

### **Recruitment of Graduate Engineers through GATE-2014**

National Aluminium Company Limited(NALCO), a Navratna Company is the largest integrated Alumina – Aluminium complex of Asia, having State of the Art technology, with its present turnover of around ` 7000 Crores, is going for further growth and expansion within India & across the globe. The Company also enjoys Premier Trading House status in the field of export, has won many prestigious awards for its excellent performance with significant value addition to its shareholders. The plants and offices are multi-locational with its Corporate Office at Bhubaneswar, Odisha. The Company believes in achieving organisational excellence through competent human resources and practices having “people centric” approach.

To achieve its vision to be a reputed global Company in the metals and energy sector, NALCO is looking for 125(one hundred twenty five)committed, promising and competent young Graduate Engineers with brilliant academic career to join the organization as Graduate Engineer Trainees(GETs) in the disciplines of Mechanical, Electrical, Electronics, Instrumentation, Metallurgy, Civil, Mining, Chemical and Computer Science.

#### **VACANCIES**

- The vacancies exist for Unreserved(UR) – 64 and reserved category i.e. Scheduled Castes (SC)- 19, Scheduled Tribes (ST)- 09 and Other Backward Class (OBC) - 33.
- 15 posts are reserved for PWD[OH(05) and HH(10)] as per Govt. of India directives including backlog vacancies. The posts are identified for Mechanical, Electrical, Electronics, Instrumentation, Civil, Chemical and Computer Science as and where applicable as against horizontal reservation as per the Govt. guidelines.

#### **REQUISITE QUALIFICATION**

- Full time regular Bachelor's Degree in Engineering or Technology with not less than 65% marks in aggregate for Unreserved(UR) & Other Backward Class(OBC) and 55% of marks for SC/ST/PWD category taking average of all the semesters/years, irrespective of the weightage given to any particular semester/year by the Institute/University. For Computer Science discipline candidates having three years full time regular course in Master's Degree in Computer Application(MCA) with 65% of marks in aggregate for Unreserved(UR) & Other Backward Class(OBC) and 55% marks in aggregate for SC/ST/PWD in both graduation and post graduation level are also eligible to apply.(The total maximum marks and total marks obtained for all years/semesters will be summed up to arrive at aggregate percentage. No rounding off will be done and no weightage will be given to any particular semester or year).
- Candidate in the final year of their Engineering/MCA may also apply. However, their cases will be considered only if, he/she passed the said examination with requisite percentage of marks at the time of his/her personal interview.
- All qualifications must be from recognised Govt. Universities/ Institutions, UGC recognised Universities and Institutes/UGC recognised Indian deemed Universities or AICTE approved courses from autonomous institutes/concerned statutory council(wherever applicable).

- Wherever CGPA/OGPA or letter grade in Degree is awarded, equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute. The candidate is required to submit a certificate to this effect from the University/Institute during the time of personal interview.
- A candidate with full time prescribed degree for the disciplines as given below can only apply for the post of Graduate Engineer Trainees(GETs) in the respective discipline:

Discipline	Prescribed full time degrees in Engineering
Mechanical	Mechanical /Production Engineering
Electrical	Electrical/ Power Engineering
Electronics	Electronics/ Instrumentation/Telecom/Electrical Engineering
Instrumentation	Electronics/ Instrumentation/Telecom/Electrical Engineering
Metallurgy	Metallurgical Engineering
Civil	Civil/Architecture/Ceramics Engineering
Mining	Mining Engineering/equivalent diploma in Mining Engineering with First class Metalliferrous Mines Manager's certificate of competency
Chemical	Chemical Engineering/ M. Tech in applied Chemistry
Computer Science	Computer Science/Master in Computer Application(MCA)

#### AGE LIMIT

- Upper Age limit is 30 years as on 30.06.2014 i.e. candidates born before 30.06.1984 need not apply.

#### SELECTION PROCESS

- NALCO will be utilizing Graduate Aptitude Test in Engineering- 2014 scores(GATE-2014 scores) for recruitment of Graduate Engineer Trainees(GETs) in the above disciplines. Only GATE-2014 score is valid for this recruitment process. Based on the GATE-2014 score and organisational requirement, candidates will be short listed for the personal interview.
- The candidates will be eligible to apply for the position of GETs in the above discipline in NALCO provided they have appeared in GATE-2014 in one of the following relevant GATE paper as detailed below:

Engineering discipline advertised by NALCO	Corresponding GATE-2014 paper	Corresponding GATE-2014 paper code
Mechanical	Mechanical Engineering	ME
Electrical	Electrical Engineering	EE
Electronics	Electronics Engineering	EC
Instrumentation	Instrumentation Engineering	IN
Metallurgy	Metallurgical Engineering	MT
Civil	Civil Engineering	CE
Mining	Mining Engineering	MN
Chemical	Chemical Engineering	CH
Computer Science	Computer Science	CS

- Candidates having engineering degree in a branch/discipline other than as specified above are not eligible to apply. In case of Computer Science, candidates having Master in Computer Application (MCA) are also eligible.
- Based on the valid score of GATE-2014 and organisational requirement, candidates will be shortlisted on merit for the personal interview for the positions of Graduate Engineer Trainees(GETs) in the above disciplines. The score is valid only if the candidate obtains more than or equal to the qualifying marks

as fixed for the above papers by GATE-2014. The qualifying marks for GATE examination shall be as per the criteria adopted by the conducting authority of GATE-2014 examination.

### COMPENSATION PACKAGE

- Selected candidates will be placed in the pay scale of ` 16400 - 3% - 40500/- during one year training. Upon successful completion of training i.e. subject to fulfilling the required performance related/other criterion of the Company in force & amended from time to time, they will be absorbed as Jr. Manager at E1 grade in the pay scale of ` 24900-3%-50500/-.
- The approximate CTC\* would be ` 7.38 lakhs per annum during training period and upon confirmation to E1 grade, the CTC\* would be approximate ` 10.95 lakhs per annum.
- Besides basic pay, the employee is entitled to Dearness Allowance, perquisite under cafeteria approach, HRA, medical facility for self & dependents and superannuation benefits i.e. Contributory Provident Fund, Gratuity, etc. as per rules of the Company in force from time to time during training/after absorption.

\* CTC mentioned above may vary depending upon place of posting and other terms & conditions of appointment.

### PLACEMENT

- As per the training policy of the Company, the selected candidates shall undergo one year on-the-job training at different locations of the Company. During the training-cum-probation period and/or after absorption, the candidates may be posted at any of the unit/office, etc. of NALCO in India or abroad or any of the subsidiaries/joint ventures/business associates of NALCO and the services thereafter will be transferable as per the requirement of the Company. The selected candidates may be assigned jobs/functions/assignments as per the business requirements of the Company including shift operation.

### RESERVATIONS AND RELAXATIONS

- Reservations/relaxations for SC/ST/OBC (non-creamy layer) / PWD (degree of disability 40% or above) candidates as per Government guidelines are applicable. In case of increase or decrease in the number of total posts, the number of reserved category posts will vary in accordance to the Govt. guidelines.
- PWD candidates would be required to furnish valid disability certificate duly stamped and signed by a medical panel empowered for the purpose and should comprise of 3 medical practitioners of Govt. hospital or medical board attached to Special Employment Exchange for the handicapped.
- Appointment to some of the vacancies will be offered to the PWD candidates after considering the nature of duties and responsibilities of the assignment, location, etc. and also considering that the disability is not likely to interfere with the performance and without possible deterioration of his/her health. However, the final appointment and placement would be based on candidate's medical fitness with respect to the job of the identified posts.
- Category SC/ST/OBC/PWD once filled in the online application form will not be changed. The reserved category candidates are required to submit requisite certificate in the prescribed format of Government of India, issued by the Competent Authority, at the time of personal interview, if called for.
- If the SC/ST/OBC/PWD certificate has been issued in a language other than English/Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.

- The OBC candidates who belong to “Creamy Layer” are not entitled for concession admissible to OBC category and such candidates have to indicate their category as Unreserved(UR). The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate in prescribed format of Government of India, from a Competent Authority issued in the current year. The name of the caste and community indicated in the OBC(Non-Creamy Layer) certificate must appear in the Central list of Other Backward Classes. Further, OBC candidates will have to give a self- undertaking indicating that they belong to OBC (Non- Creamy Layer) category also at the time of personal interview, if called for.
- The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), 10 years for PWD- Un-reserved (UR), 13 years for PWD-OBC(Non-Creamy Layer) and 15 years for PWD-SC/ST candidates.
- Relaxation of five years in age will be extended to the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir from 01.01.1980 to 31.12.1989. Ex-Servicemen and children/family members of those who died in the riots of 1984 will get relaxation as per directives of Govt. of India.
- The departmental candidates will also be required to have valid score in the corresponding papers of GATE-2014. There is no upper age limit and minimum percentage of marks in requisite qualification for the said candidates. However, trainees working in NALCO shall not be considered as departmental candidate. The departmental candidates may refer to the internal circular for other details.

#### **SERVICE AGREEMENT BOND**

- The selected candidates at the time of joining will be required to sign a contract of apprenticeship in accordance with the Apprenticeship Act and will also be required to execute a service agreement bond of ` 3,00,000/- or ` 4,00,000/-(for training imparted abroad) on non-judicial stamp paper of ` 1500/- to serve the Company for a minimum period of 4 (four) years after successful completion of one year training.

#### **MEDICAL FITNESS**

- The candidates seeking employment with NALCO need to be medically fit as per NALCO's pre-employment medical standard. The selected candidates will have to undergo medical examination by the NALCO Medical Board and the decision of the board will be final and binding. No relaxation in health standards as indicated in the medical rules of the Company is allowed.

#### **HOW TO APPLY**

- The candidates need to apply online in NALCO indicating their GATE-2014 registration number in the career section of NALCO website([www.nalcoindia.com](http://www.nalcoindia.com)) from **25/05/2014** to **30/06/2014**. Application without valid GATE-2014 registration number will be rejected. Candidates should click on the online application link, read the instructions carefully and fill-in the online application form giving accurate information.
- The candidates need to ensure that the GATE-2014 registration number, which is mentioned in the GATE-2014 admit card, is filled up correctly. Name should also be filled up as appearing in GATE-2014 admit card. No request with respect to the change in any data entered by the candidate will be entertained once the online application is submitted successfully.
- While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph, GATE-2014 admit card, signature which are identical to that they have submitted along with GATE-2014 application and prescribed qualification/marksheet as per the requisite qualification. Candidates should ensure that the relevant details i.e. name, date of birth, address, etc. entered in NALCO online application should be same as entered in the GATE-2014 application. In case the candidate is called for personal interview, he/she will be required to produce his/her original GATE-

2014 admit card and GATE-2014 official score card for verification and other relevant documents which will be communicated through personal interview call letter.

- ❑ A candidate can apply for one post/discipline only. Candidates applying for more than one post/discipline will not be considered.

### GENERAL INSTRUCTIONS

- ❑ Only Indian Nationals are eligible to apply.
- ❑ The candidate should ensure that he/she fulfills the eligibility criteria and other conditions as mentioned in this advertisement as well as in the career section of NALCO web site [www.nalcoindia.com](http://www.nalcoindia.com).
- ❑ The candidates should ensure that they fill up all the eligibility criteria and other conditions mentioned in this advertisement and that the particulars furnished by them in the online applications are correct in all respect. Mere submission of online application successfully does not imply that the Company(NALCO) has been satisfied about the candidate's eligibility. In case it is detected at any stage of recruitment/selection/even after appointment that the candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature/appointment will automatically stand cancelled, as the candidature/appointment would be deemed to be void *ab initio*.
- ❑ There is no separate fee for applying for the post of Graduate Engineer Trainees(GETs) in the above disciplines in NALCO.
- ❑ The e-mail id entered in the online application form must remain valid for one year. All future communication with the candidates will take place through e-mail only. NALCO will not be responsible for any loss/non-delivery of e-mail/any other communication sent, due to invalid/wrong id or due to any other reason.
- ❑ No manual / paper application will be entertained.
- ❑ Candidates presently employed in Central Govt./ State Govt./ PSUs/ Autonomous bodies must submit "No Objection Certificate" from their present employer at the time of personal interview failing which they will not be allowed to appear the personal interview.
- ❑ NALCO reserves the right to raise the minimum eligibility standards. The management reserves the right to fill or not to fill or partly fill any of the above positions without assigning any reason whatsoever. NALCO also reserves the right to cancel/restrict/modify/alter the recruitment process, if need arises without issuing any further notice or assigning any reason whatsoever.
- ❑ Canvassing by a candidate in any form shall disqualify his/her candidature.
- ❑ Candidates are advised to visit the career section of NALCO website [www.nalcoindia.com](http://www.nalcoindia.com) regularly for latest updates as no separate communication will be sent.
- ❑ Any dispute with regard to recruitment against the said recruitment will be settled within the jurisdiction of Bhubaneswar only.

#### Important Dates:

1	Opening of online submission of application	25.05.2014
2	Last date of submission of online application	30.06.2014

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