

**Government of India**  
**Ministry of Commerce & Industry**  
**Department for Promotion of Industry and Internal Trade**

**Guidelines for engagement of Young Professionals (YP) for SCO(DPIIT)**

The following guidelines are being prescribed for engagement of Young Professionals in SCO until such time as these guidelines are modified further. These guidelines will be effective from prospective date.

2. SCO functions through regional offices, circle offices & factory offices. Its major functions are management of SCO land, leasing of salt pan land for salt manufacture, leasing/ licensing of salt pan land for public purposes, collection of assignment fee & ground rent, defending land related litigation, implementation of e-office, prevention of encroachments, execution of development and labour welfare works, monitoring production & distribution of salt.

2.1 Salt Commissioner's Organization owns approx. 60,000 acres of land in 9 states viz., Andhra Pradesh, Gujarat, Haryana, Himachal Pradesh, Karnataka, Maharashtra, Odisha, Tamil Nadu and West Bengal. The land is scattered in main city areas (very high value lands and highly susceptible for encroachments) and also in remote areas making its surveillance very difficult and vulnerable to encroachments. SCO proposes to hire new YPs for the above mentioned work.

**3. Minimum Eligibility criteria required for applying Young Professionals**

**(a) Educational Qualifications and experience for YPs:-**

S. No.	Particulars	Essential Qualification	
		Educational	Experience
i.	Y.P-IT	MCA/M.Tech (CS/IT)/Master's degree (CS/IT)/B.E./ B.Tech	One Year post qualification experience
ii.	Y.P-Civil Engineering	Civil Eng.(M.Tech/MS)	-Do-
iii.	Y.P—Legal	Law(LLM-Post Graduate)	-Do-
iv.	Y.P-Eco/Mgt.	Post Graduate in Economic/Management	-Do-

**(b) Age limit:-**

YP category	Upper Age (limit)
Young Professional all category	35 years

Documents relating to Date of Birth such as Driving License, Voter Card, PAN Card etc. would be checked at the time of verification of documents, before offer of appointment.

**(c) Remuneration:**

YP category	Consolidated Remuneration
Young Professional -all category	Rs. 70,000/- pm

Note: Age as on 1<sup>st</sup> July of the year of advertisement.

  
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**(d) Payment of remuneration: Remuneration:**

Young Professionals of all category shall be paid a consolidated remuneration of Rs. 70,000/- per month. Payment of remuneration will be released by SCO within one week after completion of the month based on biometric attendance registered by the individual YP or on certification by concerned officer with whom YPs are posted.

**(e) Increment:-** An annual increment @ 10% will be granted subject to completion of period with satisfactory performance.

**(f) Period of engagement:-** The Young Professional will initially be engaged for a period of one year which is extendable upto 03 years- one year at time. No extension will be granted after three years.

**(g) Nationality :-** A candidate must be citizen of India.

**(h) Criteria for evaluation of candidates:**

- The applications received may be scrutinized and shortlisted on the basis of marks obtained in the educations qualification and period of effective experience. Mere fulfillment of qualification may not confer any right to short listing for interview.
- Out of 100% index, 50% weightage will be given to **qualification** by assessing the marks obtained by the candidates from class 12<sup>th</sup> to Post Graduate degree, 20% weightage will be given to **experience** by assessing the number of years candidates have worked in relevant field (post qualification experience as specified above).
- Marks of best 5 subject for 12<sup>th</sup> standard shall be considered.
- Shortlisted candidates will be interviewed by an interview panel and 30% weightage will be given to the score obtained by candidates in Interview.
- The final merit for the panel will be prepared after combining the marks obtained during scrutiny of applications (70% weightage) and performance in the interview (30% weightage).

**4. TA/DA-** The individual Young Professionals may require to undertake domestic tours subject to approval of the competent authority. YPs may be allowed to avail journey by air in Economy class or by rail in AC Two Tier. Hotel accommodation of upto Rs. 2250/- per day; taxi charges of upto Rs. 338/- per day for travel within the city and food bills not exceeding Rs. 900/- per day shall be allowed.

**5. Working Hours & Leave:** Working hours shall normally be from 9 AM to 5.30 PM during the working days. However, in the exigencies of work, YPs may be required to sit late and may be asked to attend office on Saturdays/ Sundays and other holidays also. Further, YPs may be granted paid leave at the rate of 1.5 days for each completed month. Accumulation of leave beyond calendar year may not be allowed. Moreover, the absence up to one month for any valid reason may be considered without remuneration. In exceptional cases like need for professional development, training etc, this condition may be relaxed with the approval of Additional Secretary/ Joint Secretary (Salt) DPIIT, subject to official exigencies. Apart from this, the women YPs may be considered for grant of maternity leave for a period of maximum 26 weeks as per Maternity Benefit Amendment Act, 2017.

**6. Confidential Nature of Documents and Information:** Young Professionals may be governed by the Official Secrets Act, 1923, as amended from time to time and may not disclose any information/data acquired by them during their engagement to any unauthorized person(s) in the Department. YPs, may not, except with the previous sanction of DPIIT, or in the bona fide discharge of his or her duties, publish a book or a compilation of articles or participate in radio broadcast or contribute an article or write a letter to any newspaper(s) or periodical either in his own name or anonymously or pseudonymously in the name of any other person if such book, article, broadcast or letter relates to subject matter pertains to official business of Ministry of Commerce and Industry and its Departments.

  
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7. **Use of Name, Emblem or Official Seal of the SCO:** Individual YP may not represent themselves or otherwise make public with the intent to make a commercial advantage of the engagement with SCO/DPIIT. YPs may not, in any manner whatsoever, use the name, emblem or official seal of the SCO/Government of India or DPIIT or any abbreviation of the name of SCO/DPIIT, in connection with its business or otherwise without the prior written permission of SCO/DPIIT.

8. **Conflict of Interest:-** The Young Professional may be expected to conduct themselves in accordance with the rules and regulations of the Government of India. He/She may be expected to demonstrate high moral character, integrity, secrecy of office and dedication to work while discharging his/her duties. In case the services of the YPs are not found satisfactory or found in conflict with the interest of the SCO/DPIIT/Government of India, his/her services can be terminated forthwith.

9. **Death, Injury or Illness during travel, service in SCO/DPIIT:-** In the event of the death, injury or illness of the individual YP which is attributable to the performance of services on behalf of SCO under the terms of the contract while the individual YP is travelling at SCO expense or is performing any services under the contract in any offices or premises of SCO or Government of India, the individual YP or the individual YP's dependents, as appropriate may not be entitled to any compensation.

10. **Medical examination and Police Verification:-** All selected YPs shall be required to submit Police verification and medical examination report from any authorized Medical Practitioner before their engagement. However, in the event of urgent requirement they may be engaged immediately upon their availability, subject to submission of police verification report within a period of 02 months after engagement.

11. **Claim of subsequent employment:** The period of engagement as Young Professional may not confer any claim or right for subsequent engagement/employment with SCO or any other Govt. Department at a later date.

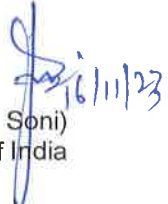
12. **Termination:** Engagement of YPs may be terminated at any time by the SCO without assigning any reason by giving 15 days' notice or pay in lieu thereof. Similarly, YPs may also disengage themselves after giving notice of similar period or pay in lieu thereof.

13. **Relaxation:** Where Additional Secretary / Joint Secretary (salt), DPIIT is of the opinion that it is necessary or practical so to do, it may by order and for reasons to be recorded in writing, relax any of the provisions.

14. In case of any problem arises while applying for online application, candidates may write to **salt-section@gov.in**

15. Selection of YPs are subject to verification of originals of Essential qualifications, experiences and Date of births etc.

16. This issues with the approval of the competent authority.

  
(R K Soni)  
Under Secretary to the Govt. of India

**Criteria for selection of Young Professionals**

**(a) Criteria for final selection:**

Sr. No.	Basis	Index	Detail	Remarks
1	Education	50%	weightage from 12 <sup>th</sup> to Post Graduate	Scrutiny of applications shall be done on the basis of 70% weightage
2	Experience	20%	Weightage will be given to experience by assessing the number of years candidates have worked in relevant field	
3	Interview	30%		Final merit on the basis of marks obtained during scrutiny of applications (70% weightage) and performance in the interview(30% weightage)

**(b) Educational Qualification –Bifurcation of Maximum Marks 50%**

Qualification	Max. score	Marks percentage and score to be awarded on the basis of marks percentage			
		(i) Less than 60%	(ii) 60-75%	(iii) 75-90%	(iv) 90%+
12 <sup>th</sup> *	10	5	6	8	10
Graduate Level	20	8	12	15	20
Post Graduate level	20	8	12	15	20
<b>Total</b>	<b>50</b>				<b>50</b>

\* Marks of best of 5 subjects

**(c) Experience – Bifurcation of Maximum Marks 20%**

Candidates have experience in years	Marks to be obtained
1-2(12 Months-23 Months)	10
2-3(24 Months-35 Months)	12
3-5(36 Months-59 Months)	15
5+(60 Months &above)	20

**Note 1: Only post qualification experience after completion of minimum essential qualification against which the candidates will apply will be counted as effective experience.**

**Note 2: Experience also includes upto 3 year for Ph.D. holder provided no other work experience counted during those years.**

*16/11/23*

**No.P-34023(11)/1/2020-Salt/(E-43555)**  
Government of India  
Ministry of Commerce & Industry  
Department for Promotion of Industry and Internal Trade

Vanijya Bhawan, New Delhi  
Dated : 16 November, 2023

**Vacancy circular for preparing panel to engage of Young Professionals by Salt Commissioner's Organization (SCO), an attached office under DPIIT, Ministry of Commerce & Industry**

The SCO invites applications for hiring of twenty-five (25) Young Professionals on a contract basis for one year (extendable up to three years) to work in the headquarter and regional offices of SCO with a consolidated remuneration of Rs.70,000/- per month.

2. SCO functions through Regional Offices, Circle Offices & Factory Offices. Its major functions are management of SCO land, leasing of salt pan land for salt manufacture, leasing/licensing of salt pan land for public purposes, collection of Assignment Fee & Ground Rent, defending land related litigation, prevention of encroachments, execution of development and labour welfare works, monitoring production & distribution of salt.

3. Applications are invited for posting at the Regional Offices as under:-

Region	Total	Category of Y.P			
		IT	Legal	Civil Eng.	Eco/Mgt.
Jaipur(H.Q)	05	01	02	01	01
Mumbai	12	02	06	02	02
Ahmedabad	01	Nil	01	Nil	Nil
Chennai	05	01	01	02	01
Delhi	02	Nil	01	Nil	01
Total	25	04	11	05	05

**Note: Vacancies may increase or decrease as per the requirement in the organization**

4. Complete details regarding Essential Qualifications & Experience, age limit, number of YPs required at each of the regional office, the consolidated monthly remuneration admissible for the YPs to be engaged for these regional offices, and other eligibility criteria for engagement as Young Professionals is given in the attached guidelines for engagement of Young Professionals in SCO. Candidates are advised to read the guidelines before applying online and fill up the complete and correct particulars. If any of the information/documents furnished by the candidate in his/her application form found to be incorrect during documents verification or any



other stage, the candidature/appointment of the candidate shall be liable to be cancelled without assigning any reason and action will be taken as per rules.

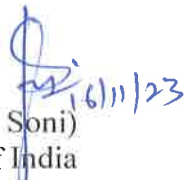
5. Interested and eligible candidates can apply **online mode only on the link which can be** accessed through "What's New" and Publications >>Jobs on DPIIT website at [https://dpiit.gov.in/yp\\_salt/](https://dpiit.gov.in/yp_salt/) on the **official website of DPIIT** or official website of Salt Commissioner Organisation (<https://saltcomindia.gov.in/>). Further, a candidate can apply only for any one of the categories of Young Professional mentioned above. The link will be operational w.e.f. 20-11-2023.

6. After evaluation of the applications received, a panel of candidates will be prepared. Candidates will be issued offer of engagement from the said panel as and when requirement arises in the Department. Inclusion of name in the panel does not confer candidates any right to engagement as YP in this Department.

7. This Department reserves right to reject any application without assigning any reason for it and also revise Terms and Conditions of engagement of YPs.

8. If any dispute arises during the selection process or afterwards the decision of the DPIIT will be final.

9. Last date for submission of the application is 11 Dec, 2023 (11.59 P.M.).

  
(R K Soni)  
Under Secretary to the Govt. of India