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Adv. No. HR/REC/C-97/MTT/2025

Date: 12.11.2025

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

Recruitment of 124 Management Trainees (Technical) in SAIL

SAIL, a **Maharatna CPSE**, is a major **Steelmaker of the Nation** with a turnover of more than Rs. 1 Lakh Crore (FY 24-25). To man critical front-line positions in its Plants, Units and Mines across India, SAIL invites applications from young, energetic, result-oriented and promising talent to join as Management Trainee (Technical) in E1 grade.

NUMBER OF POSTS (TENTATIVE):

Engineering Discipline	No. of Posts
Chemical	5
Civil	14
Computer	4
Electrical	44
Instrumentation	7
Mechanical	30
Metallurgy	20

Note: The number of posts may vary depending on organizational requirements.

RESERVATION

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
124	35	31	22	18	18

For PwBD, seven (7) posts are reserved across the engineering discipline on horizontal basis

ELIGIBILITY CRITERIA

Upper Age limit: 28 years as on **05.12.2025**, i.e., not born earlier than 05.12.1997.

Relaxations: Relaxation in upper age limit as on 05.12.2025 (closing date of Online Application):

SC/ST	OBC (NCL)	PwBD	Departmental Candidate's 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

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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 seven (7) Engineering Disciplines of **Chemical, Civil, Computer, Electrical, Instrumentation, Mechanical and Metallurgy.**

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

Disciplines advertised	Engineering disciplines which are eligible
Chemical	Chemical Engineering/Technology, Electro Chemical Engineering
Civil	Civil Engineering
Computer	Computer Science, Computer Science Engineering, Information Technology, Computer Science & Information Technology; OR 3 years Masters' Degree in Computer Applications (MCA)
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
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,
Metallurgical	Metallurgical Engineering, Material Sciences & Engineering/Technology, Industrial Metallurgy

The requisite qualification should have been acquired through a regular/full time 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/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

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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 **01/04/2025** 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/Departmental] once entered in the online application form will not be allowed to be changed under any circumstances 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 ± 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:

Eligible candidates will be required to appear for an **Online Examination-Computer based Test (CBT) to be held tentatively in January-2026/February-2026 ,** at any of the centres at Bengaluru, Bhilai Nagar, Bhopal, Bhubaneswar, Chennai, Dehradun, Delhi/Delhi(NCR), Durgapur, Guwahati, Hyderabad, Jaipur, Jammu, Jamshedpur, Ernakulam, Kolkata, Lucknow, Mohali, Mumbai/Thane/Navi Mumbai/MMR, Nagpur, Patna, Prayagraj, Ranchi, Rourkela, Salem, Tiruchirappalli, Vijayawada/Gutur, Visakhapatnam, Vadodara. The information regarding the test centre will be provided in the Admit Card.

No request for change of examination centre will be entertained after final submission of application form. However, SAIL reserves the right to cancel or add any centre depending on the response/number of candidates in that area/centre.

The Online Examination will be of 200 Marks consisting of two parts, viz. first part comprising of Domain Knowledge Test (duration 40 minutes) for 100 marks and second part comprising of Aptitude Test (duration 80 minutes) for total 100 marks; consisting of four segments, viz. Quantitative Aptitude, English Language, Reasoning and General Awareness of 25 marks each.

To be eligible for GD and Interview, a candidate will have to qualify in each of the parts, viz. Domain Knowledge Test and Aptitude Test 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.

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GROUP DISCUSSION AND INTERVIEW:

From among those who qualify in the Online Examination, candidates will be shortlisted for Group Discussion (GD) and Interview in the ratio of 1:3 for each discipline, category wise, in order of merit. The GD and Interview may be held at short notice for which the call letters will be uploaded on career page of SAIL website and candidates will be intimated regarding the same through their emails. No other communication will be sent to the candidates for this purpose.

For final selection, the merit list will be drawn by combining the scores of Online Examination-Computer based Test (CBT), GD and Interview with the weightage of 75:10:15 in that order. The final merit list would be prepared separately for each category on the basis of combined total marks obtained by the candidate in the selection process, i.e. Online Examination, GD and Interview. The selection of the candidate will be made in the order of merit.

In case two or more candidates are placed on the same cut-off point in the final merit list, the offer letter will be issued to the candidate having higher marks in the Online Examination. In case, there is a tie in the Online Examination marks also, the candidate with higher marks in the relevant eligibility qualification (B.E./B.Tech.) will be selected.

BIOMETRIC VERIFICATION:

During the selection process, SAIL may capture photo/thumb impression of the candidates in digital format for Biometric verification of genuineness of the candidates at three stages, i.e. during Online Test (CBT), GD/Interview stage and at the time of joining in SAIL. The candidate will ensure that the correct impression is captured at various stages, and any inconsistency will lead to rejection of the candidature. In case any candidate is found to be not genuine, apart from taking legal actions against him/her, the candidature will be cancelled. As such, the candidates 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 **₹ 50,000/- p.m.** in the pay scale of ₹ 50000-160000/-. On successful completion of training of one year, the Management Trainees (Technical) will be designated as Assistant Manager in E1 grade and placed in the scale of pay of **₹ 60000-180000/-**.

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

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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 at any Plant/Unit/Mines location of the Company. The candidates will not be allowed to seek/apply for transfer to any other Plant/Unit/Mine 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 or 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 at least one year.

b) 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.

c) Provision to pay Application fee (including Processing Fee) of ₹ **1050**/- for General/OBC (NCL)/EWS Candidates or ₹ **300**/- as processing fee for SC/ ST/ PwBD /ESM/ Departmental candidates. Candidates can opt to pay the application fee online through Net Banking/Credit Card / ATM-cum-Debit Card. Candidate will have to bear the bank charges in addition to the applicable application fee /processing charge.

d) 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 possession of a valid Category certificate.

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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/no norms with respect to his/her 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/Processing Fee, NOC from present employer etc. as applicable at the time of GD/Interview.

e) The process of submission of application form:

i) Submit the application only through SAIL website www.sail.co.in at "Careers" page or 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 "Fresh candidate to create Login (New Log in)".

v) If already registered, click on "To Complete registration process (Log in to your account)" and go further by using User ID & Password.

vi) In case of "New User"-Complete One Time Registration (OTR) first and then go to "Log in your account" 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.

viii) After your payment gets confirmed, your application number will be generated and that is the confirmation of completion of Registration process. Registration without confirmation of payment will not be complete.

ix) After completion of all requisites you are advised to take a print out of completed application having unique Application Number. Please ensure to download system generated Provisional Application Form.

x) No request for editing of application details will be entertained in case of wrong submission and the candidature will stand rejected.

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

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application, issue of call letters will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.

f) 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/uploading on 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/ 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 GD/Interview, only if they possess valid Call Letter. Responsibility of receiving, downloading and printing of Call letter and any other information shall be of the candidate.

g) 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 full time degree course from Institutes/Universities approved/recognized by UGC/AICTE will only be eligible to apply.

iv) Departmental candidates having acquired qualifying degree from Universities/ Institutions recognised/accredited by councils/ bodies like UGC/ AICTE etc. set up by Central / State Government for the purpose can apply. 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) 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.

vii) 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.

viii) Candidates may visit the FAQs section on the SAIL website for any queries.

ix) Candidates should retain their copy of SAIL Provisional Registration Slip, E-receipt of Application Fee confirmation as the same can be asked to be produced it for future reference.

x) 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.

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xi) Selection/joining of the candidate will be subject to medical fitness as per rules of the company.

xii) 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.

xiii) **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.

xiv) 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**.**

xv) 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.

xvi) Decision of SAIL in all matters regarding eligibility, selection, medical fitness etc. would be final and binding on all candidates. No representation or correspondence will be entertained in this regard.

xvii) All further announcements/details pertaining to this process will only be published/ notified on SAIL career website on www.sail.co.in or www.sailcareers.com from time to time. Transparency/ Discipline-wise and Category-wise Cut-Off Marks will be published tentatively within one month of declaration of final list for joining.

xviii) Court of jurisdiction for any dispute will be at Delhi.

IMPORTANT DATES (Tentative):

Commencement of online registration of SAIL MTT (Tech.)	**15.11.2025**
Closing date for online registration of SAIL MT (Tech.)	**05.12.2025**

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