



STEEL AUTHORITY OF INDIA LIMITED
(A Govt. of India Enterprise)
Central Marketing Organisation
40, J.L.Nehru Road, Kolkata-700071

Advt. No: CMO/YP/2026-01

Dated: 30.09.2026

**ENGAGEMENT OF YOUNG PROFESSIONALS AT CENTRAL MARKETING ORGANISATION &
ENVIRONMENT MANAGEMENT DIVISION, SAIL**

Central Marketing Organisation (CMO) and Environment Management Division (EMD) of Steel Authority of India Limited (SAIL), a Maharatna Company and the leading steel-making company in India, invites applications from Qualified Professionals for engagement of Young Professionals on fixed term basis as per details given below:

1. Details of Engagements & Basic Eligibility:

Engagement Code	Name of Engagement	Grade	Nos.	Upper Age Limit	Min. Post-qual. Experience
A. Marketing Division					
M-1	Marketing - Market Analyst, Kolkata	YP-3	1	42 yrs	10 yrs
M-2	Marketing - Business Development of Structural Hollow Sections, Kolkata	YP-1	1	35 yrs	3 yrs
M-3	Marketing - Business Development of Coated Steel Products, Kolkata	YP-1	1	35 yrs	3 yrs
M-4	Marketing - Business Development of Fabricated Steel Structures, Kolkata	YP-1	1	35 yrs	3 yrs
Sub-Total			4		
B. C&IT Division					
C-1	C&IT - SAP Functional Consultant, Kolkata	YP-2	1	38 yrs	6 yrs
C-2	C&IT - Full Stack Developer, Kolkata	YP-2	1	38 yrs	6 yrs
C-3	C&IT - SAP Technical Consultant, Kolkata	YP-1	1	35 yrs	3 yrs
Sub-Total			3		
C. Finance Division					
F-1	F&A - GST & Tax Planning, Kolkata	YP-2	1	38 yrs	6 yrs
F-2	F&A- Receivables & Working Capital Management, Kolkata	YP-1	1	35 yrs	3 yrs
Sub-Total			2		

Engagement Code	Name of Engagement	Grade	Nos.	Upper Age Limit	Min. Post-qual. Experience
D. Statutory Compliance					
D-1	Statutory Compliance under new Labour Codes, Strategy & Workforce Analytics, Kolkata	YP-1	1	35 yrs	3 yrs
Sub-Total			1		
E. Environment Management Division					
E-1	Environment Management Division, Kolkata	YP-1	1	35 yrs	3 yrs
Grand Total			11		

2. Qualification & Experience Eligibility:

Engagement Code	Essential Qualification	Desirable Qualification	Work Experience
M-1	B.E./B.Tech/Graduate with MBA (Marketing)	M.E./M.Tech./Ph.D. or other qualifications/ certifications in Market Research, Business Analytics, or related fields.	Minimum 10 years of post-qualification experience in market research, business analytics, or strategic planning preferably in the steel/ manufacturing sector.
M-2	B.E./B.Tech (Mechanical/Civil preferred)	MBA in Marketing	Minimum 3 years of post-qualification experience in Structural Steel, Steel Tubes, Hollow Sections, Long Products, Building Materials, Industrial Sales, Project Sales, Channel Sales.
M-3	B.E./B.Tech (Mechanical/Metallurgy preferred)	MBA in Marketing preferred.	Minimum 3 years of post-qualification experience in Coated Steel, Galvanized/ Galvalume Products, Colour Coated Sheets, Flat Products, Building

Engagement Code	Essential Qualification	Desirable Qualification	Work Experience
			Materials, Industrial Sales, Project Sales, Channel Sales.
M-4	B.E./B.Tech in Civil, Mechanical, or Structural Engineering (preferred, given the technical/design-led nature of the sale)	MBA in Sales & Marketing is a strong plus.	Minimum 3 years of post-qualification experience in overall sales & business development with experience specifically in structural steel fabrication, PEB, heavy engineering structures, or EPC-facing project sales.
C-1	B.E./B.Tech. in Computer Science/Information Technology or related engineering discipline	SAP Certification in relevant module (SD). M.E./M.Tech. or equivalent professional qualification / certifications	Minimum 6 years of post-qualification experience with at least 2 SAP implementation projects in SD module; at least one implementation in SAP India version.
C-2	B.E./B.Tech. in Computer Science / Information Technology or related field	M.E./M.Tech. or relevant certifications in, cloud computing, or software engineering	Minimum 6 years of post-qualification experience in full-stack application development with demonstrated expertise across front-end and back-end technologies.
C-3	B.E./B.Tech. in Computer Science / Information Technology or related field	SAP Technical Certification (ABAP / Basis / NetWeaver). M.E./M.Tech. or professional certifications in SAP	Minimum 3 years of post-qualification experience with at least 1 SAP implementation project.
F-1	CA / CMA	In-depth knowledge of GST	Minimum 6 years of post-

Engagement Code	Essential Qualification	Desirable Qualification	Work Experience
		laws, input tax credit (ITC) provisions, and tax planning strategies	qualification experience in GST compliance, tax planning, and indirect tax management in a large organization.
F-2	CA / CMA	Knowledge of ERP-based receivables management, credit risk management and working capital financing tools	Minimum 3 years of post-qualification experience in credit management, receivables management, or working capital management in a large corporate.
D-1	Graduate with MBA in PM & IR	Specialisation in Personnel Management & Industrial Relations, working knowledge of MoL&E Shram Suvidha Portal	Minimum 3 years of post-qualification experience in statutory IR requirements. Preference will be given to candidates with knowledge of workforce analytics, or digitisation of processes — including dashboard development, data integration and workflow automation.
E-1	B.E/B.Tech	Post Graduate qualification in Environment Management	Minimum 3 years experience in the area of decarbonisation, climate change, Sustainability, CO ₂ emission accounting and GHG assessment. Experience in the steel industry and familiarity with World Steel Association (worldsteel), Carbon

Engagement Code	Essential Qualification	Desirable Qualification	Work Experience
			Credit Trading Scheme (CCTS) and other decarbonisation mechanisms will be preferred. Knowledge of ESG, sustainability and climate-related reporting, including BRSR, will be an added advantage

Note: Essential qualifications should be Regular/Full time in respective stream from a University/Institution recognised by UGC/AICTE/ICAI/ICMAI. The experience must be from a PSU, a Govt. organisation, a Public Limited Company, a JV of PSUs, or a private firm with a valid CIN. The onus lies on the candidate to ensure that he/she fulfils the eligibility criteria as mentioned in the advertisement.

3. Who can Apply

All Indian Nationals who have completed 23 years of age and possess requisite educational/professional qualifications and work-experience can apply.

4. Tenure of Engagement:

- The initial tenure of engagement of Young Professionals would be for a period upto Three (03) years from the date of joining, which can be further extended up to two (2) additional years one year at a time, depending on eligibility criterion, satisfactory performance and at the discretion of the Company.
- The maximum period for engagement under the same would not be more than five (05) years. In the absence of any communication for extension within the agreed period of engagement, the contract for engagement shall stand automatically completed on the last day of the period of engagement/ extension.
- The performance of the Young Professionals so engaged will be periodically reviewed on annual basis and the tenure can be extended subject to satisfactory performance.

5. Remuneration:

Engagement Code	Monthly Consolidated Retainership-fee
Young Professional – 1 (YP-1)	Rs. 70,000/- per month
Young Professional – 2 (YP-2)	Rs. 1,00,000/- per month
Young Professional – 3 (YP-3)	Rs. 1,40,000/- per month

5a. Annual Increment at the rate 4%/7%/10% of monthly consolidated retainership fee based on performance during the year.

6. Engagement Hours and Leave

- a. The standard duration of engagement on all working days shall be eight and half-hour per day, six-days per week and timing as per allocated shift-timing. However, the young professional may be required to work beyond the prescribed-hours as per work-exigencies at no extra cost/charges.
- b. Young Professional shall be entitled to leave @1.5 days of each completed month i.e. 18-days in a 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 any absence from workplace/Headquarters.

7. Scope of Engagement

Young Professional	To work in respective departments of Marketing, C&IT, Finance, Compliance and Environment Management Division as may be required and also attend other emergent requirement as assigned from time to time.
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8. Other Benefits:

(i) Accommodation

- a. Outstation Young Professionals will be provided company accommodation subject to availability. 2-Bedroom accommodation / equivalent monthly rent of Rs. 6,000 at city-location. Young professional-3 may also be considered for 3-Bedroom accommodation / equivalent at a monthly rent of Rs. 10,000 at city- location. Charges towards electricity, water, maintenance etc. will be applicable as per actuals.
- b. No HRA will be payable.
- c. During the initial period of three (3) months, outstation young professional may be allowed to stay at SAIL Guest House/Transit House facility on payment of Rs. 200/- per day, subject to availability. Charges towards food will be at applicable rates.

(ii) Communication Facility:

The Young Professionals engaged shall also be paid mobile phone / broadband expenses (including monthly call charges, monthly rental and applicable taxes) for official use within the monthly ceiling given as under:

Engagement Code	Monthly Ceiling towards Mobile Phone / Broadband Expenses
Young Professional – 1 (YP-1)	Rs. 800/- per month
Young Professional – 2 (YP-2)	Rs. 1,000/- per month
Young Professional – 3 (YP-3)	Rs. 1,200/- per month

(iii) Medical Facility & Insurance:

Medical facilities (OPD & IPD) at Company-owned Hospital at any Plant/Unit location for self, spouse and two (2) dependent children on free-of-cost basis. Young professionals at city-locations may be paid medical expenses towards OPD facility for self & spouse (combined) as per limits indicated hereinbelow. No Medical referral facility will be extended.

It is mandatory to avail adequate self-insurance cover i.e., Medical/ Life/ Health/ Accident. The Consolidated rates of reimbursements shall be applicable as under:

Engagement Code	OPD Expenses at City Locations	Premium for Medical/Life/Health/Accident Insurance (Max. Reimbursable)
Young Professional – 1 (YP-1)	Rs 2000 per month	Up to Rs. 20,000 per year
Young Professional – 2 (YP-2)	Rs 2500 per month	Up to Rs. 25,000 per year
Young Professional – 3 (YP-3)	Rs 3000 per month	Up to 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.*

9. Entitlements on Official Tour / Travel:

Engagement Code	Permissible Mode of Journey	Reimbursements towards Boarding/Lodging/Travel etc. at Non-Metro Locations
Young Professional – 1 (YP-1)	Rail – 2AC/CC	Stay upto Rs. 2,000/- per day Local Travel & food @ Rs. 1,000/- per day
Young Professional – 2 (YP-2)	Air (Economy) / Rail – 2AC/CC	Stay upto Rs. 2,500/- per day Local Travel & food @ Rs. 1,000/- per day
Young Professional – 3 (YP-3)	Air (Economy) / Rail – 1AC/EC	Stay upto Rs. 3,000/- per day Local Travel & food @ Rs. 1,200/- per day

Note 1: Travel by road, only if undertaken with prior approval of the Competent Authority. Road mileage in such case will be reimbursed @ Rs. 10.50 per Km.

Note 2: Air travel for YP-2 is allowed for distances more than 500 Km.

Note 3: At metro-locations viz. Delhi, Mumbai, Kolkata, Chennai, Hyderabad, and Bangalore, 15% increase in above limits would be applicable. Subject to prescribed limits, the reimbursement of expenses towards stay at any location will be on production of receipt/bill issued by Hotel/Guest house. Stay/food in empanelled Hotels or SAIL Guest Houses/Transit Houses will be allowed on payment of charges applicable to employees.

10. Other Terms & Conditions:

The engagement of Young Professionals is purely of temporary nature as a contract for service and shall not create any right for regular appointment on any grounds, whatsoever. This contract shall not create any employer-employee relationship.

- a. No other Perks and Allowance, Loans/advances, Performance related Payments (PRP), Provident Fund, Pension, Gratuity, Terminal/Service benefits under the applicable laws or otherwise etc. or any reimbursements other than those specifically mentioned in the advt. shall be payable.
- b. The Young Professionals shall be responsible for proper usage of all the assets provided by the Company pursuant to the engagement.
- c. On expiry or termination of engagement, Young Professional shall stand released immediately without any further communication and shall return all assets of the Company which were given by the Company.
- d. Income Tax/GST shall be dealt in terms of applicable provisions under the Income Tax/GST Act/Rules.
- e. In the event of death, injury or illness of the Young Professional which is attributable to the performance of services on behalf of SAIL Plants/Units under the terms of Contract, the Young Professional or any of his/her family member shall not be entitled to any compensation.
- f. The Young Professional shall maintain confidentiality and secrecy in the performance of his/her contractual obligations and shall not publish, broadcast or share any material created or received during the engagement without the prior sanction of the Company. These obligations shall continue beyond the expiry/termination of the engagement.

11. Termination of Engagement:

- a. The engagement under these Policy guidelines will be on "Contract for Service" basis and co-terminus with the organizational requirements.
- b. During the first six (6) months, in case, the services of a young professional are not found to be satisfactory 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.
- c. 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 & applicable allowances in lieu of Notice Period.
- d. In case of continued absence of the young professional for fifteen (15) days without prior proper sanction in writing, the 'contract for service' may be terminated with immediate effect without any advance notice and notice pay.
- e. 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) to perform the contractual obligations, the contract can be terminated by SAIL without any notice.

12. Selection Process:

1. The applications received by the closing-date will be scrutinized for fulfilment of eligibility criteria. For large no. of application against each engagement as notified i.e., more than five (5) times the requirement, either Computer-based/Aptitude/General Management/Psychometric Test may be organized or applicants may be asked to appear in any standard test/exam for the purpose of short-listing them for personal interaction/interview (herein after referred as interview) in the ratio of 1:3 on the basis of

performance in the prescribed test. If the cut-off marks, so arrived at, are obtained by more than one candidate – all of them will be called for interview.

In case of receipt of less than Five (5) times the requirements, all the candidates may be called for personal interview.

2. Candidates selected for engagement shall be required to join the assignment as indicated in the Offer of Engagement.

13. Receipt of Applications and Registration Fee:

Applications will be received through online mode only.

S.No.	Name of the Engagement	Registration & Processing Fee
1	Young Professionals – YP-1, YP-2 and YP-3 categories	Rs. 500/-

14. Guidelines:

- a. Candidates who have not acquired the prescribed qualification, experience etc., as mentioned above, on or before the closing date for submitting application i.e., 15.10.2026 need not apply.
- b. The upper age-limit, essential qualification and post-qualification experience shall be reckoned as on the closing date for submission of online application i.e. 15.10.2026.

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%. (document to be uploaded in application if available)

- c. CBT/Personal Interview will be held at the centres spread across the country as may be decided by the management.

15. How to Apply:

Eligible and interested candidates would be required to apply online only through SAIL's website: www.sail.co.in (Careers). No other means/mode of application will be accepted. Candidates may click on the link of the Engagement they are applying for and submit information online in the appropriate fields.

Before registering their application on the website, the candidates should note and ensure the following:

- a. Candidates are advised to read the instructions carefully before online submission of application, which will be available in the website itself.

- b. Candidates applying for the engagement should ensure that they fulfil all the eligibility criteria as per the advertisement. Their admission at all stages will be purely provisional, subject to their satisfying the prescribed eligibility criteria, which will be verified at the time of Interview & Joining. However, if on verification at any stage of the selection process, it is found that they do not fulfil any of the eligibility criteria or are unable to produce valid documentary proof in support of the eligibility criteria, their candidature for the engagement will be cancelled forthwith.
- c. Since fulfilment of contractual obligation requires the young professional to be present at the designated workplace on regular basis, joining of the selected young professional will be subject to furnishing a general medical fitness certificate issued by a qualified/authorized medical practitioner. Company will, however, reserve the right to ask the Young-professional for medical examination as per applicable medical standards.
- d. Candidate should have valid personal e-mail ID & working Mobile Number, which should remain valid & active till completion of the entire selection process.
- e. Candidates should ensure that they have recent passport size recognizable colour photograph in .jpg or .jpeg file only of size upto 50 kb (taken against a white background) as well as photograph of signature in .jpg or .jpeg file only of size upto 20 kb (running signature and not individual alphabet OR CAPITAL LETTER OR initials) in digital format for uploading with the application form.
- f. Candidates applying for the engagement shall have to upload the scanned copies of original documents (pdf file) in support of their Date of Birth, qualification and experience as required [maximum size of each pdf file/attachment should not be more than 300 KB]:

Engagement & Grade	Documents to be Uploaded
Young Professionals – YP-1, YP-2 and YP-3 categories	(i) Matriculation certificate having date of Birth (ii) Pass Certificate of XII, B.E./B. Tech / MBA/M.E./ M. Tech. / PhD. / any other qualification of relevant discipline (iii) Experience certificate(s) showing relevant post qualification experience from the employer (iv) NOC from the present employer, if employed under PSUs/Autonomous Bodies/Govt. Department (v) Photo Identity Proof (either Aadhaar Card, PAN Card, Passport, Voter ID) (vi) Address proof (Voter ID, Driving License, Aadhaar Card or others) (vii) Conversion certificate/chart/formulae for CGPA/SGPA to percentage calculation (if available, optional)

16. Process for Submission of Application Form:

- a. Go to SAIL "Careers" page at www.sail.co.in or <http://sailcareers.com>
- b. Read the advertisement carefully to be sure about eligibility.
- c. Go through the User Manual available on the site and follow the steps as mentioned.

- d. Click on "Login" or "Apply"
- e. If new user, complete ONE-TIME registration first and then go to "Registered User" and go further by using User ID & Password.
- f. The applicant is required to fill the required information and upload the Photograph & Signature and also the required certificate(s)/document(s) as mentioned above.
- g. Once all the required details are entered, the candidate is required to Review the details entered and Confirm. Once confirmed, no editing will be allowed.
- h. Make requisite payment of Registration and/or Processing Fee through online mode. The link for payment will be available after application is completed. Candidate will have to bear charges in addition to Registration and/or Processing Fee.
- i. Submit the application after completion of all requisite steps and take a Print out of the application having Application ID.
- j. No request for editing of payment details and issue of Admit card will be entered in wrong submission cases and candidature will stand rejected.
- k. The above steps are only indicative. Candidates are required to adhere to the steps as displayed on the on-line screen for making payment.

After applying online, candidate is required to download the system generated Registration Slip with Application ID and is to be retained for future reference/submission.

Note: While filling the online application, candidates must carefully follow all the steps and must read the on-screen instructions very carefully. Incomplete application, application without photograph, signature & required certificate(s)/document(s) (wherever applicable)/application not fulfilling the eligibility criteria will be summarily rejected. The decision of SAIL, CMO/EMD in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters will be final and binding on the candidates. Fees once paid cannot be refunded under any circumstances.

Important: All correspondence with candidates shall be done through e-mail/SMS only. All information regarding examination/interview/Admit Card/result of CBT or call letters/intimation regarding final selection etc. shall be provided through email/SMS or uploading on SAIL website. Candidates will be allowed to appear in the CBT/Interview only if they possess valid Admit Card/Call Letter with identifiable photograph of the candidate. It would therefore, be in the interest of the candidates to apply for only one Engagement.

17. Contract for Engagement

- a. Every individual upon selection for engagement in SAIL/CMO for "Contract for Service" would be required to enter into an agreement with respective SAIL Plant/Unit as per format prescribed prior to joining.
- b. Unless agreement in the prescribed format is signed by the candidate and cross-signed by authorized signatory of respective SAIL Plant/Unit, any such engagement shall be null & void ab-initio and no claim, whatsoever, shall be maintainable.

18. General:

- a. Candidate must be an Indian national.
- b. Minimum age for this engagement is 23 years.
- c. The engagement is purely of temporary nature and shall not create any right for regular appointment on any ground whatsoever.
- d. Candidates not fulfilling the requirements specified in this advertisement need not apply.
- e. Candidature of a candidate is liable to be rejected at any stage of engagement 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.
- f. Candidates will be considered for being called for the CBT/Interview based on the information provided by them in their online applications. Applications received after the closing date i.e., -15.10.2026 will not be considered.
- g. Engagements advertised are tentative. SAIL/CMO reserves the right to reject any application(s) OR cancel/restrict/modify/alter the requirements/engagement process as advertised, if need so arises.
- h. The examination centres allotted to the candidates shall be binding and no request for change of examination centre will be entertained.
- i. Any Corrigendum/Addendum/Notice etc. (if any), w.r.t. this advertisement will be made available on website www.sail.co.in only.
- j. Filling up of engagements is solely at the discretion of the management based on suitability of candidates.
- k. Candidates are advised in their own interest to apply online much before the closing date.
- l. The engagement of Young Professionals being in the nature of a consultancy arrangement on "Contract for Service" basis, is not an appointment to a post or service under the State.
- m. Candidates employed in Govt. Departments/PSUs/Autonomous Bodies shall have to produce NOC in original from the employer at the time of Interview and Release Order at the time of joining
- n. Joining of the candidate is subject to medical fitness.
- o. SAIL/CMO reserves the sole authority to consider the cases as per its rules and decision of SAIL/CMO in this regard shall be final, firm & binding.
- p. SAIL/CMO reserves the right to reject any application or cancel the candidature or the whole process of interview without assigning any reason thereof.
- q. Candidature of an applicant is liable to be rejected at any stage of the selection process or after selection, if any information provided by the candidate is found to be false.
- r. 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.
- s. A level-wise panel will be formed in order of merit which will be operated in case of non-joining/early exit (within six months) of candidates against initial offer of engagement. The panel will be valid for a period of six months from the date of approval.
- t. No request for change in date of Interview, centre of CBT or date of Medical Examination will be allowed and no correspondence in this regard will be entertained under any circumstances.

- u. Candidates will be required to join within a maximum period of 30 (Thirty) days for reporting and signing of Contract. No further extension shall be allowed on any grounds.
- v. The selected candidates 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 offense and further that no judicial proceedings are pending against him/her for any criminal offence or an act involving moral turpitude.
- w. Company shall reserve the right to carry out pre-engagement verification of antecedents and credentials including general character of the selected candidates. 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.
- x. Court of jurisdiction for any dispute will be at Kolkata, West Bengal as applicable.
- y. Any Intellectual Property viz. inventions, patents, trademarks, copyrights, trade secrets including any other creations of the mind; developed by the young-professional within the scope of their contract during the contract period shall be solely & fully owned by the Company. The young-professional shall be obliged to disclose any inventions or creations promptly to the Company and cooperate in the protection and registration of Intellectual Property Rights (IPR).
- z. The young professional shall be required to render his/her services in a manner which shall uphold disciplined behaviour, team working and shall carry himself/herself in a manner becoming of an educated and qualified person.
- aa. During the performance of the Consultancy contract, the young-professional shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including its amendments and provisions applicable in the Company from time to time. Violation of the same will constitute a breach of the contractual obligations and shall attract penal provisions including termination of contract without any notice and notice pay.
- bb. The young-professional shall be expected to follow all the policies, rules and regulations in force. He/she will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the young-professional are not found satisfactory or found in conflict with the interests of the Company, his/her services will be liable for discontinuation without assigning any reason.
- cc. Above would be without any prejudice to any legal action that may be taken against the delinquent young professional by SAIL-CMO/EMD in order to recover any damages/ loss caused or claim compensation.

19. Payment of Travelling Expenses:

Candidates called for Interview/selection process will be reimbursed travelling expenses as under:

- a. Candidates attending the Interview at the specified location will be reimbursed single to and fro AC-2 Tier Rail fare along with reservation and Tatkal booking charges (if any), from the place of correspondence address to the venue of Interview by the shortest route, on production of proof of journey, provided the distance covered by rail or road is more than 30 kilometres each way.
- b. For candidates travelling by a class/mode higher than the entitlement or by road, reimbursement will be restricted to the fare corresponding to the entitled class only.
- c. The candidates upon joining as Young Professional 1 & 2 will be reimbursed an amount equivalent to 2 AC train fare from the nearest Railway Station on production of documentary

proofs. The Candidates joining as Young Professional 3 will be entitled for Airfare (economy)/1 AC train fare from the nearest Railway Station/airport, for joining at the Plant/Unit.

Important Dates:

Event	Date
Start of on-line application	30/ 09/ 2026
Closing date for on-line application	15/ 10/ 2026

For any assistance, please contact through email: sdadhikari@sail.in

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