

**STEEL AUTHORITY OF INDIA LIMITED**  
**DURGAPUR STEEL PLANT**  
**Durgapur – 713203 (West Bengal)**

**RECRUITMENT IN SAIL/DSP - 2024**

Advt. No. DSP/Pers/Rectt/2023-24/DR(det)

Date: 03.01.2024

SAIL, a Maharatna CPSE, is a major Steel Maker of the Nation with an annual turnover of over Rs.1,00,000 Crore (FY 2022-23). Durgapur Steel Plant (DSP), a unit of SAIL, invites applications from young, energetic, result oriented & promising talent for filling up the following posts in Executive & Non-executive categories for Durgapur Steel Plant (DSP) & Alloy Steels Plant (ASP) as indicated against each post:

**A. DETAILS OF POSTS & ELIGIBILITY:**

Sl.	Name of Post & Grade	Essential Minimum Qualification & Experience (#) (as on 30.01.2024)	Upper age limit (as on 30.01.2024)	No. of Post(s)
1	Consultant (Chest Medicine) - (E-3)	(i) MBBS with PG Degree/DNB in Chest Medicine / Respiratory Medicine / Pulmonology / Pulmonary Medicine / Tuberculosis & Respiratory Disease / Tuberculosis & Chest Diseases / TB & Chest. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
2	Consultant (Obs. & Gynae) - (E-3)	(i) MBBS with PG Degree/DNB in Obstetrics & Gynaecology. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	02
3	Consultant (Orthopaedics) - (E-3)	(i) MBBS with PG Degree / DNB in Orthopaedics. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	02
4	Consultant (Radiology) - (E-3)	(i) MBBS with PG Degree / DNB in Medical Radio – Diagnosis / Radiology / Radio-Diagnosis. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
5	Consultant (Surgery) - (E-3)	(i) MBBS with PG Degree / DNB in Surgery / General Surgery / Traumatology & Surgery. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
6	Consultant (Blood Bank) - (E-3)	(i) MBBS with PG Degree / DNB in Transfusion Medicine / Immuno-Haematology & Transfusion Medicine. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
7	Consultant (General Medicine) - (E-3)	(i) MBBS with PG Degree / DNB in General Medicine / Medicine. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
8	Consultant (Paediatrics) - (E-3)	(i) MBBS with PG Degree / DNB in Paediatrics. <b>plus</b> (ii) 3 (three) years post qualification experience (after PG Degree/DNB) in recognized Medical College / Hospital / Institution.	41 years	01
9	Manager (Mechanical) - (E-3)	(i) BE / B. Tech (full-time) in Mechanical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in maintenance / troubleshooting of Hydraulics Systems and components such as Pumps, various types of hydraulic control valves and actuators in any Integrated Steel Plant.	35 years	02

10	Manager (Metallurgy) - (E-3)	(i) BE / B. Tech (full-time) in Metallurgy Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in Converter/Caster Operation, Blast Furnace Operation in any Integrated Steel Plant.	35 years	04
11	Manager (Chemical) - (E-3)	(i) BE / B. Tech (full-time) in Chemical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in Coke Oven Operation in any Integrated Steel Plant.	35 years	03
12	Manager (Ceramics) - (E-3)	(i) BE / B. Tech (full-time) in Ceramics Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of at least 7 (seven) years in executive cadre in Refractory, Coke Oven Battery in any Integrated Steel Plant.	35 years	02
13	Manager (Mechanical) Projects - (E-3)	(i) BE / B. Tech (full-time) in Mechanical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of minimum 7 (seven) years in executive cadre in any Integrated Steel Plant which should include at least 3 (three) years job experience in Projects and remaining span/duration of requisite job experience should be either in Projects or Mechanical maintenance of Production units in any Integrated Steel Plant.	35 years	04
14	Manager (Electrical) Projects - (E-3)	(i) BE / B. Tech (full-time) in Electrical Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of minimum 7 (seven) years in executive cadre in any Integrated Steel Plant which should include at least 3 (three) years job experience in Projects and remaining span/duration of requisite job experience should be either in Projects or Electrical maintenance of Production units in any Integrated Steel Plant.	35 years	03
15	Manager (Civil) Projects - (E-3)	(i) BE / B. Tech (full-time) in Civil Engg. from Govt. recognized University / Institution. <b>plus</b> (ii) Post qualification experience (after B.E / B. Tech.) of minimum 7 (seven) years in executive cadre in any Integrated Steel Plant which should include at least 3 (three) years job experience in Projects and remaining span/duration of requisite job experience should be either in Projects or Civil constructions / Civil maintenance in any Integrated Steel Plant.	35 years	02
16	Medical Officer - (E-1)	(i) MBBS from NMC / MCI recognized Medical Institution / College <b>plus</b> (ii) 1 (one) year post qualification experience (after internship) in recognized Medical College / Hospital / Institution.	34 years	07
17	Medical Officer (Occupational Health) - (E-1)	(i) MBBS with Degree / Diploma in Industrial / Occupational Health / AFIH (Associate Fellowship in Industrial Health) from a University / Institute recognized by NMC/ MCI <b>plus</b> (ii) 1 (one) year post qualification experience (after internship) in recognized Medical College / Hospital / Institution	34 years	01
18	Asstt. Manager (Safety) - (E-1) (For ASP)	(i) Bachelor Degree (full time) in Engineering (any discipline) from Govt. recognized University / Institute <b>with</b> Diploma in Industrial Safety (full time) or M. Tech (Safety) (full time) from Govt./ recognized University / Institute <b>and</b> (ii) Post qualification experience of 02 years in relevant field.	30 years	01

19	Operator-cum-Technician (Boiler Operator) - (S-3)	(i) Matriculation with 03 years (full-time) Diploma in Mechanical or Electrical or Chemical or Power Plant or Production or Instrumentation Engineering discipline from Govt. recognized Institute. <b>plus</b> (ii) First Class Boiler Attendant Certificate of Competency.	30 years	10	
20	Attendant-cum-Technician (Trainee) - (S-1) *	Matriculation with Full-time ITI in the relevant trade of (Electrician / Fitter / Machinist) only from Govt. recognized Institute.	28 years	35	
	Electrician				10
	Fitter				15
	Machinist				10

**(\*) Grade on regularization**

**(#) Essential Minimum Qualification & Discipline:**

- i) The required qualification(s) must have been acquired through a regular / full-time course from Universities / Institutions recognized / accredited by council / bodies like University Grant Commission (UGC) / All India Council for Technical Education (AICTE) / Medical Council of India (MCI) / National Medical Commission (NMC) / National Board of Examination (NBE) etc. set up by Central / State government.
- ii) Candidates who have not acquired the prescribed qualification, experience etc., as mentioned above, on or before closing date of submitting application i.e. 30.01.2024 need not apply.
- iii) Upper age limit, essential qualification and post qualification experience shall be considered as on closing date for receipt of application i.e. 30.01.2024
- iv) In respect of the Manager posts (Sl.9 to Sl.15), the qualifying marks in B.E / B. Tech. would be 60% for GEN / OBC-NCL / EWS candidate and 50% for candidates belonging to SC / ST / PwBD category.
- v) For Asstt. Manager (Safety) post for ASP, the qualifying marks in B.E / B. Tech. would be 65% for GEN / OBC-NCL / EWS candidates and 55% for SC / ST/ PwBD candidates.
- vi) Qualifying marks for the posts of Operator-cum-Technician (Boiler Operator) in Diploma Engineering and that of for the posts of Attendant-cum-Technician (Trainee) in ITI will be 50% for GEN/OBC-NCL/EWS candidates & 40% for SC/ST/PwBD candidates.
- vii) The percentage marks shall be arrived at by dividing the total marks obtained by the candidate in all the subjects in all semester(s)/year(s) by aggregate maximum marks multiplied by 100.
- viii) Wherever the University / Institution prescribe CGPA score instead of percentage, the CGPA score will be converted into equivalent percentage as per the norms of the University / Institution to determine the eligibility. **The candidate will have to produce a copy of these conversion norms with respect to his / her University / Institute at the time of Interview / Skill Test / Trade Test** (as applicable). If no norms are specified by the University or Institution, the CGPA score will be converted into percentage on proportionate basis, e.g. the CGPA of 7.5 out of 10 will be treated as 75%.
- ix) Candidates with qualification having combination of disciplines / trade in B.E. / B. Tech. (e.g. B.E. / B. Tech. in Electrical & Instrumentation **OR** B.E. / B. Tech. in Electronics & Telecommunication etc.) **OR** Diploma Engineering (e.g. Diploma in Mechanical & Production Engineering etc.) **OR** discipline/trade other than those mentioned, are not eligible to apply.
- x) In case of qualification acquired from foreign Institute / University, the same may be treated at par with qualification offered by Indian Institutes / Universities **provided** the candidates are able to produce equivalency certificate for such qualification from the Competent Authority.
- xi) Candidates applying for the posts of Managers (Sl.9 to Sl.15) from other PSUs / Govt. should have completed minimum two years in the next below grade / pay scale. [such candidates have to make a declaration to that effect during online application, upload supporting document(s) and if selected, *necessary original documents in support of the same have to be produced during Interview & subsequent stages of selection process*].
- xii) For the posts of Managers (Sl.9 to Sl.15), applications would not be accepted from Departmental candidate.

**NB. Only those candidates who possess the prescribed required qualification with requisite valid certificate in respective discipline / trade and post qualification-experience-certification-registration (wherever applicable) for the respective posts, as specified above on or before closing date of application, should apply.**

**B. EMOLUMENTS AND OTHER BENEFITS:**

(i) For Executive Posts

Post - Grade	Scale of Pay
Medical Officer and Asstt. Manager (Safety) – (E-1)	Rs. 50,000 - 3% - Rs.1,60,000/- On successful completion of one year of service, they will be placed in the pay scale of Rs. 60,000 - 3% - Rs.1,80,000/-
Consultant and Manager – (E-3)	Rs.80,000 - 3% - Rs.2,20,000/-

(ii) For Non-Executive Posts:

<b>Post - Grade</b>	<b>Scale of Pay (*)</b>
Attendant-cum-Technician (Trainee) – (S-1)	Rs.25,070-3%- Rs.35,070/-
Operator-cum-Technician (Boiler Operator)	Rs.26,600-3%- Rs.38,920/-

(\*) for trainees on regularization in respective grade.

The emoluments will include basic pay, applicable industrial dearness allowance, and benefits such as Provident Fund, Gratuity (as per ceiling prescribed under Payment of Gratuity Act, 1972), perquisites under cafeteria approach, Non Practicing Allowance – NPA (For Medical Officer & Consultant doctor posts only), free medical facility for self & eligible dependent(s) etc. as per rules of the Company in vogue.

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.