



**RASHTRIYA ISPAT NIGAM LIMITED
VISAKHAPATNAM**

Requires

*Young, Dynamic, Energetic Professionals as
Management Trainees (HR & Marketing)
through UGC-NET Examination of July-2018*

Rectt. Advt. No. 02/2018

Rashtriya Ispat Nigam Limited (RINL) is the corporate entity of Visakhapatnam Steel Plant (VSP), India's first shore-based integrated Steel Plant built with state-of-the-art technology and 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 `12,706 crores, VSP is gearing up production to achieve rated capacity of 7.3 Mtpa liquid steel having three Captive Mines and 25 Marketing Branches Pan India. Forged Wheel Plant is another unit of RINL being setup at Raebareli, UP.

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, ambitious, talented individuals to be part of RINL family by joining as "Management Trainees" and grow with us to become tomorrow's Corporate leaders. The company also offers excellent career growth opportunities and pay package at par with the industry leaders in the country.

1. Vacancies:

Post-wise Break-up

Post	Vacancies	Category				Persons with Disability
		UR	OBC	SC	ST	Reserved
MT(HR)	8	4	3	1	-	1- VH(LV)
MT(Marketing)	6	3	3	-	-	-
Total	14	7	6	1	-	

Abbreviations: UR-Un-reserved; SC-Schedule Caste; ST-Schedule Tribe; OBC-Other Backward Class; PWD-Persons with Disability; VH-Visually Handicapped; LV-Low Vision

2. RESERVATIONS for PWDs :

- The posts of PWDs in VH, HH and OH categories are reserved as per existing guidelines of Government of India.
- Reservations for Persons with Disabilities are on horizontal / interlocking basis.
- Candidates having a minimum of 40% disability are only eligible to apply under PWD category.
- The Persons with Disability(PWD) candidates are required to produce valid Disability Certificate with a clear mention of Degree(percentage) of Disability, issued by the Medical

Board duly constituted by the State Govt. / Central Govt. as per the provisions of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995.

3. ELIGIBILITY CRITERIA

3.1. Qualifications of MT(HR):

The candidate should have 60% marks in aggregate of all years / semesters & all subjects (50% in aggregate for SC/ST/PwD) in Bachelors Degree (Full time) as well in MBA / PG Degree / PG Diploma (Full time course of minimum 2 years) in HR Management / Personnel Management & Industrial Relations / Labour Welfare / Social Work (with HR as main subject) from a recognized University / Institute.

In case of dual specialization, at least one specialization should be HRM

3.2. Qualifications of MT (Marketing)

The candidate should have 60% marks in aggregate of all years / semesters & all subjects (50% in aggregate for SC/ST/PwD) in Bachelors Degree (Full time) as well in MBA / PG Degree / PG Diploma (Full time course of minimum 2 years) in Marketing Management from a recognized University / Institute.

In case of dual specialization, at least one specialization should be Marketing Management.

Note: Candidates have to produce the Provisional / OD Certificate and Mark Sheets in original as proof of having passed the qualifying degree with specified percentage of marks during Personal Interview. No other documents will be accepted in this regard. Candidates failing to produce the Provisional / OD Certificate and Marks Sheets in original at the time of Personal Interview shall not be considered.

Final Year Students: Final year students who could submit Provisional Certificate and Mark Sheets in original by the time of personal interview only need to apply.

3.3. AGE:

Born not earlier than 01-02-1991 (i.e. upper age limit is 27 years as of 01-02-2018) Upper age limit is relaxable by 5 years for SC/ST, 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.

PwD candidates, whose age is above 35 years, can apply for “Assistant Professor” while filling-in the UGC-NET application.

Note: The eligibility criteria with regard to percentage of marks, qualifying degree and permissible age limit of RINL is different from that of UGC-NET. The candidates interested for Career in RINL are governed by eligibility criteria issued in RINL notification.

3.4. HEALTH:

Candidates should be of sound physique, free from any physical defect. Medical standards stipulate minimum requirements of Height and Weight, as under:

	<u>Minimum Height</u>	<u>Minimum Weight</u>
Male candidates	150 cms	45 kgs
Female candidates	143 cms	35 kgs

Myopia and Hypermetropia, if any, not to exceed -8.00D or +6.00D in each eye. No relaxation in these standards will be made. The above physical standards are only indicative and not exhaustive

4. 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/ST candidates are required to submit caste certificate issued by Competent Authority.

5. SELECTION:

Selection will consist of the following:

UGC-NET, July-2018: The eligible candidates desirous to apply for the post of MT(HR) and MT(Mktg) in RINL are required to appear for UGC-NET examination of July-2018 in the following Papers:

Post	Corresponding UGC-Net-2018 paper	Corresponding UGC-Net-2018 paper code
MT(HR)	Labr. Welfr./ Pers. Mgmt / Industrial Relation / Labr. & Soc Welfr. / HRM	55
MT(Marketing)	Management	17

The interested candidates should go through the UGC-NET July-2018 notification available at <https://cbsenet.nic.in/cms/public/home.aspx> for understanding the application and selection process of UGC-NET July-2018 examination.

The candidates qualified in UGC-NET July-2018 examination will only be considered for further selection to Personal Interview. The minimum qualification marks prescribed by UGC-NET July-2018 are as under:

Category	Paper-I	Paper-II
General (Unreserved)	40% aggregate marks in both the papers taken together	
SC/ST/OBC-NCL/PwD	35% aggregate marks in both the papers taken together	

The candidates qualified in UGC-NET of July-2018 only will be considered. Scores of previous UGC-NET examinations will not be taken into account. In case anyone is applying with score other than July-2018, their candidature will be summarily rejected.

Personal Interview: Qualified Candidates shall be shortlisted on the basis of their performance in the UGC-Net July-2018 examination for Personal Interview.

Final merit list will be prepared considering the scores obtained by the candidates in UGC-NET July-2018 examination and Personal Interview. Merit list will be prepared Post-wise and Category-wise.

6. 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.

7. EMOLUMENTS:

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

Besides Basic Pay, the Management Trainees will also be paid Dearness Allowance. 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. The CTC would be around `9.38 lakhs p.a. during training period and `11.34 lakhs p.a. after training period. 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.

8. APPLICATION FEE:

- Application fee of ` 500/- (Plus GST @18%) for General & OBC candidates and ` 100/- (Plus GST @18%) for SC/ST/PwD candidates
- The Fee shall be remitted to “RINL” through payment gateway.
- To avoid last minute rush, candidates are advised to apply well in advance.

9. HOW TO APPLY:

9.1. **Online Registration to UGC-NET:** Eligible and interested candidates would be required apply to UGC-NET-July 2018. The online registration shall commence from 06-03-2018. Candidates may visit <https://cbsenet.nic.in/cms/public/home.aspx> website for registering online to UGC-NET-2018.

9.2. **Online Registration to RINL:** The candidates are also required to register online for RINL 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 - 22-06-2018

Closing date for online registration - 21-07-2018

Steps for Applying to RINL:

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.
- c) UGC-NET July-2018 Application Number and Roll Number.

STEP 4: Registration

- a) Enter correct details like UGC-NET Application Number and Roll Number, Full Name, DOB, Category, PwD status, email id, personal details, qualification and experience details and upload recent passport size photograph and signature etc. on submitting, page shall direct to payment gateway.
- b) Application fee shall be deposited through payment gate way by using Debit Card / Credit Card / Internet Banking.
- c) After successful 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.
- d) Make sure that the details entered in the online application shall be the same as that entered in UGC-NET-2018 registration. Candidates must ensure that they enter correct UGC-NET-2018 Roll Number. The UGC-NET-2018 scores will be retrieved based on the Roll Number provided. In case of mismatch in Roll Number provided by the candidate, then it will not be possible to retrieve the data of the candidate and his/her application will stand rejected.

- 9.3. 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 Personal Interview. Change of photograph at the time of Personal Interview shall render the applicant ineligible).

10. GENERAL INSTRUCTIONS:

- 10.1. **Only Indian nationals need to apply.**

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

10.3. All educational qualifications should be from a recognized Board/University/Institution in India. All certificates should be in English or Hindi.

10.4. 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%.

10.5. The details entered by the candidate at the time of registration are final and binding.

10.6. 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.

10.7. If more number of candidates apply, RINL reserves the right to restrict number of candidates for the propose of Personal Interview.

10.8. Category (GEN/SC/ST/OBC/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.

10.9. Candidates should produce the required certificates in original in proof of Age, Caste, Qualification, etc. at the time of personal interview failing which their applications will be rejected.

10.10. Candidates employed in Government departments / PSEs / Autonomous Bodies have to produce No Objection Certificate (NOC) at the time of personal interview.

10.11. The final selection is subject to the candidates being Medically Fit as per the prescribed Company's Medical Rules.

10.12. The health standards indicated under 3.4 are minimum pre-requisites. However, appointment of selected candidates will be subject to their passing the Company's Medical Examination as per standards laid down under Company's Policy.

10.13. Candidates should visit our website www.vizagsteel.com regularly for further communication.

10.14. Candidates are bound by the existing rules and regulations made for the purpose of selection and to be made in future by Company as and when warranted.

- 10.15. The Company reserves the right to cancel / restrict / enlarge / curtail the recruitment process as well as the number of positions keeping in view the organizational needs without any further notice and without assigning any reason thereof.
- 10.16. The Company reserves the right to reject any application without assigning any reason what so ever.
- 10.17. The decision of RINL in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, mode of selection, personal 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.
- 10.18. Canvassing in any form shall disqualify the candidature.
- 10.19. Any candidate submitting false declaration/certificate or indulging in malpractices during selection process will be disqualified and debarred from future recruitments also.
- 10.20. The candidates selected against this advertisement shall be liable to be posted anywhere in the plant including any of Company's Captive Mines or Marketing Branch Offices located all over India.
- 10.21. In case of any dispute, the case shall be settled in the Courts of Visakhapatnam Jurisdiction only.
- 10.22. Complaints, if any, regarding the above recruitment may be lodged to Vigilance Department on Toll Free No. 1800 425 8878 and/or on website www.vizagsteel.com under the link "Contact Us"-Vigilance.
- 10.23. 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 or e-mail to recruitment@vizagsteel.com
- 10.24. As per the RINL Recruitment policy, the marks obtained by individuals in the selection process, other than selected candidates, shall not be disclosed to the public till the Recruitment process is completed and all the vacancies are filled.

Important Dates pertaining to UGC-NET July-2018 Examination:

Submission of Online application form	06-03-2018
Last date of Applying Online	05-04-2018
Download of Admit Card	3 rd Week of June
Date of Examination	08-07-2018

Important Dates pertaining to RINL Registration:

Online Registration to RINL commences from	22-06-2018
Online Registration closes on	21-07-2018

It may be noted that above mentioned Dates are tentative and they may undergo change

Date: 05-03-2018
RINL
