



RASHTRIYA ISPAT NIGAM LIMITED VISAKHAPATNAM

*Opportunity to join a NAVRATNA Company as
Management Trainees (Technical)*

Rectt. Advt. No. 01/2020

Rashtriya Ispat Nigam Limited (RINL), the Corporate entity of Visakhapatnam Steel Plant (VSP) is India's first shore-based integrated Steel Plant built with state-of-the-art technology and is a prime producer of long steel products in the country having extensive market in infrastructure, construction, automobile, electrical and forging industry. With an annual turnover of over Rs 20,000 crores, the Company is gearing up production to achieve rated capacity of 7.3 Mtpa liquid steel capacity.

The Plant is an epitome of technological marvel crafted in nature's lap, where environment sustenance comes first and a tree is grown for every metric tonne of production capacity added. The residential township is unique of its kind with dense foliage, beautiful parks, wide roads and provides all modern amenities within and in the vicinity.

RINL invites young, talented individuals to join as "Management Trainees" and grow with us to become tomorrow's leaders.

1. NUMBER OF POSTS:

Discipline-wise Break-up

Discipline	Vacancies	Category				Persons with Disability	
		UR	OBC	SC	EWS	Reserved	Identified suitable for
Ceramics	4	2	1	1	-	-	HH; OH (OL/OA); VH; MD
Chemical	26	10	9	4	3	VH-1	
Civil	5	2	1	1	1	-	
Electrical	45	18	15	6	6	OH(OA/OL)-1 HH-1, MD-1	
Instrumentation & Electronics	10	4	4	1	1	MD-1	
Mechanical	77	28	31	8	10	HH-1, VH-2, MD-1	
Metallurgy	19	7	7	3	2	MD-1, HH-1	
Mining	2	1	1	-	-	-	
Total	188	72	69	24	23	-	

Abbreviations: UR-Un-reserved; SC-Schedule Caste; OBC-Other Backward Class; PWD-Persons with Disability; OH-Orthopedically Handicapped; OL-One Leg affected; OA-One Arm affected; HH-Hearing Handicapped; VH-Visually Handicapped; MD-Multiple Disability [Combination of OH(OL/OA), HH, VH].

2. RESERVATIONS for PWDs :

- The posts of PwDs in VH, HH, OH and MD categories are reserved as per existing Government of India guidelines.
- Reservations for Persons with Disabilities are on horizontal / interlocking basis.
- In PWD Category, posts are reserved for only Orthopedically Handicapped (OL - One Leg Affected / OA - One Arm Affected); Hearing Handicapped (HH); Visually Handicapped (LV - Low Vision); and Multiple Disability (MD-Multiple Disability) [Combination of OH(OL/OA), HH, VH(LV)]
- Candidates having a minimum of 40% disability are only eligible to apply under PWD category.
- The Persons with Disability (PWD) are required to produce a valid Disability Certificate with a clear mention of Degree (percentage) of Disability issued by the Authorized Medical Officer / Medical Board duly constituted by State Govt. / Central Govt. as per the provisions of “The Rights of Persons with Disabilities Act 2016”. **Candidates should submit the disability certificate as per formats indicated in RPWD Act-2016.**
- Temporary disability will not be considered for reservation. Hence candidates with temporary disability need not apply.

Guidelines for Persons With Disabilities using a Scribe:

The visually Handicapped candidates and candidates whose writing speed is adversely affected permanently for any reason can use their own scribe at their cost during the written examination. In all such cases where a scribe is used, the following rules will apply:

- The candidate will have to arrange his / her own scribe at his/her own cost.
- The scribe should be from an academic stream different from that stipulated for the post, he should possess less qualification than the candidate with not more than 60% of marks in his own academic stream.
- Both the candidate as well as scribe will have to give a suitable undertaking confirming that the scribe fulfils all the stipulated eligibility criteria for a scribe mentioned above. Further in case it later transpires that he/she did not fulfil any laid down eligibility criteria or suppressed material facts the candidature of the applicant will stand cancelled, irrespective of the Written test result.
- Those candidates who use a scribe shall be eligible for an extra time of 20 minutes for every hour of the examination or part thereof i.e. 50 minutes for 2½ hours examination.
- The scribe arranged by the candidate should not be a candidate for the examination. If violation of the above is detected at any stage of the process, candidature of both the candidate and the scribe will be cancelled. **Candidates eligible for and who wish to use the services of a scribe in the examination should invariably carefully indicate the same in the online application form. Any subsequent request may not be favourably entertained.**

RESERVATIONS for candidates belonging to SC/OBC-NCL & EWS Category:

- Candidates belonging to OBC category but not covered under ‘Non-Creamy Layer’ and thus, not entitled to OBC reservation, should indicate their category as ‘GENERAL’. OBC (non-creamy layer) candidates are required to submit the recent certificate issued by the competent authority in line with the Govt. of India guidelines issued time to time.
- For claiming the benefit of OBC category, the candidate should submit a latest caste certificate (latest by 1 years from the date of certificate verification) in the format prescribed by Govt. of India, which would, among others specifically mention that the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08-09-1993 and modifications issued vide OM No. 36033/1/2013-Estt.(Res.) dated 13-09-2017.
- SC candidates are required to submit caste certificate issued by Competent Authority. ST candidates may apply under Unreserved Category at par with general candidates. SC & EWS candidates may apply under unreserved category at par with general candidates for Mining discipline and EWS candidates may apply under Unreserved category for Ceramics discipline.

- Candidates belonging to EWS category are required to submit an Income and Asset certificate issued by Competent Authority prescribed under point no.5 of department of Personnel and Training's O.M No. 36039/1/2019-Estt.(Res) dated 31.01.2019.

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3. ELIGIBILITY CRITERIA

3.1. Qualifications of Management Trainee (Technical):

Full-time Bachelor's Degree in Engineering or Technology in Ceramics/Chemical/Civil/Electrical / Instrumentation & Electronics /Mechanical / Metallurgy / Mining disciplines from a University/ Deemed to be University / Institute of National Importance, recognized by AICTE with minimum 60% of marks in the aggregate of all years / semesters and all subjects (50% in aggregate for SC /PWD candidates).

Candidates having Degree in related disciplines as given below are eligible to apply against the respective discipline:

Discipline	Eligible Full time Degree in Engineering
Ceramics	Ceramic Engineering / Refractory Engineering / Ceramic Technology
Chemical	Chemical Engineering / Chemical Technology / Chemical Science and Technology / Polymer Science and Chemical Technology
Civil	Civil Engineering / Civil & Structural Engineering / Building Technology and Construction Management / Environmental Engineering / Geotechnical Engineering
Electrical	Electrical Engineering / Electrical & Electronics Engineering / Electrical, Instrumentation & Control / Power Electronics / Energy Engineering / Control System Engineering
Instrumentation & Electronics	Instrumentation Engineering / Electronics & Instrumentation Engineering / Instrumentation & Control Engineering / Instrumentation and signal Process Engineering / Electronics Engineering / Electronics and Telecommunications / Electronics and Communications Engineering / Electronics & Instrumentation Engineering / Telecom System Engineering / Electronics and Control Engineering / Electronics and Computer Engineering
Mechanical	Mechanical Engineering / Industrial & Production Engineering / Industrial Engineering / Mechanical Production & Tool Engineering / Production Technology / Manufacturing Engineering / Production Engineering
Metallurgy	Metallurgy, Metallurgy & Material Science / Material Science & Technology
Mining	Mining Engineering / Mineral Engineering / Mining Machinery Engineering

Note:

Candidates have to produce the Provisional Certificate and Mark Sheets (issued prior to the date of interview) in original as proof of having passed the qualifying degree with specified percentage of marks during Interview which are likely to be held in April / May 2020. No other documents will be accepted in this regard. Candidates failing to produce the Provisional Certificate and Marks Sheets in original at the time of interview shall not be considered.

Final year students who can submit Provisional Certificate and Mark Sheets in original by the time of Personal Interview can also apply.

3.2. AGE:

Born not earlier than 01.01.1993 (i.e. upper age limit is 27 years as of 01.01.2020) Upper age limit is relaxable by 5 years for SC, 3 years for OBC (non-creamy layer) and 10 years for PWD candidates.

Those domiciled in the state of Jammu & Kashmir from 1/1/80 to 31/12/89 will be allowed 5 years relaxation in upper age limit.

4. HEALTH:

The prevailing Medical standards of RINL are applicable and the same are available in RINL website.

5. RESERVATIONS:

Candidates belonging to OBC category but not covered under 'Non-Creamy Layer' and thus, not entitled to OBC reservation, should indicate their category as 'GENERAL'. OBC (non-creamy layer) candidates are required to submit the recent certificate issued by the competent authority in line with the Govt. of India guidelines issued time to time.

SC candidates are required to submit caste certificate issued by Competent Authority.

6. SELECTION:

The selection process will consist of Online Test followed by Personal Interview. Eligible candidates will be required to appear for a Online Examination, information of which will be provided in the Admit card. Candidates shortlisted on the basis of their performance in the Online Test will be intimated to appear for Personal Interview.

Online Test:

- Online test will comprise of General Awareness, Numerical Ability/Aptitude, General English, Data-Interpretation, Verbal and Non-Verbal Reasoning and separate paper for each discipline. Each segment (Aptitude & Technical) shall consists of 100 questions with one marks for every right answer. No negative marks for giving wrong answer. Candidates should secure 50% in each segment (40% for SC, OBC & PwD candidates) separately for qualifying the online test.
- Eligible registered candidates will have to appear for Online test at designated centre at their own expense.
- Online Test will be held simultaneously at **Bhubaneswar, Chennai, Delhi, Hyderabad, Kolkata, Kakinada, Mumbai, Patna, Ranchi, Rajahmundry, Vijayawada, Visakhapatnam, Vijayanagaram**. Candidates are required to choose one of these cities as Test Centre and no change under any circumstances will be allowed subsequently. The Company however reserves the right to add/delete any centre and allocate appropriate centre to the candidate at its discretion. Candidates are requested to visit the website regularly for this information.

Personal Interview:

Candidates shortlisted on the basis of their performance in the Online Test will be intimated to appear for Personal Interview (which may be held at short notice). Please visit the website for information on the same.

7. TRAINING & PROBATION:

Candidates selected as Management Trainees will be placed on training for one year. After successful completion of training, the candidates shall be placed under probation for one more year.

8. EMOLUMENTS:

Selected candidates will be offered a Basic Pay of Rs.20,600/- p.m. in the Pre-Revised Pay Scale of Rs20,600-3%-46,500. On successful completion of training they may be placed in the Pre-Revised Pay Scale of Rs 24,900-3%-50,500/-.

The emoluments will include Basic Pay, Dearness Allowance, Perks & Allowances. They will also be entitled for other perquisites and benefits such as PF, Gratuity and other perks & allowances as per rules of the Company in vogue. In addition, the Company provides benefits like Leave encashment, housing and free medical facility for self and dependents as per rules in vogue. As this would be direct recruitment on initial basic, the Company will not bear any liability on account of Salary/ leave salary/ pension contribution etc., of previous employment, if any. As per rules of the Company. House Rent Allowance will be paid only where Company accommodation is not available.

9. APPLICATION FEE:

- Processing fee of Rs 590/- (Including GST @18%) for UR & OBC candidates and Processing fee of Rs. 295/- (Including GST @ 18%) for SC & PwD candidates.

- Fee shall be remitted through payment gateway by using Debit Card/ Credit Card/ Net Banking.
- To avoid last minute rush, candidates are advised to apply well in advance.
- Application fee, excluding GST, shall be refunded to SC candidates who attend the Online Test.

10. HOW TO APPLY:

10.1. Eligible and interested candidates would be required to apply Online only through RINL website www.vizagsteel.com under the link “Careers”. No other means/mode of application shall be accepted.

Starting date for Online registration - 24.01.2020

Closing date for Online registration - 13.02.2020

Closing date for Payment Gateway - 14.02.2020

10.2. Steps for Applying:

10.3.

STEP 1: Log on to www.vizagsteel.com and click on the link “Careers”

STEP 2: Read **CAREFULLY** all the instructions given on the website.

STEP 3: Have the following readily available:

- a) e-mail ID (which must be valid for minimum of next Twelve Months)
- b) Latest passport size photograph in digital format (.jpg file of 30 KB size) and digital format of the signature (.jpg file of 30 KB size) for uploading with the application form. The recommended dimensions of the passport photograph are 150(W) X 200(H) pixels. The recommended dimensions of digital format of the signature is 150(W) X 50(H) pixels

STEP 4: Registration

- a) Enter basic details such as Name, Category, PwD status, date of birth, email id and upload recent passport size photograph and signature etc. on submitting the basic details.
 - b) Click on second stage Online registration and enter personal details, qualification and experience details and click SUBMIT
 - c) Application fee shall be paid through Payment Gateway by using Debit Card / Credit Card / Internet Banking. Candidates, who need not pay application fee may download the registration slip after entering all the details.
 - d) After making payment, download the computer generated Registration Slip with unique registration number, photograph, signature and other essential details. Take a print of the Registration Slip to be produced at the time of Personal Interview.
- 10.4. All correspondence with the candidates shall be done through e-mail / announcement on the website only. Information regarding Personal Interview call letters shall be provided through e-mail / to be downloaded from website. **For this purpose, candidates are advised to visit our website www.vizagsteel.com regularly for further instructions.** Company will not be responsible for any loss of e-mail sent, due to invalid / wrong email ID provided by the candidate or due to other reasons.

(Please retain five identical photographs to be used at the time of Interview. Change of photograph at the time of Interview shall render the applicant ineligible).

11. GENERAL INSTRUCTIONS:

11.1. **Only Indian nationals are eligible to apply.**

11.2. Only Online applications through website www.vizagsteel.com will be accepted. No other form of application will be accepted.

- 11.3. All qualifications should be from a recognized Board/University/Institution in India. All certificates should be in English or Hindi.
- 11.4. Wherever CGPA/OGPA/DGPA or letter grade in a degree is awarded, equivalent percentage of marks should be indicated in the application (online) as per norms adopted by University/Institute.

In case University/ Institute does not have norms for converting CGPA/OGPA/DGPA into percentage, the candidate should submit documentary proof to that effect. In such cases, the criteria adopted shall be CGPA of 6.75 out of 10 would be considered as 60% and 5.75 out of 10 as 50%.
- 11.5. The details entered by the candidate at the time of registration are final and binding.
- 11.6. The candidates are advised to ensure, while applying, that they fulfill the eligibility criteria and other requirements mentioned in this advertisement and that the particulars furnished by them are correct in all respects. In case it is detected at any stage of recruitment process that the candidate does not fulfill the eligibility criteria and/or does not comply with other requirements of this advertisement and/or he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature is liable to be rejected. If any of the above shortcoming(s) is/are detected, even after appointment, his/her services will be terminated without any notice.
- 11.7. Category (GEN/SC/OBC/EWS/PWD) 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.
- 11.8. Candidates should produce the required certificates in original in proof of Age, Caste, Qualification, etc. at the time of interview failing which their applications will be rejected.
- 11.9. Candidates employed in Government departments / PSEs / Autonomous Bodies have to produce No Objection Certificate (NOC) at the time of interview.
- 11.10. The final selection is subject to the candidates being medically fit as per Company's Medical Rules.
- 11.11. Appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards prevailing at the time of Medical Examination.
- 11.12. Candidates should visit our website www.vizagsteel.com regularly for further communication.
- 11.13. Candidates are bound by the rules and regulations made for the purpose of selection and to be made in future by Company as and when warranted.
- 11.14. Depending on the requirement, the Company reserves the right to cancel / restrict / enlarge / curtail the recruitment process as well as the number of positions keeping in view the Plant's needs without any further notice and without assigning any reason thereof.
- 11.15. The Company reserves the right to reject any application without assigning any reason what so ever.
- 11.16. The decision of RINL in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, mode of selection, interview, verification of testimonials and selection will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection.
- 11.17. Canvassing in any form shall disqualify the candidature.
- 11.18. Any candidate submitting false declaration/certificate or indulging in malpractices during selection process will be disqualified and also debarred from future recruitments.
- 11.19. The candidates selected against this advertisement shall be liable to be posted anywhere in RINL units including any of Company's Captive Mines or Marketing Branch Offices located all over India.
- 11.20. In case of any dispute, the case shall be settled in the Courts of Visakhapatnam Jurisdiction only.

- 11.21. Complaints, if any, regarding the above recruitment may be lodged on Vigilance Toll Free No. 1800 425 8878 and/or on our website www.vizagsteel.com under the link “Contact Us”- Vigilance.
- 11.22. In case of any problem in filling up the Online Application, the candidate may contact on telephone no. **0891-2740405** on working days between 9.00 A.M. to 5.30 P.M and e-mail to the address recruitment@vizagsteel.com

Important Dates:

Starting date for Online Registration	24.01.2020
Closing date for Online Registration	13.02.2020
Closing date for Payment Gateway	14.02.2020

The above mentioned Dates are tentative and they may undergo change. For updated information, may check “Careers” page under www.vizagsteel.com.

Dt:16.01.2020
RINL

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