ST/PwBD/Departmental candidates. Candidates can opt to pay the application fee online through Net Banking/Credit Card/ATM-cum-Debit Card or at Bank through system generated Challan Form. Candidate will have to bear the bank charges in addition to the applicable application fee /processing charge.
- e) While submitting the application online, candidates should note the following:
  - i) SAIL will not undertake detailed scrutiny of applications for eligibility and other aspects at the time of Application stage and therefore, the candidature is accepted only provisionally.
  - ii) Candidates are advised to read carefully instructions for online submission of application, which will be available in the website itself.
  - iii) Candidate must write his/her name as it appears in the Matriculation certificate or equivalent examination.
  - iv) Category (General/SC/ST/OBC(NCL)/EWS/PwBD/ESM/Departmental) once submitted in the online application cannot be changed and no benefit of other category will be subsequently admissible. Candidate should be in the possession of valid Category certificate.
  - v) Wherever CGPA/OGPA or letter grade in degree is awarded; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University / Institute. Where no norms have been specified, the CGPA / OGPA will be presumed to have been provided on a 10 point scale. The candidates will have to produce a copy of these norms with respect to their University / Institute at the time of GD/Interview.
  - vi) The short-listed candidates appearing in the GD/Interview would be required to furnish certificates /documents in original regarding proof of date of birth, caste/category, qualification, experience, PwBD/ESM status, Registration slip, E-receipt of Application Fee, NOC from present employer etc. as applicable at the time of GD/Interview.

- f) The process of submission of application form:
- i) Submit the application only through SAIL website [www.sail.co.in](http://www.sail.co.in) at “Careers” page or [www.sailcareers.com](http://www.sailcareers.com) .
  - ii) Read the advertisement carefully to be certain about your eligibility.
  - iii) Go through the User Manual available in the site and follow the steps as mentioned.
  - iv) Click on “Login”.
  - v) If already registered, click on “Registered User” and go further by using User ID & Password.
  - vi) If “New User” complete One Time Registration (OTR) first and then go to “Registered User” and go further by using User ID & Password.
  - vii) Complete the application submission process step by step by filling required information, uploading the document(s) as required and making payment online or at Bank through Challan.
  - viii) After your payment gets confirmed, your Registration slip will show the status of payment as "confirmed" and that is the confirmation of completion of Registration process. Registration without confirmation of payment will not be completed.
  - ix) Submit the application after completion of all requisites and take a print out of completed application having unique registration ID. Please ensure to download system generated Provisional Registration slip.
  - x) No request for editing of Application details will be entertained in wrong submission cases and candidature will stand rejected.

**After applying online, a candidate is required to download the system generated Registration Slip / Application Form with unique Registration ID / Number.**

**Note:** While filling the online application, candidates must carefully follow all the steps. Incomplete application, application without photograph & signature/ application without application fee / 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 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.

**g) Important:** All correspondence with candidates shall be done through Email/SMS/ SAIL Career Website only. All information regarding the recruitment stages Call Letter etc. shall be provided through Email/SMS/ SAIL website. Shortlisted Candidates can download Call Letter once it is made available on the SAIL website. SAIL will not be responsible for any loss of Email/SMS sent, due to invalid or 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 in time or due to any network related issue. Shortlisted Candidates will be allowed to appear in the GD/Interview, only if they possess valid Call Letter. Responsibility of receiving, downloading and printing of Call letter any other information shall be of the candidate.

**h) General:**

- i) Only Indian Nationals are eligible to apply.
- ii) The minimum age of employment on regular basis in SAIL is 18 years.
- iii) Candidates possessing degree course from Institutes/Universities approved/recognized by UGC/AICTE will only be eligible to apply.

- iv) Departmental candidates having acquired qualifying degree courses from Universities/ Institutions recognised/accredited by councils/ bodies like UGC/ AICTE etc. set up by Central / State Government for the purpose and who are eligible to sit for relevant GATE paper can also apply for SAIL MTT. The term departmental candidates means those candidates who are currently working with SAIL as permanent employees and not wards of SAIL employees.
- v) While applying the candidates should enter their full name as it appears in the matriculation certificate.
- vi) Wherever CGPA/OGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale. The candidate will have to produce a copy of these conversion norms/no norms with respect to his/her University/Institute at the time of Interview.
- vii) Candidates employed in Govt. departments/PSUs/Autonomous Bodies are required to produce NOC at the time of interview. In case of selection, candidates will required to produce proper discharge certificate from the employer at the time of taking up the appointment.
- viii) The SC/ST/OBC(NCL)/EWS/PwBD certificate should be as per the format available on SAIL website and as applicable for employment under Central Government. If the certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self- certified translated copy of the same either in English or Hindi.
- ix) Candidates may visit the FAQs section on the SAIL website for any queries.
- x) Candidates should retain their copy of GATE 2024 Admit card showing Registration number, GATE 2024 Score card, and SAIL Provisional Registration Slip, as they can be asked to produce it for future reference.
- xi) The posts advertised are tentative. SAIL reserves the right to cancel/restrict/enlarge/ modify/alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto.
- xii) Selection/joining of the candidate will be subject to medical fitness as per rules of the company.
- xiii) The candidates applying against this advertisement may be considered for appointment by any of the Subsidiaries/Joint Venture Companies of SAIL, after requirement of SAIL is fulfilled. In such case their appointment will be as per the terms and conditions of the respective Subsidiary/Joint Venture Company.
- xiv) Action against candidates found guilty of misconduct: Candidates are cautioned that they should not furnish any particulars that are false, tampered/fabricated and they should not suppress any material information while filling up the application form.
- xv) In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/or that he/she furnished any incorrect false information or has suppressed any material facts(s), his/her candidature will stand cancelled. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.
- xvi) The eligibility of the candidate w.r.t. Upper Age Limit/Qualification/Category shall be reckoned as on closing date of receipt of online application as mentioned in the advertisement.
- xvii) Decision of SAIL in all matters regarding eligibility, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained in this regard.

- xviii) All further announcements/details pertaining to this process will only be published/ notified on SAIL career website on [www.sail.co.in](http://www.sail.co.in) or [www.sailcareers.com](http://www.sailcareers.com) from time to time. Transparency/ Discipline-wise and Category-wise Cut-Off Marks will be published tentatively after one month of declaration of final list for joining.
- xix) Court of jurisdiction for any dispute will be at Delhi.

**Important Dates (Tentative) :**

Commencement of online registration for SAIL MTT through GATE 2024	<b>05.07.2024</b>
Closing date for online registration for SAIL MTT through GATE 2024	<b>25.07.2024</b>

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