



**Opportunity to join a NAVRATNA Company as  
Management Trainee  
(Technical / F&A / HR & Welfare / Corporate Communications)**

**Rectt. Advt. No. : 04/2013**

Rashtriya Ispat Nigam Limited - Visakhapatnam Steel Plant (RINL-VSP) is India's first shore-based integrated Steel Plant built with state-of-the-art technology and is 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 ₹14,000 crores, the Company is poised to commission its second phase of expansion from 3.0 Mtpa to 7.3 Mtpa liquid steel capacity by 2013-14. We have also commenced plans for the next phase of expansion to 11 to 12 Mtpa and diversify into flat products for a better product mix.

Silhouetted between the azure bay and verdant hills, 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 and wide roads; and provides all modern amenities within and in the vicinity.

We invite young, talented individuals to join as Management Trainees and grow with us to become tomorrow's leaders. The company also offers excellent career growth opportunities and superior pay package at par with the leaders in the country.

**NUMBER OF POSTS:**

(a) **Management Trainee (Technical) : 109 (UR - 52, OBC - 41, SC - 13, ST - 3)**

Discipline	Tentative No. of vacancies	Discipline	Tentative No. of Vacancies
➤ Chemical	5	➤ Instrumentation	3
➤ Civil	4	➤ Industrial Engineering	2
➤ Electrical	29	➤ Mechanical	31
➤ Electronics	3	➤ Metallurgy	32

(b) **Management Trainee (Finance & Accounts) : 6 (UR – 2, OBC - 2, SC - 1, ST - 1)**

(c) **Management Trainee (HR & Welfare) : 4 (UR-2, OBC-1, SC-1)**

(d) **Management Trainee (Corporate Communications) : 1 (OBC-1)**

**NOTE:**

**Persons belonging to PWD category may apply only for the posts mentioned at (b), (c) and (d) above.**

## **ELIGIBILITY CRITERIA**

### **Qualifications**

**Management Trainee (Technical):** Full-time regular Bachelor's Degree in Engineering or Technology in the disciplines of CHEMICAL / CIVIL / ELECTRICAL / ELECTRONICS / INSTRUMENTATION / INDUSTRIAL ENGINEERING / MECHANICAL / METALLURGY from a University/Institute recognized by AICTE with minimum 60% of marks in the aggregate of all years / semesters (50% in aggregate for SC/ST candidates).

Candidates having Degree in related disciplines as given below can apply against the respective discipline:

<b>Discipline</b>	<b>Eligible Full Time Degrees in Engineering</b>
Mechanical	Mechanical / Production
Electrical	Electrical / Electrical & Electronics / Electrical, Instrumentation & Control
Instrumentation	Instrumentation & Control / Electronics & Instrumentation / Electrical, Instrumentation & Control
Electronics	Electronics / Electronics & Telecommunications / Electronics & Communications

**Management Trainee (Finance & Accounts):** Bachelor's Degree in any discipline with minimum 60% of marks in aggregate of all years/ semesters (50% in aggregate for SC/ST/PWD candidates) from a recognized University. Should have passed final examination of ICAI or ICWAI.

### **Management Trainee (HR & Welfare):**

Candidates shall be eligible as per "AP Factories Rules 1950" for appointment as "Welfare Officer" as mentioned below:

- Full time Bachelor's Degree in any discipline with minimum 60% of marks in aggregate of all years/ semesters (50% in aggregate for SC/PWD candidates);  
AND
- Full time MHRM Degree / Post Graduate Degree or Diploma in Labour Welfare / Industrial Relations and Personnel Management, of not less than 2 (two) years duration from a recognized University / Institute with minimum 60% of marks in aggregate of all years / semesters (50% in aggregate for SC/PWD candidates);  
AND
- Candidates should have adequate knowledge of Telugu language.

### **Management Trainee (Corporate Communications):**

- Full time Bachelor's Degree in any discipline with minimum 60% of marks in aggregate of all years/ semesters from a recognized University/Institute (50% in aggregate for PWD candidates);  
AND
- Should have passed Full time Post Graduate Degree or Diploma in Mass Communication / Advertising / Journalism / Public Relations of not less than 2 years duration with minimum 60% of marks in the aggregate of all years/semesters (50% in aggregate for PWD candidates) from a recognized university / institute.

### **Final year students:**

Online registration shall commence from 5<sup>th</sup> July 2013. Only those candidates need to apply who have passed the qualifying degree with specified percentage of marks **by 30<sup>th</sup> June 2013** and possessing the Provisional Certificate and Marks Sheet by said date.

**AGE:**

Born not earlier than 1<sup>st</sup> February, 1986. 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<sup>st</sup> January 1980 to 31<sup>st</sup> December 1989 will be allowed 5 years relaxation in upper age limit.

**HEALTH:*****Management Trainee (Technical):***

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  $\pm 4.00D$  in each eye and no squint or colour blindness, partial or full.

***Management Trainee (F&A / HR & Wel / CC):***

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.

**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'. The SC/ST/OBC (non-creamy layer) candidates are required to submit the recent certificate issued by the competent authority in the prescribed format available on the website.

**SELECTION:**

**The selection process will consist of Written Test followed by Group Discussion/ Interview.** Eligible candidates will be required to appear for a Written Examination, information of which will be provided in the Admit card. Candidates shortlisted on the basis of their performance in the Written Test will be intimated to appear for Group Discussion / Interview.

***Written Test:***

- Written test will comprise of General Awareness, Numerical Ability, General English, Verbal and Non Verbal Reasoning and separate paper for each discipline.
- Eligible registered candidates will have to appear for written test at designated centre at their own expense.
- Written Test will be held simultaneously at **Visakhapatnam, Hyderabad, Chennai, Delhi, Kolkata and Mumbai**. Candidates are required to choose one of these cities as Test Centre and no change under any circumstances will be allowed subsequently. The Company however reserves the right to add/delete any centre and allocate appropriate centre to the candidate at its discretion.
- Likely date for written test is **18<sup>th</sup> August, 2013 (Sunday)**. However, the date may undergo change. Candidates are requested to visit the website regularly for this information.

***Group Discussion/Interview:***

Candidates shortlisted on the basis of their performance in the Written Test will be intimated to appear for Group Discussion/Interview (which may be held at short notice). Please visit the website for information on the same.

### **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.

### **EMOLUMENTS:**

Selected candidates will be offered a basic pay of ₹20,600/- p.m. in the scale of ₹20,600-3%-46500/-(E-1). On successful completion of training, they will be designated as Junior Managers in the same scale of pay.

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/HRA and free medical facility for self and dependents as per rules in vogue. The CTC would be around ₹ 7.62 lakhs p.a.

An amount of ₹5000/- per month will be deducted from the total emoluments during the period of training and probation, as retention amount, on returnable basis on confirmation of service in the Company after successful completion of training and probation period. The retention amount will be forfeited, on leaving the service/termination of service before confirmation.

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.

### **APPLICATION FEE / PROCESSING FEE:**

- Application & Processing fee of ₹500/- (Rupees Five Hundred only) for General and OBC candidates.
- Processing fee of ₹50/- (Rupees Fifty only) for SC, ST and PWD candidates.
- The Fee Payment Challan / Pay-in-Slip is to be downloaded from the website after filling in the basic details.
- Fee must be deposited in “**RINL/VSP Recruitment Account No. 30589461220**” at any of the Core Banking Branches of State Bank of India (SBI) in the prescribed preprinted Challan. No other form of payment is accepted.
- Candidates have to fill in their own handwriting Date of Deposit, SBI Branch Code No., SBI Branch name, Bank charges and Total amount paid and sign at the appropriate place on the challan.
- Candidates have to pay bank commission @₹25/- per Challan for depositing fee at other than SBI, Steel Plant Branch, Visakhapatnam (Code 6318).
- **Please insist the fees collecting SBI branch to invariably enter your name and 7 digit registration number mentioned in the Challan in their online screen.**
- The candidate is required to enter in the appropriate cells on the online application form the details of SBI branch, Code Number, date of deposit and the Journal Number.
- Downloading of Registration slip cannot be done without deposit of fee and obtaining Journal Number from the bank.
- **Fee can be deposited up to 20<sup>th</sup> July 2013.**
- Fee once deposited into Company's account will not be refunded under any circumstances, even if the candidate is unable to apply on-line due to his/her own problems or due to being ineligible at the time of applying or on-line application is not accepted or due to internet failure. Therefore, before depositing the fee amount, the candidates should ensure that they meet the eligibility criteria.
- The candidates should retain their copy of original counterfoil of the Challan (Candidate's Copy) and Registration slip for future reference.
- **Candidates should submit original counterfoil of the Challan (Candidate's copy) along with their computer generated Registration Slip at the time of interview.**
- To avoid last minute rush, candidates are advised to apply well in advance.

## **HOW TO APPLY:**

Eligible and interested candidates would be required to apply online only through VSP website [www.vizagsteel.com](http://www.vizagsteel.com). No other means/mode of application shall be accepted.

**Starting date for online registration** - **5<sup>th</sup> July 2013**  
**Closing date for online registration** - **20<sup>th</sup> July 2013**

### **Steps for Applying:**

#### **STEP 1:**

Log on to [www.vizagsteel.com](http://www.vizagsteel.com) and click on "Careers"

(OR)

Log on to [eproc.vizagsteel.com/mt2013](http://eproc.vizagsteel.com/mt2013)

#### **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 less than 50 KB size) and digital format of the signature (.jpg file of less than 50 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

#### **STEP 4:**

- a) Enter the basic details like name, date of birth, category, email id and your recent passport size photograph and signature.
- b) Download the application fee payment challan with your name, date of birth, registration number and photograph printed on it.
- c) Deposit the fee in SBI and obtain the stamped Counterfoil (Candidate's copy) along with deposit Journal Number.
- d) Log on the MT Online application site again by entering your registration number / email id / dob.
- e) Fill in the online form with your balance details like payment particulars, discipline, address, qualification experience etc., and click SUBMIT.
- f) After you click SUBMIT, download the computer generated Registration Slip with unique registration number, your photograph, signature and other essential details. Take a print of the Registration Slip to be produced at the time of written test/ interview.

#### **STEP 5:**

Candidates who do not complete the Registration process by not entering all their details and do not take print-out of their Registration Slip will not be considered for the written test even if they have uploaded their photograph and signature and/or paid their application fees.

#### **STEP 6:**

The online registration site would be open from **5<sup>th</sup> July 2013 to 20<sup>th</sup> July 2013**. All correspondence with the candidates shall be done through e-mail / announcement on the website only. All information regarding examination schedule / admit card / interview call letters etc. shall be provided through e-mail / to be downloaded from website. Responsibility of receiving / downloading and printing of admit card shall be of the candidate. Company will not be responsible for any loss of e-mail sent, due to invalid / wrong e-mail ID provided by the candidate or due to other reasons.

## STEP 7:

Candidates are advised to visit the website on or after **30<sup>th</sup> July 2013** for further instructions regarding downloading of Admit Cards.

## **GENERAL INSTRUCTIONS:**

- 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 the absence of any proof of norms adopted by the University/ Institute to convert CGPA/OGPA/DGPA into percentage, 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%.*)
- Candidates employed in Government departments / PSEs / Autonomous Bodies have to produce NOC at the time of interview.
- In case of any over writing or tampering of registration slip, his / her candidature shall be rejected.
- Candidates not depositing exact amount of fee will be rejected.
- 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. and 5.30 P.M. Our e-mail address is **recruitment@vizagsteel.com**
- Depending on the requirement, the Company reserves the right to cancel / restrict / enlarge / curtail the recruitment process as well as the number of positions keeping in view the Plant's needs without any further notice and without assigning any reason thereof.
- 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.
- Category (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.
- The Company reserves the right to reschedule the test date, venue, etc. depending upon the circumstances and the candidates are bound by the same.
- 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.
- Applicants should produce the required certificates in original in proof of Age, Caste, Qualification, etc. at the time of interview failing which their applications will be rejected.
- The health standards indicated above 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.
- The Company reserves the right to reject any application without assigning any reason whatsoever.
- The decision of VSP in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, mode of selection, conduct of written examination, allotment of examination centres, 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.
- Canvassing in any form shall disqualify the candidature.
- **Only Indian nationals need to apply.**
- Any Candidate submitting false declaration/certificate or indulging in malpractices during selection process will be disqualified also debarred from future recruitments.
- The candidates applying against this advertisement may be posted in any of Company's Captive Mines or Marketing Branch Offices located all over India.
- In case of any dispute, the case shall be settled in the Courts of Visakhapatnam Jurisdiction only.