

STEEL AUTHORITY OF INDIA LIMITED

Durgapur Steel Plant

Durgapur – 713203 (West Bengal)

Engagement of Advisor in SAIL / DSP - 2025

No.: DSP/HR-OD/Advisor/2025/2371

Date: 21 .10.2025

To address the growing demand for specialized skills and expertise within our organization, we invite the applications to engage the services of 9 Advisors for DSP from amongst ex-executives separated in E-7 & below grades from SAIL.

A. <u>DETAILS OF POSTS FOR DSP</u>				
S No	Department in which Advisor is required	No. of Advisors required	Grade on the day of retirement	Indicative Area of expertise / Work experience
1	Projects Deptt - Projects Site execution-Iron Zone-BF&SP	1	E5-E7	Experience in project execution in Iron zone of Steel Plant (Blast Furnace & Sinter Plant) Daily planning & monitoring of project site work, Supervision of site construction work & resource mobilisation, coordination with contractors/subcontractors, coordination with concerned Deptt. for shutdown protocols, ensuring safety protocols at project sites, progress reporting, daily plan/achievements updates in DPMS.
2	Projects Deptt - Projects Site execution-Iron Zone-COCC & RMHP	1	E5-E7	Experience in project execution in Iron Zone of Steel Plant (COCC & RMHP). Daily planning & monitoring of project site work, Supervision of site construction work & resource mobilisation, coordination with contractors/subcontractors, coordination with concerned Deptt. for shutdown protocols, ensuring safety protocols at project sites, progress reporting, daily plan/achievements updates in DPMS
3	Projects Deptt - Projects Site execution-Steel Zone-SMS & Auxillary	2	E5-E7	Experience in project execution in Steel Zone of Steel Plant (SMS & Auxillary). Daily planning & monitoring of project site work, Supervision of site construction work & resource mobilisation, coordination with contractors/subcontractors, coordination

				with concerned Deptt. for shutdown protocols, ensuring safety protocols at project sites, progress reporting, daily plan/achievements updates in DPMS.
4	Projects Deptt - Projects Site execution-Mills Zone-New Bar Mill & Others	2	E5-E7	Experience in project execution in Mills Zone of Steel Plant (New Bar Mill & Others). Daily planning & monitoring of project site work, Supervision of site construction work & resource mobilisation, coordination with contractors/subcontractors, coordination with concerned Deptt. for shutdown protocols, ensuring safety protocols at project sites, progress reporting, daily plan/achievements updates in DPMS.
5	Projects Deptt - Projects Site execution- Power & Utility Zone	1	E5-E7	Experience in project execution in Power & Utility Zone of Steel Plant. Daily planning & monitoring of project site work, Supervision of site construction work & resource mobilisation, coordination with contractors/subcontractors, coordination with concerned Deptt. for shutdown protocols, ensuring safety protocols at project sites, progress reporting, daily plan/achievements updates in DPMS
6	L&D	1	E6-E7	• Experience of working in HRD/L&D department in any Unit of SAIL preferably in the capacity of HOD/HOS. • Experience of designing and imparting need based training programs, both technical & managerial for the employees. • Experience in organizing critical skill training programs for the employees I the area of Hydraulics, PLCs & Drives etc. • Experience of creating a future ready workforce for taking up new projects through structured training interventions. • Experience of serving as Faculty in different programs
7	Town Services	1	E4-E6	Expertise in execution of all types of Civil construction, repair and maintenance work including specialized jobs like Roof Treatment works and bituminous road repair works.

Note:

- * Filling up of vacancies is solely at the discretion of the management and no claim will arise for engagement, if some of these vacancies are not filled.
- ** If required, he/she may be posted in other areas also as per requirement of the company.

B. ELIGIBILITY

For engagement of ex- executives from SAIL as Advisors, in SAIL, DSP following are the criteria:

- a) The ex-executive should be separated from SAIL in E-7 or below grades
- b) Executives separated on account of Resignation, Voluntary Retirement, Premature Retirement (Under rule 4.0 (3) of SAIL CDA Rules, 1977), Medical Invalidation and those separated as a consequence of vigilance/ disciplinary action, etc. will not be eligible for engagement,
- c) The upper age limit for contractual engagement will be 65 years on date of issuance of offer for engagement/ extension.
- d) The candidate should not have 'C' grading during last 3 years of service with SAIL before superannuation.
- e) The candidate should have good service record without any ongoing disciplinary/ vigilance proceedings at the time of engagement/ extension.
- f) The ex-executive should be fit to perform the duties assigned, based upon production of a medical certificate from SAIL/ Government Hospital

C. REMUNERATION

GRADE (at the time of separation)	Monthly Remuneration (in Rupees)
E-1 to E-3	50,000/-
E-4	60,000/-
E-5	70,000/-
E-6	80,000/-
E-7	1,00,000/-

D. MODE OF ENGAGEMENT

Applications are to be made in the attached format (ANNEXURE-I). Eligible candidates are requested to apply in the prescribed format and mail/send it to us.

- Candidates will be allowed to appear before the Selection Committee for Interview after clearance from screening cum selection committee constituted for the purpose.
- In case of large number of application received, shortlisting will be made as per additional eligibility criteria.
- After preliminary screening of application, the eligible candidates will be called for interview.
- All correspondence with candidates shall be done through e-mail only.
- The initial tenure of contractual engagement will be for 6 months which can further be extended for a period of 6 (six) months with the approval of Director I/c. Any subsequent

extension beyond the 1st year, for another period of one (1) year may be considered with the approval of Chairman, SAIL.

- Applications complete in all respect should reach us on or before **15.11.2025** at the address mentioned below or by email (persod.dsp@sail.in)

Office of the GM (HR-OD)
Room No 103
Ispat Bhawan
Durgapur Steel Plant
Durgapur 713203

E. OTHER TERMS OF ENGAGEMENT

- No PF / Gratuity or any other benefit shall be payable.
- Scope of assignment for engagement shall be as decided by DSP and communicated to the successful candidate along with the offer of engagement.
- Travel outside the Headquarter would be required to be planned in prior consultation with his/her Nodal Officer.
- During the period of engagement, the Advisor will not engage himself/herself, in any capacity whatsoever, with any Competitive Firm/Company/Organization or with which the company has/had business relationship.
- Advisor/Consultant shall be under strict obligation to maintain confidentiality of information/data/technology which he/she may have access to during the period of engagement and thereafter.

F. TERMINATION OF CONTRACT

The contractual engagement under the guidelines can be terminated by giving 15 days' notice by either of the party, without assigning any reason thereof. However, in case of unsatisfactory performance or any misconduct by the Advisor/Consultant, SAIL reserves the right to terminate the engagement without any prior notice.

Application for the post of Advisor/ Consultant in DSP

Father's name –

E Mail ID –

Phone No –

Phone No –

Address –

Qualification (Graduation onwards)

S No	Qualification	Board/University	Marks Obtained	Year of Passing

Appraisal Rating during last 3 years of service

Year	Grade

***Date of Separation –**

Type of Separation –

Brief summary of your work experience in SAIL

[illegible]

I hereby state that the information provided by me above is true to my knowledge.

Signature:

***Note- Please enclose separation order issued by SAIL along with the application**