STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
Bokaro Steel Plant, Bokaro-827001

Advertisement No. BSL/R-YP/2026-01 **Date: 09.06.2026**

Fixed term Engagement of Young Professionals (skilled professionals/experts) at Bokaro Steel Plant

SAIL, a Maharatna Company, and a leading steel-making company in India, is in the process of modernizing and expanding its production units, captive mines, collieries and other facilities to maintain its dominant position in the Indian steel market. Bokaro Steel Plant, one of the modernised integrated steel plants of SAIL is a producer of HR Coils/Sheets/Plates, CR Coils/Sheets, GP Sheets/Coils. Bokaro Steel is working towards becoming a one-stop-shop for world-class flat steel products in India.

Bokaro Steel Plant (BSL), Steel Authority of India Limited (SAIL) invites applications from eligible candidates who are desirous of engagement under its Young Professional Policy to fulfill the emerging requirements for specialized skills/expertise from diverse backgrounds/work-cultures. The details and the various terms and conditions thereof are explained in detail in the subsequent paragraphs.

I. Period of Engagement:

The initial tenure of engagement for a Young Professional (YP) engaged on fixed term basis will be upto three (3) years, extendable by another period of two (2) years, one year at a time, at the sole discretion of the company; subject to fulfillment of eligibility conditions and satisfactory performance.

II. Eligibility Criteria:

All the 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 in SAIL-BSL. A candidate shall be permitted to apply only for one level and one domain. Mere fulfillment of eligibility criteria shall not vest any right to the candidate for selection.

Level-wise Educational Qualification, Work Experience and Upper Age Limit (As on closing date of application)

Level: *Young Professional – 1*
Upper Age Limit: *35 Years*
Post Qualification experience*: Minimum Three (3) years*

Sl	Role Title	Essential Qualification	Essential Experience (Post Qualification)- Minimum 03 Years in	Desirable Qualification/Experience
1	Refractory engineer	B.E/ B.Tech in Ceramics or equivalent discipline	Operations/ Maintenance/ Repair of Coke Oven Batteries	
2	Mechanical Maintenance Engineer- RMHP	B.E. / B.Tech in Mechanical or equivalent discipline	Material Handling and Operations/Maintenance/Repair of Tippler/ Reclaimer/Stacker in a Manufacturing industry or Mines.	a) Knowledge of Railway rake handling, wagon logictics and inventory management b) Understanding of Raw material flow in Steel Plant (Iron Ore, Coal, Limestone dolomite etc)
3	Mechanical Maintenance Engineer- SP	B.E. / B.Tech in Mechanical or equivalent discipline	Vibration Management, Rotatory Equipment, Mechanical Design& Engineering and AutoCAD Hydraulics/Mechatronics in relevant discipline	

Sl	Role Title	Essential Qualification	Essential Experience (Post Qualification)- Minimum 03 Years in	Desirable Qualification/Experience
4	Mechanical Maintenance Engineer-HSM	B.E. / B.Tech in Mechanical or equivalent discipline	Maintenance of equipments of Reheating Furnace in relevant discipline	Experience of Steel Industry
5	Annealing Process Manager	B.E. / B.Tech in Metallurgy or equivalent discipline	Cold Rolling Mill Operation	
6	Civil Consultant	B.E. / B.Tech in Civil or equivalent discipline	Structural Design using Autocad/STAAD.Pro etc.	
7	Electrical Consultant	B.E / B.Tech in Electrical or equivalent discipline	Development/maintenance/ repair of PLC, Drives, Automation in relevant discipline	
8	Supply Chain Manager	B.E/B.tech in any discipline	Supply Chain Management/ Stores/ Material Management/Purchase	MBA with supply chain management
9	Survey Engineer	B.E / B.Tech in Civil or equivalent discipline	Land Survey like Cadastral survey, Topographical Survey, preparation of maps in GIS.	Qualification: Diploma in Survey 5 years experience in Land Survey like Cadastral survey, Topographical Survey, preparation of maps in GIS.
10	Finance Consultant	CA (Chartered Accountant) or CS (Company Secretary) or CMA (Cost & Management Accountant).	ERP Systems: Advanced proficiency in SAP, with a specific focus on the FICO (Finance and Controlling) module/ Corporate Finance/ Auditing/Accounting	Data Analytics: Expert-level Advanced Excel skills, including the ability to manage large datasets using Pivot Tables, VLOOKUP, Complex formulas.

Level: *Young Professional – 2*
Upper Age Limit: *38 Years*
Post Qualification experience: *Minimum Six (6) years*

Sl	Role Title	Essential Qualification	Essential Experience (Post Qualification) Minimum 06 Years in	Desirable Qualification/Experience
1	Project Engineer - Mechanical	B.E. / B.Tech in Mechanical or equivalent discipline	Project Management in Iron and Steel Industry in relevant discipline	Certifications such as: PMP (Project Management Professional) Six Sigma Green Belt NEBOSH / IOSH (for safety awareness

Sl	Role Title	Essential Qualification	Essential Experience (Post Qualification) Minimum 06 Years in	Desirable Qualification/Experience
2	Project Engineer-Electrical	B.E. / B.Tech in Electrical or equivalent discipline	Project Management in Iron and Steel Industry in relevant discipline	Certifications such as: PMP (Project Management Professional) Six Sigma Green Belt NEBOSH / IOSH (for safety awareness
3	Project Engineer-Civil	B.E. / B.Tech in Civil or equivalent discipline	Project Management in Iron and Steel Industry in relevant discipline	Certifications such as: PMP (Project Management Professional) Six Sigma Green Belt NEBOSH / IOSH (for safety awareness
4	Human Resource Analyst	B.E./B.Tech in Computer Science or equivalent discipline	Predictive analytics, workforce planning, or process automation. Prior experience in handling large-scale HR data integration projects.	Master's degree in HRM. Certification in HR Analytics.
5	Blast Furnace Consultant	B.E / B.Tech in Metallurgy or equivalent discipline	Blast Furnace(Operations) of an Integrated Steel Plant	
6	Digital Consultant	B.E/ B. Tech in Electrical/Electronics/Computer Science/Instrumentation/Electronics or equivalent discipline	At least Six(06) years in Programming/Web development/App development/Dashboard design of live production data	M. Tech (Electrical/ Electronics/ Computer Science/ Instrumentation/ Electronics)
7	Design Consultant	B.E. / B.Tech in Mechanical or equivalent discipline	At least Six(06) years in Design & drawing of machines using AutoCAD/Navisworks in Manufacturing Industry	

Level: *Young Professional – 3*
Upper Age Limit: *42 Years*
Post Qualification experience: *Minimum 10 years*

Sl	Role Title	Essential Qualification	Essential Experience (Post Qualification) - Minimum 10 Years	Desirable Qualification/Experience
1	Specialist for PLC, DCS engineering	B.E/ B. Tech in Electrical/ Electronics/ Computer Science /Instrumentation /Electronics or equivalent discipline	Development/ Maintenance/ Repair of PLC, DCS & SCADA.	M. Tech (Electrical/ Electronics/Computer Science/ Instrumentation/Electronics)

Sl	Role Title	Essential Qualification	Essential Experience (Post Qualification)- Minimum 10 Years in	Desirable Qualification/Experience
2	Project Consultant	B.E/ B. Tech Electrical & Electronics or equivalent discipline	Steel Plant Technology Consultancy	M. Tech (Electrical & Electronics) or Doctorate degree in relevant discipline
3	Project Manager	B.E./B.Tech in any discipline	Project Management in Iron and Steel Industry in relevant discipline	Postgraduate qualification in Project Management / Business Administration (MBA) or Industrial Engineering. Professional certifications such as: PMP (Project Management Professional) PRINCE2 Practitioner Lean Six Sigma Green / Black Belt Training or certification in Contract Management or Construction Claims Management. Proficiency in Primavera P6 / MS Project for cost and schedule integration.

Note:

- Essential qualification of B.E./B.Tech. or equivalent should be Regular/Full time in respective stream from Govt. recognised University/Institution with minimum 65% marks.
- Candidates shall provide sufficient documentary evidence in support of their eligibility as on closing date of application.
- All the relevant experiences considered for the applied post should be from a registered Company.

III. Place of Posting: The Initial place of Posting would be Bokaro Steel Plant, Bokaro.

IV. Engagement Hours:

The YP will be allocated a designated department/workplace for providing his/her services. The standard duration of engagement-hours on all working-days, shall be eight and half-hour per day, six-days per week and timing as per allocated shift-timing may be applicable. However, the YP may be required to work beyond the prescribed-hours as per work-exigencies at no extra cost/charges.

V. Absence from Workplace:

The YP shall be entitled to leave at the rate of 1.5 days of each completed month i.e. 18 days in an 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 the any absence from the Workplace/Headquarters.

VI. Retainership-Fee & Other Benefits:

i. **Monthly Retainership-fee:** Consolidated Monthly retainership fee payable to YP engaged shall be as under:

Grade	Monthly Consolidated Fee (in Rupees)
Young Professional-1	70,000/-
Young Professional-2	1,00,000/-
Young Professional-3	1,40,000/-

ii. **Annual Increment Linked to Performance:** Subject to satisfactory performance during the year, the YP may be allowed annual increment of 4%, 7%, & 10% in the monthly consolidated retainership fee.

iii. **Other Benefits:**

a. **Residential Accommodation:** Outstation YPs may be provided, based upon request and subject to availability, 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. In addition, charges towards electricity, water, maintenance etc. will be applicable as per actual.

Further, during the initial period of three (3) months, outstation young professionals may be allowed to stay at SAIL-BSL 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.

b. **Medical facility:** YPs will be allowed to avail medical facilities (OPD & IPD) at Company Owned Hospital for self, spouse and two (2) dependent children on free-of-cost basis. No Medical referral facility will be extended. 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	Premium for Medical/Life/Health/Accident Insurance*
Young Professional-1	Upto Rs. 20,000 per year
Young Professional-2	Upto Rs. 25,000 per year
Young Professional-3	Upto 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.

c. **Entitlements on Official Tour/Travel:** The YPs, if required, may have to undertake official tour, subject to the approval of Competent Authority, in which case they will be eligible for reimbursement as per rules of the Company.

d. **Communication expenses:** YP-1 & YP-2 will be paid Rs. 800/month and Rs. 1000/month respectively towards mobile/broadband expenses for official use. YP-3 will be paid Rs. 1200 per month for the purpose.

e. 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.

VII. Selection Process:

i. Applications received by the closing date from the interested candidates shall be subject to scrutiny and the candidates shall be shortlisted based on the eligibility criteria.

ii. In case of receipt of large number of eligible applications i.e more than five (5) times the requirement, SAIL-BSL may either arrange to organize a Computer- based/ Aptitude/ General Management/ Psychometric Test through an external agency or ask the applicants to appear in any standard test/exam for the purpose of short-listing them for personal interaction/interview in the ratio of 1: 3 on the basis of performance in the prescribed test. The minimum qualifying marks in Computer Based Test (CBT) shall be 50 percentile score. If the cut-off marks, so arrived at, are obtained by more than one candidate, all of them will be called for interview. There will be no qualifying marks for interview in case of CBT.

iii. In case of receipt of less than five (5) times the requirements, all the candidates may be called for interview. If selection is based only on interview, the minimum qualifying marks will be 50%. For final selection, merit list will be drawn by combining the marks of CBT and interview with the weightage of 80:20 respectively. In case, there is a tie in the cut-off marks, the candidate with higher marks in CBT will be selected. If there is also a tie in CBT Marks, the candidate with higher marks in the eligibility qualification will be selected.

iv. The personal interaction of short-listed candidates shall be organized in physical/ virtual 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.

v. Wherever applicable, the candidates invited to appear in-person for interview will be reimbursed single to and fro travel charges equivalent to 2AC train fare to from the normal place of correspondence to the place of interview by the shortest route on production of documentary proof, provided the distance covered by rail or road is more than 30 kilometers each way.

vi. On selection, maximum 30-days will be given to the candidates for reporting for signing of contract and joining.

VIII. Contract for Engagement

i. Every individual upon selection for engagement in SAIL-BSL for "Contract for Service" would be required to enter into an agreement with SAIL-BSL as per format prescribed prior to joining.

ii. Unless agreement in the prescribed format is signed by the candidate and cross-signed by authorized signatory of SAIL-BSL, any such engagement shall be null & void ab-initio and no claim, whatsoever, shall be maintainable.

IX. Medical Standards

Since fulfillment of contractual obligation requires the young professional to be present at his/her workplace within Plant 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.

Company shall, however, reserve the right to ask the Young Professional for medical examination as per medical standards.

X. Pre-Engagement Verification

i. 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.

ii. 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.

XI. Termination of Contract

i. The engagement will be on "Contract for Service" basis and co-terminus with the organizational requirements.

ii. During the first six (6) months, in case, the services of a young professional are not found to be satisfactory by SAIL-BSL 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.

iii. Beyond the initial six-month period the contract for service can be terminated by either of the party

by giving one (1) month's Notice or payment of one (1) month's retainership fee and applicable allowances in lieu of Notice period.

iv. In case of continued absence of the young professional for fifteen (15) days without prior proper sanction in writing, SAIL-BSL may terminate the 'contract for service' with immediate effect without any advance notice and notice pay.

v. 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-BSL) to perform the contractual obligations, the contract can be terminated by SAIL-BSL without any notice.

XII. Other Terms & Conditions applicable to YPs

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

ii. 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.

iii. 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.

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

v. In the event of death, injury or illness of the young professional which is attributable to the performance of services on behalf of SAIL-BSL under the terms of Contract, the Young Professional or any of his/her family member shall not be entitled to any compensation.

vi. 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.

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

XIII. Receipt of Applications and Registration Fee:

Applications for Engagement of Young Professionals will be received through online mode only. Registration fee, including processing fee, for applicants will be **Rs. 500/-.**

Any additional charges levied by the bank shall have to be borne by the candidates. Registration fee once paid shall not be refunded under any circumstances.

XIV. How to Apply:

- Eligible and interested candidates would be required to apply online through SAIL website (SAIL Careers website). No other means/mode of application will be accepted.
- Before applying the candidates should ensure that they fulfill all the eligibility criteria as per the advertisement. Their admission at all stages will be purely provisional.
- Log on to SAIL Careers Page https://sailcareers.com/ and navigate to the Jobs section > click on the link to apply for Engagement of Young Professionals in Bokaro Steel Plant.
- Click on the link provided in this section for Fresh Candidate to Create Log In.
- The applicant is required to fill his/ her required information and upload the Photograph, Signature and the

required certificate(s)/document(s) as per the eligibility.

- **Upload Photograph** - Photograph must be a recent passport size colour picture. Make sure that the picture is in colour, taken against a light-coloured, preferably white background, and has no harsh shadows. If you wear glasses make sure that there are no reflections, and your eyes can be clearly seen. Also, ensure that both ears are visible in the picture. Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face. The image should only be in .jpg or .jpeg format. Size of file should not be more than 50 kb.
- **Upload Scan of Signature** - Sign on white paper with Black ink pen and scan it. Please scan the signature area only and not the entire page and ensure that the size of the scanned image is not more than 20 kb. Please note that this signature would appear on the Admit Card, and if it does not match the signature done by you on date of Document Verification/Interview, the candidature will be cancelled. The image should only be in .jpg or .jpeg format. Size of file should not be more than 20 kb.
- **Uploading of Documents -** Candidate is required to upload the scanned copies of all the relevant documents with regard to age, disability (as applicable), qualification, experience and other documents (in PDF format of less than 300kb) as mentioned below:
    - Matriculation Certificate (as a proof of Date of Birth).
    - Marks Sheet and Degree Certificate of B.E./B.Tech/M.Tech/CA/CS/CMA/MBA/etc. as applicable for relevant discipline of the post.
    - Experience Certificate(s) clearly mentioning the job profile & area in support of required post qualification working experience.
    - Appointment Offers /Promotion Orders/ Release Orders etc in support of post qualification experience/ Last Pay-Slip/Salary received from the company.
- Once all the required details are entered, the candidate is required to review the details entered and Submit. Once the application is submitted at this step, you cannot edit the information after that.
- Make requisite payment of Registration Fee through online mode. The candidate is required to make the payment through Bill Desk Payment Gateway.
- Submit the application after completion of all requisite steps and after submitting the application, the candidate will get a preview of the application with Application Number. A copy of printout of the application form may be retained by the candidate for records and future reference. Candidate may require producing the same in recruitment process. The candidate should retain his/her Application Number carefully for all future communication w.r.t to the recruitment process.
- The above steps are only indicative; Candidates are advised to follow the guidelines available on the application page.
- Candidature of a registered candidate is liable to be rejected at any stage of recruitment 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 or if candidate fails to produce valid documentary proof in support of his eligibility.
- While filling on-line application candidates must carefully follow all the steps. Incomplete application/application without registration fee or not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained from applicants in this regard.
- Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the registration fee and to fill in the payment details carefully. Failed Transaction amount will be automatically refunded to same Account from which payment was originally made, within due time.

- Candidate should have valid personal e-mail ID & working Mobile Number, which should remain valid & active till completion of the entire selection process.
- All correspondence whenever required with candidates shall be done through e-mail/SMS only. All information regarding examination schedule/admit card/result of CBT/Interview schedule and call letters, intimation regarding final selection etc. shall be provided through email/uploading on SAIL website. Candidates shall have to visit SAIL Careers website (www.sailcareers.com) regularly for information/ update. Responsibility of receiving, downloading and printing of admit card/ Interview call letter or any other information shall be of the candidate. SAIL-BSL will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate or for delay/non receipt of information if a candidate fails to access his/her email/website in time or due to any network related issue.

XV. GENERAL:

i. Candidate must be an Indian National possessing requisite qualification from universities or institutes recognised/ accredited by council / bodies like UGC/ AICTE setup by Central / State Govt.

ii. Candidates not satisfying the requisite eligibility criteria specified in the advertisement need not apply. The information w.r.t. qualification, experience, age, etc. uploaded on the application portal shall be verified with their respective original documents at the time of Interview and in the event of any deviation, the candidature of the candidate shall be liable for rejection without any further reference.

iii. Wherever the University/Institution prescribe CGPA score instead of percentage, the CGPA score will be converted into equivalent percentage as per 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/ Institution at the time of Interview. If no norms are specified by the University/Institution, the CGPA score will be converted into percentage on proportionate basis, e.g. the CGPA of 8.3 out of 10 will be treated as 83%.

iv. Candidates possessing the required qualification through Distance mode/ correspondence course/ off-campus are not eligible to apply.

v. While applying the candidates should enter their full name as it appears in the Matriculation/ Secondary certificate.

vi. Information once entered by the candidate during online application shall not be allowed to be changed at any stage of the recruitment process.

vii. Bringing outside influence at any stage of the selection process or using of unfair means at any stage of Recruitment Process will disqualify the candidate from selection.

viii. Candidates employed in Govt. Departments/ PSUs/ Autonomous Bodies will have to produce NOC from the present employer at the time of Interview and release order at the time of joining.

ix. No request for change of examination centre or change of date will be entertained in case of CBT or Interview.

x. Candidature of a registered candidate is liable to be rejected at any stage of the recruitment process or after selection or joining, if any information provided by the candidate is found to be false or is found not to be in conformity with eligibility criteria mentioned in the advertisement.

xi. SAIL-BSL reserves the right to reject any application or cancel the candidature or the whole process of engagement or engage less than the numbers indicated above, without assigning any reason thereof and no enquiry or correspondence will be entertained in this regard. The decision of the SAIL-BSL for this purpose shall be final and binding.

xii. **Corrigendum**: Corrigendum, if any, issued on the instant advertisement, will be published only on SAIL Careers website www.sailcareers.com.

XVI. Resolution of Disputes

In case of any dispute on interpretation of any part of this advertisement, howsoever arising, the decision of the Company shall be final and binding.

Any proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response there to can be instituted in the district of Bokaro, Jharkhand and courts/tribunal/forums in the district of Bokaro, Jharkhand only shall have sole and exclusive jurisdiction to try any such cause/dispute.

IMPORTANT DATES:

Starting Date for submitting Online applications	**10/06/2026**
Closing Date for Submitting Online Applications	**01/07/2026**