नालको NALCO

National Aluminium Company Limited
(A Government of India Enterprise)
NALCO Bhawan, P/1, Nayapalli, Bhubaneswar - 751 013, Odisha
(CIN : L27203OR1981GOI000920)

A NAVRATNA COMPANY

Recruitment of Graduate Engineers through GATE-2018

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 more than Rs.7933 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 and 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 organizational 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 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 and Metallurgy as per details given below.

VACANCIES

- Vacancy exists for 115 number of posts as indicated below :
  (a) Mechanical-54, (b) Electrical-32, (c) Metallurgy-18, (d) Electronics-05, (e) Instrumentation-06
- For the purpose of reservation, the distribution of 115 posts of GETs will be Unreserved(UR)-60, Other Backward Class (OBC)-30, Scheduled Castes (SC) -17 and Scheduled Tribes (ST) -08.
- 15 posts are horizontally reserved for PWD(OH/HH/MD) as and where applicable as per Govt. of India directives including backlog vacancies.

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. (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 may also apply. However, their cases will be considered only if, he / she passes the said examination with requisite percentage of marks before or 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

AGE LIMIT

- Upper Age limit is 30 years as on **22.05.2018** i.e. candidates born before **21.05.1988** need not apply.

SELECTION PROCESS

- NALCO will be utilizing Graduate Aptitude Test in Engineering- 2018 scores(GATE-2018 scores) for recruitment of Graduate Engineer Trainees(GETs) in the above disciplines. Only GATE-2018 score is valid for this recruitment process. Based on the GATE-2018 score and organizational 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 disciplines in NALCO provided they have appeared in GATE-2018 in one of the following relevant GATE papers as detailed below:

Engineering discipline advertised by NALCO	Corresponding GATE-2018 paper	Corresponding GATE-2018 paper code
Mechanical	Mechanical Engineering	ME
Electrical	Electrical Engineering	EE
Electronics	Electronics & Communication Engg.	EC
Instrumentation	Instrumentation Engineering	IN
Metallurgy	Metallurgical Engineering	MT

- ◆ Candidates having engineering degree in a branch/discipline other than as specified above are not eligible to apply.
- Based on the valid score of GATE-2018 and organizational 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-2018. The qualifying marks for GATE examination shall be as per the criteria adopted by the conducting authority of GATE-2018 examination.

COMPENSATION PACKAGE

- Selected candidates will be placed in the pay scale of ₹40000 - 3% - 140000/- 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 ₹60000-3%-180000/-.
- 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.
- The approximate CTC* would be ₹ 10.52 lakhs per annum during training period and upon confirmation to E1 grade, the CTC* would be approximate ₹ 15.73 lakhs per annum.
  * 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 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 with the Govt. guidelines.
- PWD candidates will 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-attested 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-2018. 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 in NALCO need to be medically fit as per NALCO's norms and standards for medical fitness. The selected candidates will have to undergo medical examination by Company's identified hospitals/diagnostic centres in Bhubaneswar. On receipt of the medical report, the Authorized Medical Officer will declare the candidate fit or unfit or temporarily unfit on the basis of medical standards laid down under the NALCO Medical Examination Rules.

APPLICATION FEE

- The General & OBC Candidates are required to pay Rs.500/- (Five hundred) towards Application Fee and SC/ST/PWD/Departmental Candidates are required to pay Rs.100/- (Hundred) as Registration Fee only.
- Candidates can opt to pay through internet banking account/credit/debit card.
- Application fee/Registration Fee is non-refundable under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application/registration fee and to fill in the payment details carefully.

HOW TO MAKE PAYMENT

- **Step-1:**
  - ◆ Go to Career Page of NALCO at **www.nalcoindia.com**
  - ◆ Read the Advertisement carefully to be sure about the eligibility.
  - ◆ Click on Online Application.
  - ◆ Click on the link **Make Payment** which will redirect you to State Bank Collect page of SBI, which has been authorized to collect the application fee/processing fee on behalf of NALCO.
  - ◆ Select "**Odisha**" under State of the Corporate/Institution and "**PSU-Public Sector**" under Type of Corporate/Institution.
  - ◆ Select Payment Category and choose "**Nalco GET Recruitment-2018(For UR/OBC)**" OR "**Nalco GET Recruitment-2018(For SC/ST/PWD/DEPTT.)**" as applicable to you.
  - ◆ Fill in the GATE Regd. No., Name of the Applicant, Discipline, Category, Date of Birth, Registered Email Id and Mobile No. as required on the Payment portal and Submit. Ensure that the same Email Id and Mobile No. details are used during the whole registration process.
  - ◆ Next Screen-Confirmation page is displayed with all details the candidate has entered. Ensure correctness before proceeding for payment. Now click on 'Confirm' to proceed to the payment gateway to pay. NALCO or SBI will not be responsible, in case a candidate deposits the fee with incorrect details viz. a different GATE Registration No. etc.
  - ◆ Payment may be made using any of the option available viz. Net Banking/Debit Card/Credit Card. **Please note that NALCO will bear the Bank charges, if any.**
  - ◆ On successful payment one e-Receipt will be generated in PDF format. The candidate will be prompted to print the e-receipt with SB Collect Reference Number. Note down the Reference Number as the same would be required during Step-2 of final registration process. E-Receipt can be generated/printed subsequently from the option "Payment History" available in State Bank Collect.
- **Step-2:**
  - ◆ Once the payment is made, the State Bank Collect Reference Number and the date of payment is required to be entered in the NALCO online application form on Career page of the website in order to make themselves eligible to enter the details in Main Application Form.
  - ◆ In case a candidate doesn't finally submit application form with valid payment details, application will be treated as incomplete and rejected. NALCO will not be responsible for the same.
  - ◆ No request for editing of payment details and issue of Call letter will be entertained in wrong submission cases and candidature will stand rejected.

HOW TO APPLY

- The candidates shall fill up the online Application Form with required details correctly and click on **View Application Form**. The candidates will be provided opportunity to edit their application form before final submission. Candidates should check the Application Form once again whether the information is accurate and edit the details, if required and then click on **Final Submission**. After submission of online application, the candidate should take a print out of the said application for future reference.
- The candidates need to ensure that the GATE-2018 registration number, which is mentioned in the GATE-2018 admit card, is filled up correctly. Name should also be filled up as appearing in GATE-2018 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. On successful submission, a unique application number will be generated and sent to the registered email Id as well as mobile number and the same has to be referred for future correspondences.
- While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph, GATE-2018 admit card, signature which are identical to that they have submitted along with GATE-2018 application and prescribed qualification/mark sheet 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-2018 application. In case the candidate is called for personal interview, he/she will be required to produce his/her original GATE-2018 admit card and GATE-2018 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**.
- 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.
- 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** 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:

Opening of online submission of application	23.04.2018 (10.30 A.M.)
Last date of submission of online application	22.05.2018 (up to 5.30 P.M.)

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