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

Advt. No. RSP/R-YP/2026-01
Date: 03-07-2026

ENGAGEMENT OF YOUNG PROFESSIONALS IN SAIL-ROURKELA STEEL PLANT(RSP)/ MANAGEMENT TRAINING INSTITUTE (MTI), RANCHI / SAIL SAFETY ORGANIZATION (SSO), RANCHI / SAIL DIGITAL TRANSFORMATION DIVISION (SDTD), RANCHI UNITS

Rourkela Steel Plant (RSP), Rourkela / Management Training Institute (MTI), Ranchi / SAIL Safety Organization (SSO), Ranchi / SAIL Digital Transformation Division (SDTD), Ranchi 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 Rourkela Steel Plant at Rourkela / Management Training Institute (MTI) at Ranchi / SAIL Safety Organization (SSO) at Ranchi / SAIL Digital Transformation Division (SDTD), at Ranchi. Details of the same are given below: -

A] VACANCIES:

Plant / Units	Grade	No's of YPs to be engaged as per role.	
Rourkela Steel Plant (RSP), Rourkela	Young Professional-1 (YP-1)	12	Civil / Structural Design Engineer - 01
			Engineer (Electrical & Automation) -01
			AI Engineer – 02
			Project Execution (Mechanical) -02
			Project Execution (Electrical) - 01
			Data Analytics officer (For HCM & PMS (Performance Manage System)Integration)- 01
			F&A(Sales & Main Accounts) - 04
	Young Professional-2 (YP-2)	01	Blast Furnace Process Expert - 01
	Young Professional-3(YP-3)	01	Vibration Analyst and Rotor Dynamics Expert - 01
Management Training Institute (MTI), Ranchi	Young Professional-1 (YP-1)	01	Consultant, HR – L&D Application Enablement - 01
		01	Consultant (Digital Learning) -01
		01	Consultant (Leadership & Capability Development) - 01
SAIL Safety Organization (SSO), Ranchi	Young Professional-1 (YP-1)	02	3D Animator/Visual Content Creator - 02
SAIL Digital Transformation Division (SDTD), Ranchi	Young Professional-1 (YP-1)	02	Data Scientist - 02
		02	Data Architect -02

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 professional against a prescribed requirement, subject to fulfilment of other eligibility conditions.

S.No.	Grade/ Role	Qualification & Work Experience as on 03-07-2026	Upper Age-limit as on 03-07-2026
1.	Young Professional-3 (YP-3) - Vibration Analyst and Rotor Dynamics Expert For RSP, Rourkela	i) B.E/ B. Tech.(Full Time) in Mechanical Engineering or equivalent from Govt. recognized University/Institute. ii) Must possess Vibration Analyst (Cat-II) Certification. iii) **Post-qualification experience**(after B.E./B.Tech.) of minimum 10(ten) years in field of Condition Monitoring, including Motor Current Signature Analysis, Vibration Analysis, balancing of high-speed rotary machines, and precision laser shaft alignment in any manufacturing industry, i.e. ,Steel Industry/Petro-Chemical Industry/Power Plants/Fertilizer Industry, out of which at least three (03) years must be in an Integrated Steel Plant. 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.	42-years
2	Young Professional-2 (YP-2) - Blast Furnace Process Expert For RSP, Rourkela	i) B.E/ B. Tech.(Full Time) in Metallurgical Engineering or equivalent from Govt. recognized University/Institute. ii) **Post-qualification experience** (after B.E./B.Tech.) of minimum 06 (six) years in Blast Furnace operations in an Integrated Steel Plant. iii) The Industry/ Organisation must be a Public Sector Undertaking/ Govt.	38-years

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S.No.	Grade/ Role	Qualification & Work Experience as on 03-07-2026	Upper Age-limit as on 03-07-2026
		Organisation/ Public Limited Company/ JV of PSUs or Govt./ Private firm with a valid CIN. iv) **Desirable**: The candidate should have experience in blast furnace operations, hot metal production, burden preparation, process monitoring and control, troubleshooting operational irregularities, and ensuring safety compliance. The role primarily involves process analysis and improvement of blast furnace operational efficiency.	
3	Young Professional-1 (YP-1) - Civil / Structural Design Engineer For RSP, Rourkela	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 three (3) years as a Design Engineer in Structural/Civil works, either in any Central or State Government Organization, CPSU, or PSU company, including through any private firm. 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. iv) **Desirable**: The candidate should have proficiency in working with software like Computer Aided Design (CAD), structural design software STAAD Pro or equivalent, Architectural design software REVIT or equivalent.	35-years
4	Young Professional-1 (YP-1) – Engineer(Electrical & Automation) For RSP, Rourkela	i) B.E/ B. Tech. (Full Time) in Electrical Engineering/ Electrical & Electronics Engineering or equivalent from Govt. recognized University/Institute. ii) **Post-qualification experience**(after B.E./B.Tech.) of minimum three (3) years in Electrical Maintenance and Automation in steel plants, rolling mills, or heavy process industries. Experience in maintenance, troubleshooting, commissioning, and optimization of mill electrical equipment and automation systems. 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. iv) **Desirable**: Hands-on experience in Hot Strip Mill / Rolling Mill / Continuous Process Plants will be preferred. Technical Competency Requirements in Drives & Power Electronics, i.e hands-on experience with multiple types of industrial drives, such as AC Variable Frequency Drives (VFD) & Medium Voltage Drives. Experience with drive systems from companies from Hitachi, Siemens, ABB. Experience areas i.e Drive parameterization, Fault diagnosis, Communication integration with PLC, Synchronization in rolling mill drives. PLC / Automation Systems i.e hands-on programming, troubleshooting, and maintenance of PLC systems such as Hitachi R900 PLCs, Siemens SIMATIC S7 PLC (S7-300 / S7-400 / TIA Portal), ABB PM591 PLC. Industrial Communication Networks i.e experience in industrial communication protocols includes PROFIBUS, PROFINET, Ethernet/IP, Modbus RTU / Modbus TCP. HMI / SCADA Systems experience with WinCC SCADA & Wonderware InTouch. Field Instrumentation & Electrical Systems knowledge of Encoders and speed feedback systems, Various sensors, Control panels & IMCCs, AC Motors.	35-years
5	Young Professional-1 (YP-1) - AI Engineer For RSP, Rourkela	i) B.E. / B.Tech.(Full Time) in Computer Science/ Computer Science Engineering/ Information Technology/ Computer Science & Information Technology or Masters' Degree in Computer Applications (MCA) from Govt. recognized University/Institute. ii) **Post-qualification experience** (after B.E./B.Tech. /MCA) of minimum three (3) years in Python, AI/Machine Learning & Deep learning and relevant discipline. 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. iv) **Desirable**: • Candidates with Professional AI Engineering / Data Analytics certificate from reputed institutions will be preferred. • Strong programming skills in Python. • Understanding of Linear Algebra, Probability & statistics.	35-years

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S.No.	Grade/ Role	Qualification & Work Experience as on 03-07-2026	Upper Age-limit as on 03-07-2026
		• Experience with SQL & No SQL and Big data technologies like Spark, Hadoop. •Experience in Neural networks, Computer vision, NLP, RAG systems and chatbot. • Experience of using LLM with ML libraries such as Scikit-learn, TensorFlow, PyTorch etc. • Knowledge on Industrial Integration: OPC-UA, Modbus, SCADA APIs • Hands on knowledge of ML-Ops , 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.	
6	Young Professional-1 (YP-1) - Project Execution (Mech) For RSP, Rourkela	i) B.E./B.Tech.(Full Time) in Mechanical Engineering or equivalent from Govt. recognized University/Institute ii) Post-qualification experience (after B.E./B.Tech.) of minimum three (3) years in structural and utility erection, equipment installation, or project site execution (preferably in steel, power, or heavy-engineering projects). Working knowledge of statutory compliances and project execution safety procedures. Hands-on experience in industrial construction / commissioning projects commensurate with the minimum qualification. 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. iv) **Desirable**: Exposure to reading GA, fabrication, and erection drawings; familiarity with QA/QC procedures and ISO standards desirable.Strong analytical, coordination, and communication skills - both verbal and written. Proficiency in reading and interpreting technical drawings, BOQs, and schedules. Working knowledge of MS Office, MS Project / Primavera, and AutoCAD (preferred). Ability to anticipate potential site issues, identify risks, and initiate timely preventive actions. Sound understanding of construction quality parameters, safety practices, and project documentation. High degree of initiative, accountability, and ability to work effectively within multi-disciplinary project teams. Adherence to professional ethics, safety culture, and commitment to on-time delivery.	35-years
7	Young Professional-1 (YP-1) - Project Execution (Elec) For RSP, Rourkela	i) B.E. / B.Tech(Full Time) in Electrical Engineering / Electrical & Electronics Engineering or equivalent from Govt. recognized University/Institute. ii) **Post-qualification experience**(after B.E./B.Tech.) of minimum three (3) years in automation, instrumentation, HT/LT cable laying, power distribution system erection and commissioning activities at large industrial sites. Hands-on experience in industrial construction / commissioning projects. Working knowledge of statutory compliances and project execution safety procedures. 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. iv) **Desirable**: Experience in control systems, PLC/DCS, and electrical safety standards will be preferred. Familiarity with QA/QC procedures and ISO standards desirable. Strong analytical, coordination, and communication skills—both verbal and written. Proficiency in reading and interpreting technical drawings, BOQs, and schedules. Working knowledge of MS Office, MS Project / Primavera, and AutoCAD (preferred). Ability to anticipate potential site issues, identify risks, and initiate timely preventive actions. Sound understanding of construction quality parameters, safety practices, and project documentation. High degree of initiative, accountability, and ability to work effectively within multi-disciplinary project teams. Adherence to professional ethics, safety culture, and commitment to on-time delivery.	35-years
8	Young Professional-1 (YP-1) - Data Analytics officer (For HCM & PMS (Performance Manage System) Integration) For RSP, Rourkela	i) BE/B.Tech (Full Time) in Computer Science/ Computer Science Engineering/ Information Technology/ Computer Science & Information Technology or 3 years Masters' Degree in Computer Applications (MCA)from Govt. recognized University/Institute. ii) **Post-qualification experience** (after B.E./B.Tech. /MCA) of minimum three (3) years, with hands-on experience in ASP.NET /.NET Core development. 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

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S.No.	Grade/ Role	Qualification & Work Experience as on 03-07-2026	Upper Age-limit as on 03-07-2026
		iv) **Desirable**: Candidates with Professional AI Engineering / Data Analytics Certificate from reputed institutions will be preferred. Strong programming skills in C#, ASP.NET MVC / .NET Core / Web API development, Entity Framework. Experience in advanced SQL skills with experience in Oracle databases**, REST** API development, Frontend development (HTML, CSS, JavaScript, Bootstrap). Strong working knowledge of Python, practical experience in Machine Learning model development, NLP / Chatbot development. Hands-on experience with ML libraries such as Scikit-learn, TensorFlow, PyTorch etc. Hands on knowledge of ML-Ops.	
9	Young Professional-1 (YP-1) - F&A (Sales & Main Accounts) For RSP, Rourkela	i) CA/CMA/MBA (Finance) from Govt. recognized University/Institute. ii) **Post-qualification experience** [after CA/CMA/MBA(Finance)] of minimum three (3) years of knowledge in Sales Accounting, Direct/Indirect Taxation, Preparation of Accounts, etc., Knowledge of ERP/SAP will be preferred. 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
10	Young Professional-1 (YP-1) - Consultant, HR – L&D Application Enablement For MTI, Ranchi	**Essential:** * Bachelor's degree in Computer Science or Information Technology, or MCA from a recognized university (UGC-listed or AICTE-approved institution) with 3 year experience * Proficiency in PHP * Experience in Windows-based application development and mobile app development (Android/iOS or cross-platform frameworks). * Working knowledge of cyber security best practices applicable to applications, APIs, and mobile platforms (aligned with CERT-In and MeitY guidelines). **Desirable:** * Post-graduate degree or relevant certification from a reputed institution in Computer Science, Information Technology. * Familiarity with national learning platforms such as iGOT Karmayogi, SWAYAM, or corporate LMS ecosystems. * Experience of working with PSUs, government organizations, or large enterprises in Learning and Development Domain. * Certifications in cybersecurity. * Hands-on experience in Moodle LMS administration, development, and report generation.	35-years
11	Young Professional-1 (YP-1) - Consultant (Digital Learning) For MTI, Ranchi	**Essential:** * Graduate or higher from a recognized university (UGC-listed or AICTE-approved institution). * Certifications in Instructional Design or Educational Technology or Multimedia & Communication Design from a recognized university (UGC-listed or AICTE-approved institution). * Hands-on experience with industry-standard authoring tools such as Adobe Captivate, Articulate Storyline, or equivalent; familiarity with Moodle LMS. **Desirable:** * Experience in developing interactive multimedia e-learning modules with audio, animation, assessments, and scenario-based learning elements. * Post-graduate degree or certification in Instructional Design, Learning & Development, or Educational Technology from a reputed institution. * Prior experience working with PSUs, large manufacturing organizations, or steel/heavy industry environments is a strong advantage. * Proficiency in multimedia tools such as Adobe Premiere Pro, After Effects, Camtasia, or similar video production software. * Certifications in e-learning development, instructional design or relevant digital tools. * Experience with leveraging various AI Tools	35-years

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S.No.	Grade/ Role	Qualification & Work Experience as on 03-07-2026	Upper Age-limit as on 03-07-2026
12	Young Professional-1 (YP-1) - Consultant (Leadership & Capability Development) For MTI, Ranchi	**Essential:** * Post-graduate degree (MBA/PGDM) in Human Resource Management from a recognized university (UGC-listed or AICTE-approved institution). *Demonstrated experience in designing and managing structured leadership or management development programs, preferably in a large organizational or PSU context. *Working knowledge of leadership competency frameworks, capability gap assessment methodologies, and Individual Development Plans (IDPs). *Ability to coordinate across multiple stakeholders — academic institutions, external consultants, Corporate HR, and plant-level L&D teams — with strong program management and communication skills. **Desirable:** *Post-graduate degree or executive education certification from a reputed institution such as IIMs, XLRI, ISB, or equivalent. * Prior experience of working with PSUs, large manufacturing enterprises, or Steel/Core sector organizations in an HR, L&D, or OD capacity. * Exposure to succession planning frameworks, talent review processes, and executive assessment methodologies (assessment centres, 360-degree feedback, psychometric tools). * Certifications in coaching, organizational development, or leadership facilitation (e.g., ICF, SHRM, or equivalent) will be an added advantage.	35-years
13	Young Professional-1 (YP-1) - 3D Animator / Visual Content Creator For SSO, Ranchi	**Essential:** i) BE / B Tech / Graduate with 3 year experience in making 3-D Animations / Videos ii) Post-qualification experience (after B.E./B.Tech. /Graduate) 3 years experience in making 3-D Animations/ Video	35-years
14	Young Professional-1 (YP-1) – Data Scientist For SDTD, Ranchi	**Essential:** i) Full time Regular B.E./ B. Tech ii) Post Qualification Experience - Minimum 3 years **Desirable:** i) M.E / M.Tech / Ph.D Post Qualification Experience - Minimum 3 years 1. Prepare datasets; 2. Train and test models; 3. Collaborate with data architect for deployment and optimisation	35-years
15	Young Professional-1 (YP-1) – Data Architect For SDTD, Ranchi	**Essential:** i) Full time Regular B.E./ B. Tech ii) Post Qualification Experience - Minimum 3 years **Desirable:** i. M.E / M.Tech / Ph.D Post Qualification Experience - Minimum 3 years 1. Build ETL pipelines; 2. Manage structured / unstructured data; 3. Ensure quality and interoperability.	35-years

i. Candidates having prescribed age, qualification and experience etc., as given above, shall only apply against relevant 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/ The Institute of Chartered Accountants of India/ Institute of Cost Accountants of India set up by Central / State Govt for the purpose.

ii. The onus lies on the candidate to ensure that he/she fulfils 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 grade applied for.

iii. Candidates who have not fulfilled eligibility criteria as mentioned above, on or before closing date of receipt of application i.e. **31-07-2026** need not apply.

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C] PERIOD OF ENGAGEMENT:

i. The initial tenure of engagement for a young professional engaged on fixed-term basis will be up to three (3) years, extendable by another period of two (2) years, one-year at a time, at the sole discretion of SAIL-RSP/SSO/MTI/SDTD; subject to fulfilment of eligibility conditions and satisfactory performance.

ii. 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 professional engaged under this policy shall be us under:

Discipline	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-professional 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, (as applicable at RSP/ SSO/MTI/SDTD) 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 Rourkela & Ranchi, based upon request of young professional. Subject to availability, young-professional may be provided a 2-Bedroom accommodation/ equivalent at a monthly rent of Rs. 3,000 at Plant 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 location. The rent at city-location will be twice the rent applicable at Plant 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 professional at Rourkela 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 professional will be allowed to avail medical facilities (OPD & IPD) at Company-owned Hospital at Rourkela 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.

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5. **Entitlements on Official Tour/Travel:** While on official tour, a young-professional 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:

a) 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.

b) Allowed for distances more than 500 Km

c) 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-I & 2 will be paid Rs. 800/month and Rs. 1000/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 for personal interaction in order of merit, at the ratio of 1:3 for each grade of Young Professional. 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 weight age 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.
7. Based upon overall assessment, the Committee will recommend the level-wise number of candidates for engagement as young-professionals. Further, the Committee shall also recommend level-wise panel of young professionals in order to take care of any non-joining/early exit (within six-months).

J] Receipt of Applications and Registration

Applications will be received through online mode only. At the time of submission of online application, candidates will be required to pay Processing Fee through Net Banking / Credit Card / ATM-cum-Debit Card. Candidates will have to bear the Bank charges, if any in addition to the applicable Processing Fee. Fee once paid will not be refunded under any circumstances.

S.No.	Name of the Engagement	Processing Fee
1	Young Professionals – YP-1, YP-2 and YP-3 categories	Rs. 500/-

K] TEST CENTRES:

a) 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.

b) SAIL-RSP/SSO/MTI/ SDTD reserves the right to allocate the test centres as per availability. No request for change of test centre shall be entertained.

c) Candidates shall visit the SAIL website time to time for information.

d) 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.

L] MEDICAL STANDARD:

a) Since fulfilment of contractual obligation requires the young professional to be present at his/her workplace within Plant / Units 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.

b) Company will, however, reserve the right to ask the Young-professional for medical examination as per applicable medical standards.

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M] HOW TO APPLY:

Eligible and interested candidates would be required **to apply online only through SAIL's website www.sail.co.in at "Careers" page or www.sailcareers.com only. No other means / mode of application shall be accepted.** Before applying the candidates should ensure that they fulfil all the eligibility norms. Their registration in SAIL's website will be provisional as their eligibility will be verified only at the time of Personal Interaction. 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 engagement 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.

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) If "**New User**", complete **One Time Registration (OTR) first** and then click on "**Registered User**" 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 completed.

(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 / payment details and issue of Admit Card will be entertained in wrong submission cases and candidature will stand rejected.

(xi) Candidates must upload the self-attested photocopies of the following certificates/documents with the application form, showing the proof of :

1 Date of Birth (Matriculation or equivalent certificate)

2 B.E./B.Tech/Bachelor/Master Degree Certificate/ CA/CMA/MBA, any other qualification of relevant discipline and Mark sheets of all semesters / years.

3 Experience Certificate(s) showing relevant post qualification experience from the employer.

4 Photo Identity Proof (Voter ID / Aadhaar Card / Passport / Driving License).

5 NOC from the present employer, if employed under PSUs/Autonomous Bodies /Govt. Department.

After successful submission of online application, candidates are required to download the system generated Application Form with unique Application ID / Number.

(a) Have a valid E-mail ID and Mobile No. which should remain valid for at least one year.

(b) Candidate should have latest passport size coloured photograph (.jpg or .jpeg file only upto 50kb) as well as photograph of own full signature in running letters (.jpg or .jpeg file only upto 20 kb) in digital format for uploading with the application form.

(c) Candidates are required to pay a processing fee of Rs. 500/- online through Net Banking, Credit Card, or ATM-cum-Debit Card. In addition to the applicable processing charges, candidates shall bear the bank charges separately.

(d) While submitting the application online, candidates should note the following:

(i) Candidates are advised to read carefully instructions for online submission of application, which will be available in the website itself.

(ii) SAIL-RSP / SSO / MTI / SDTD 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.

(iii) 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.

(iv) 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 personal interaction.

(v) Candidates short-listed for Personal Interaction would be required to furnish certificates/documents in original regarding proof of date of birth, qualification, experience, NOC from present employer etc. as applicable at the time of personal interaction.

Note: While filling the online application, candidates must carefully follow all the steps. Incomplete application, application without photograph & signature/ application without processing 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-RSP/ SSO/MTI/SDTD 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/ correspondence will be entertained in this connection or no correspondence will be made from SAIL-RSP/ SSO/MTI/SDTD.

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N] IMPORTANT:

All correspondence with candidates shall be done through Email/SMS/ SAIL Career Website only. All information regarding the engagement 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-RSP/SSO/MTI/SDTD 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 Personal Interaction, 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.

O] GENERAL TERMS AND CONDITIONS:

(i) The date of Computer Based Test (CBT) / Personal Interaction for more than one level of Young Professional may coincide. Candidates are advised to apply accordingly.

(ii) Before applying for the engagement of Young Professional, the candidates must ensure that they fulfil the eligibility in all respect prescribed for the engagement of Young Professional 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 documents submitted.

(iii) If at any stage of engagement or thereafter it is found that any information furnished by the candidate in the application form is false/incorrect or the candidate has suppressed any relevant information or the candidate otherwise does not satisfy the eligibility criteria prescribed for the grade, his/her candidature for the grade shall be summarily rejected.

(iv) **Candidates possessing the requisite qualification (full time/ regular course) from Universities/Institutions recognised/accredited by councils/bodies like UGC/AICTE/The Institute of Chartered Accountants of India /Institute of Cost Accountants of India set up by State Government/ Central Government.**

(v) Subsequent verification of candidates will be carried out during the selection process and also at the time of engagement.

(vi) **Candidates employed in Govt. Departments/ PSUs/ Autonomous Bodies shall have to produce NOC from the employer at the time of personal interaction and/ or Release Order at the time of joining.**

(vii) Laptops, mobiles, wrist watches, calculators, scales and other electronic gadgets will not be allowed within the premises of examination centres.

(viii) Bringing influence at any stage of the selection process will disqualify the candidate.

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

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

(xi) Engagement of Young Professionals' advertisement is tentative. SAIL, RSP/SSO/MTI/SDTD 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 Rourkela Steel Plant/ SAIL Safety Organization / Management Training Institute/SAIL Digital Transformation Division is not liable to compensate the applicant for the consequential damages.

(xii) SAIL, RSP/SSO/MTI/SDTD 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.

(xiii) The advertisement and Application Form is available at SAIL website www.sail.co.in at the link "Careers". 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.

(xiv) Court of jurisdiction for any dispute will be at Rourkela, Odisha for Rourkela Steel Plant and at Ranchi, Jharkhand for SAIL Safety Organization / Management Training Institute/SAIL Digital Transformation Division.

P] Other Terms and Conditions

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

IMPORTANT DATES :

1) Starting date for submitting online applications: 10-07-2026
2) Closing date for submitting online applications: 31-07-2026

For any assistance, please contact through:

Phone : 0661 – 2523371 / 2448841 for query related position advertised for Rourkela Steel Plant (RSP)
: 0651- 2411106 for query related position advertised for SAIL Safety Organization (SSO) / Management Training Institute (MTI) / SAIL Digital Transformation Division (SDTD)

(on working days during 10.00 AM to 5.00 PM only)
Email :recruitment.rsp@sail.in

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Other Terms and Conditions

(i) CONTRACT FOR ENGAGEMENT:

a) Every individual upon selection for engagement in SAIL-RSP /SSO/MTI/SDTD for "Contract for Service" would be required to enter into an agreement with SAIL-RSP/SSO/MTI/SDTD 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 SAIL-RSP/SSO/MTI/SDTD, 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 RSP/SSO/MTI/SDTD.

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.

(v) 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 SAIL-RSP/SSO/MTI/SDTD. All expenses to this effect shall be borne by SAIL-RSP/SSO/MTI/SDTD.

(vi) 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.

(vii) Except solely for any official purpose, as may be required in normal course of discharge of his/her responsibilities for SAIL-RSP/SSO/MTI/SDTD, 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.

(viii) INTELLECTUAL PROPERTY RIGHTS:

Any Intellectual Property viz. inventions, patents, trademarks, copyrights, trade secrets including any other creations of the mind; developed by the young-professional within the scope of their contract during the contract period shall be solely & fully owned by the Company. The young-professional 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).

(ix) 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-professional 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-professional 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-professional 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-professional to continue to maintain confidentiality & protect the Company's information even after leaving the Company.

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(x) 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 interest 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-professional 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 SAIL-RSP/SSO/MTI/SDTD in order to recover any damages/ loss caused or claim compensation.

(xi) 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 SAIL-RSP/SSO/MTI/SDTD 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) months 'Notice or payment of one (l) month's retainership-fee & applicable allowances in lieu of Notice Period.

d) In case of continued absence of the young professional for fifteen (15) days without prior proper sanction in writing, SAIL-RSP/SSO/MTI/SDTD 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.

(xii) Any excess payment except those made in accordance with the terms of the Contract shall be recoverable.

(xiii) 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 Company to conduct an investigation and the young-professional's obligation to comply with such an investigation shall not lapse upon expiration or premature termination of the Consultancy Contract.

(xiv) The young-professional shall provide full & timely cooperation with such inspections and audits or investigations. Such cooperation shall include, but shall not be limited to, the young-professional's obligation to make available such personal and any relevant documentation as per requirement.

(xv) The engagement, being purely on temporary-basis to cater to the emergent requirements of the SAIL-RSP/SSO/MTI/SDTD for specific skills/specialized expertise, shall in no manner, whatsoever create any right to draw comparison with any regular employee of SAIL-RSP/SSO/MTI/SDTD and claim for regularization against permanent positions in SAIL-RSP/SSO/MTI/SDTD.

(xvi) In the event of the death, injury or illness of the young-professional which is attributable to the performance of services on behalf of SAIL-RSP/SSO/MTI/SDTD under the terms of the Contract, the young-professional or any of his/her family member shall not be entitled to any compensation.

(xvii) 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.

(xviii) All payments made to the young-professionals shall be subject to deductions as per applicable act/provision under Income Tax/GST Act, etc.