

Advertisement No.: A-42/81/2022-ESTT

**Engagement of Young Professionals and Consultants Grade-1 in Ministry of Steel**

Ministry of Steel is looking for talented, innovative and dynamic Professionals for recruitment as Young Professionals (YPs) and Consultants Grade-1 purely on contract basis. Details of the same are given below:-

| Engagement of Young Professionals |                                   |               |   |   |  |  |
|-----------------------------------|-----------------------------------|---------------|---|---|--|--|
| S. No.                            | Stream                            | No. of posts* | Essential Educational Qualification   | Essential Work Experience   | Desirable Work Experience  | Age and Remuneration   |
| 1                                 | Mining/<br>Metallurgy/<br>Geology | 5             | B.E./B Tech. or Master's Degree in Mining/Metallurgy/ Geology from a recognized University/Institute                  | 1 year of experience in mining/metal/geology sector   | Candidates with M.Phil., M.Tech. M.S., LLM, Ph.D, additional qualifications, research experience, published papers and post qualification experience in the relevant field would be preferred. | Candidate should be below <b>32 years</b> of age as on 1st July, 2024.<br><br>The YPs will be paid a consolidated remuneration of <b>₹ 70,000/-</b> (inclusive of all applicable taxes and no other facility or allowance will be allowed) |
| 2                                 | Environment                       | 1             | B.E./B Tech. or Master's Degree in Environmental Engg. from a recognized University/Institute.                        | 1 year of experience in the field of environmental science particularly issues related to environmental clearance/ forest clearance/ environmental impact assessment. |  |  |
| 3                                 | Finance/<br>Accounts              | 1             | MBA/ PG Diploma in Management (with specialization in Finance) from a recognized University/Institute or Qualified CA | 1 year of experience in the field of finance/accounts   |  |  |
| 4                                 | Legal                             | 1             | LLB from a recognized University/ Institute.  | 1 year of post-qualification experience in the legal field  |  |  |

\*The number of posts of Young Professionals is tentative and the actual number of Young Professionals to be engaged will be decided as per the requirements at the time of selection.

| Engagement of Consultants Grade-I |   |              |  |   |   |
|-----------------------------------|---|--------------|--|---|---|
| S. No.                            | Stream  | No. of posts | Educational Qualification  | Work Experience   | Age and Remuneration  |
| 1                                 | Mining/<br>Metallurgy/<br>Materials<br>Science/<br>Mechanical | 2            | Degree in Engineering or Technology in Mining/Metallurgy/Materials Science/Mechanical from a recognized University/Institution. <b>(Essential Qualification)</b><br><br>MBA/ Post Graduate Diploma in Management or Business Administration from a recognized University/Institution. <b>(Desired Qualification)</b> | 3-8 years of experience in steel manufacturing industry. <b>(Essential Work Experience)</b><br><br>Two years experience in operations, project monitoring and implementation, planning, business development etc. in Steel Sector. <b>(Desired Work Experience)</b> | Candidate should be below <b>45 years</b> of age as on 1 <sup>st</sup> July, 2024.<br><br>Consultants Grade-1 will be paid a consolidated remuneration in the range <sup>#</sup> of <b>₹ 80,000 - ₹ 1,45,000</b> (inclusive of all applicable taxes and no other facility or allowance will be allowed) |

<sup>#</sup> The Selection Committee shall fix the consolidated remuneration for the position of Consultant Grade-1 based on its recommendation. The consolidated remuneration will be inclusive of all applicable taxes.

## 2. **Job Description**

### i. Mining/ Metallurgy/ Geology/ Materials Science/ Mechanical streams

Young Professional/Consultant Grade-1 shall be required to provide high quality inputs w.r.t. international trade, country-wise steel trade analysis and share with industry leads on steel export in existing as well as new markets, prepare detailed reports on tariff and non-tariff barriers in international markets w.r.t. steel exports, ways to substitute steel imports, conduct online export promotion campaigns for steel, plan and execute steel trade shows in India as well as abroad, plan participation of Indian steel sector in International trade shows/exhibitions, conduct workshops on international trade for the steel industry, provide handholding to MSME steel/steel goods manufacturers/traders who wish to enter export business and other related matters. The Young Professional/Consultant Grade-1 shall also be required to prepare inputs related to R&D activities taking place in iron and Steel sector to reduce emissions, study global benchmarks related to processes used in Iron and Steel making and comparison with domestic benchmarks and to prepare strategy to achieve the global marks.

### ii. Environment stream

Young Professional in the environmental stream shall be required to provide high-quality inputs w.r.t. green steel, circular economy, climate change, sustainability, environmental management, energy efficiency, CCUS, green hydrogen, renewable energy, biochar etc. The Young Professional shall also be required to handle various issues of Central Public Sector Enterprises (CPSEs) and other steel industries relating to seeking Environment/Forest Clearance from the concerned authorities and related matters. The YP should have excellent skills in drafting, making presentations, documentation, compiling reports etc.

### iii. Finance/Accounts stream

Young Professional in Finance/Accounts stream shall be required to render expert views on all the financial matters of the Ministry/CPSEs under Ministry of Steel, relating to examination of their financial statements and providing advice to improve their financial health as per the guidelines issued by DPE, DIPAM, Ministry of Finance, etc. in accordance with the Companies Act. Besides, he/she may also be required to examine the financial proposals of the Ministry/CPSEs being referred to the Ministry including public procurement related issues.

### iv. Legal stream

Young Professional shall be required to provide expert opinion and advisory services on WTO issues, trade remedial measures, and international trade matters, including the Global Forum on Steel Excess Capacity (GFSEC) under OECD. The Young Professional in Legal stream shall also be required to handle the legal matters of the Ministry/CPSEs being referred to the Ministry and give legal advice to resolve the legal issues/cases in consultation with Department of Legal Affairs, Central Government Standing Counsels, CPSEs, etc. Besides, he/she should be conversant with international trade law.

## 3. **Terms and Conditions**

The Terms and Conditions for engagement of Young Professionals and Consultants Grade-1 in the Ministry of Steel may be seen at Annexure-'A'.

## 4. **Submission of Applications & Mode of Recruitment**

- i. Eligible Candidates are required to send scanned copies of completed application form along with self-attested photocopies of educational qualification, work experience etc. at [eststeel@nic.in](mailto:eststeel@nic.in). Subject line of the mail should be as follows:

**"Application for the post of Young Professional/Consultant Grade-1 in Ministry of Steel"**

- ii. Candidates may note that this is the only permitted mode to apply and application submitted by any other mode will not be accepted.
- iii. All the applications received within the stipulated time period shall be scrutinized and shortlisted by a Screening Committee. The shortlisted applicants would then be placed before an Interview Board designated for this purpose. Based on the evaluation reports of Interview Boards, the Selection Committee would recommend candidates for engagement in this Ministry as Young Professional/Consultant Grade-1.
- iv. The Selection Committee may devise its own method for selection of suitable candidates as per the requirement. The Selection Committee may recommend a panel of names for keeping in reserve list with a validity period of one year from the date of recommendation.
- v. The shortlisted candidates are required to carry the original documents at the time of their interview.
- vi. The requisite documents, in original and self-attested photocopies, in support of the candidate's eligibility and identity are to be invariably produced at the time of interview for verification, failing which the candidate may not be permitted to appear for interview.
- vii. No TA/DA will be provided for attending the interview.
- viii. The candidature will be considered on the basis of the information declared in the application and supporting documents submitted at the time of interview. If at any stage in the future, it is found that any information furnished in the on-line application is false /incorrect or if according to the Ministry of Steel, the candidate does not satisfy the eligibility criteria, his/her candidature/engagement is liable to be cancelled/terminated.
- ix. Only the candidates who are selected for the program shall be intimated.
- x. The decision of the Screening Committee and the Selection Committee shall be final and binding and no queries shall be entertained in this regard.

#### **5. Last Date for Receipt of Applications**

Last date for sending completed application is **October 14, 2024, 1700 hours**. Any application received after the due date/time shall be summarily rejected. The format for Application may be seen at Annexure-'B'.

## Terms and Conditions for engagement of Young Professionals and Consultants Grade-1 in Ministry of Steel

### General Terms and Conditions

#### 1. Tenure

1.1 The Young Professionals and Consultants Grade-1 will be engaged for a fixed period of two years which may be extended by one year at a time upto a maximum tenure of five years, i.e., 2+1+1+1 years for providing high quality services on specific projects as per requirement of the Verticals/Divisions. However, their continuation in their respective position beyond the first and subsequent years would be contingent on a satisfactory Annual Performance Review and requirements of the Ministry based on clearly defined Key Performance Indicators.

1.2 The engagement of Young Professionals and Consultants Grade-1 is of a temporary nature and the Ministry of Steel can cancel the engagement at any time without providing any reasons thereof.

#### 2. Remuneration

2.1 In case the duration of the Contract is for more than one year, the remuneration of Young Professionals and Consultants Grade-1 may be reviewed after completion of one year on annual basis. The enhancement in remuneration will be based on their performance during the year after the recommendation of the Performance Review Committee to be constituted duly approved by the Secretary(Steel) as per the following criteria:-

| Performance <sup>#</sup>   | Enhancement in remuneration  |
|--|------------------------------|
| Performed only routine/assigned work   | Nil                          |
| Young Professionals and Consultants Grade-1 who made significant contribution in their domain and have shown exceptional quality in providing the desired output as expected by higher authorities on the assigned/specific task.  | Upto 5% of the remuneration  |
| In exceptional cases, where any Young Professional or Consultant Grade-1 has demonstrated exemplary performance in his/her domain and has made significant contribution in policy making and his or her articles have been published in reputed journals / magazine / newspaper or has authored books etc.<br><br><b>NOTE: The criteria based on which 10% enhancement is recommended should be spelt out and brought out in the recommendations made by the Committee while evaluating their performance.</b> | Upto 10% of the remuneration |

*<sup>#</sup>Performance not to be judged merely on the grading obtained on the Annual Performance Report forwarded by the respective Wing Heads. Publications of articles in reputed journals/magazine/newspaper or books authored by the Young Professionals and Consultants Grade-1 will be given extra weightage while evaluating/deciding cases for enhancement in remuneration etc.*

2.2 Total enhancements in remuneration shall not exceed 10% annually in any case.

2.3 Notwithstanding anything mentioned above, in no case shall the remuneration of any Young Professional or Consultant Grade-1 shall exceed 1.35 times of the initial remuneration.

2.4 Engagement criteria may further be defined for specific positions depending on the specific requirements and circumstances.

### 3. TA/DA

The Young Professionals and Consultants Grade-1 may require to undertake domestic tours subject to approval of the competent authority and they will be allowed the following reimbursement of or grant of advance for official expenditure as given below:-

| <b>Position</b>                           | <b>Mode of Journey</b>                               | <b>Reimbursement of Hotel, Taxi and Food Bills</b>   |
|---|--|--|
| Young Professionals / Consultants Grade-1 | Air in Economy class<br>or<br>by Rail in AC Two Tier | Hotel accommodation of up to Rs. 2250/- per day; taxi charges of up to Rs. 338/- per day for travel within the city and food bills not exceeding Rs. 900/- per day shall be allowed. |

### 4. Payment

The payment will be released by Ministry of Steel within one week after completion of the month based on the biometric attendance registered by the Young Professionals and Consultants Grade-1 or on certification by officer concerned in case the Young Professional or Consultant Grade-1 has been deputed to other place.

### 5. Leave

The Young Professionals and Consultants Grade-1 shall be entitled to leave at the rate of 1.5 days of each completed month with no accumulation of leave beyond a calendar year on pro-rata basis. Further, the absence up to one month may be considered without remuneration with the approval of Secretary(Steel). However, in Exceptional cases for professional development, training etc., this condition may be relaxed by Secretary(Steel).

### 6. Tax Deduction at Source

The Income Tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment, for which the Ministry of Steel will issue TDS Certificate/s, Goods and Service Tax, as applicable shall be admissible to the Young Professionals and Consultants Grade-1. The Ministry of Steel undertakes no liability for taxes or other contribution payable by the Young Professionals and Consultants Grade-1 on payments made under this Consultancy Contract.

## **7. Police Verification**

Police verification of the Young Professionals and Consultants Grade-1 shall be done as per the latest instructions issued by MHA. In case the police verification is received as negative, the Consultancy Contract of the Young Professional/Consultant Grade-1 shall cease to exist with immediate effect without any notice.

## **8. Training**

After joining, a minimum of three days induction training (not to be paid) may be organized for all Young Professionals and Consultants Grade-1.

## **Contractual Terms and Conditions**

### **9. Legal Status**

The Young Professional/Consultant Grade-1 shall have the legal status of an independent Consultant vis-a-vis Ministry of Steel and shall not be regarded, for any purposes, as being either a "staff member" of Ministry of Steel, or an "official" of Ministry of Steel. Accordingly, nothing within or relating to the Consultancy Contract shall establish the relationship of employer and employee, or of principal and agent, between Ministry of Steel and the Young Professional/Consultant Grade-1.

### **10. Standards of Conduct**

The Young Professional/Consultant Grade-1 shall neither seek nor accept instructions from any authority external to Ministry of Steel in connection with the performance of its obligations under the Contract. The Young Professional/Consultant Grade-1 shall not take any action in respect of performance of the Contract or otherwise related to obligations under the Contract that may adversely affect the interests of Ministry of Steel, and the Young Professional/Consultant Grade-1 shall perform its obligations under the Contract with the fullest regard to the interests of the Ministry. The Young Professional/Consultant Grade-1 warrants that it has not and shall not offer any direct or indirect benefit arising from or related to performance of the Contract of the award thereof to any representative, official, employee or other agent of Ministry of Steel. The Young Professional/Consultant Grade-1 shall comply with all laws, ordinances, rules and regulations bearing upon the performance of its obligations under the Contract. In the performance of the Contract, the Young Professional/Consultant Grade-1 shall comply with the standards of Conduct. Failure to comply with the same is grounds for termination of the Young Professional/Consultant Grade-1 for the cause.

### **11. Prohibition of Sexual Exploitation and Abuse**

In the performance of the Contract, the Young Professional/Consultant Grade-1 shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Young Professional/Consultant Grade-1 acknowledges and agrees that any breach of any of the provisions hereof shall constitute a breach of an essential term of Contract, and, in addition to any other legal rights or remedies available to any person, shall give rise to grounds for termination of the Contract. In addition, nothing herein shall limit the right of Ministry of Steel to refer any alleged breach of the foregoing standards of conduct to the relevant national authorities for appropriate legal action.

### **12. Title Rights, Copyrights, Patents and Other Proprietary Rights**

Title to any equipment and supplies that may be furnished by Ministry of Steel to the Young Professional/Consultant Grade-1 for the performance of any such obligation under the Contract shall rest with Ministry of Steel, and any such equipment shall be returned to Ministry of Steel at the conclusion/termination of contract or when no longer needed by the Young Professional/Consultant Grade-1. Such equipment, when returned to Ministry of Steel, shall be in the same condition as when delivered to the Young Professional/Consultant Grade-1, subject to normal wear and tear, and the Young Professional/Consultant Grade-1 shall be liable to compensate Ministry of Steel for any damage or degradation of the equipment that is beyond normal wear and tear.

Ministry of Steel shall be entitled to all intellectual property and other proprietary rights, including, but not limited to, patents, copyrights and trademarks, with regard to products, processes, inventions, ideas, know-how or documents and other materials which the Young Professional/Consultant Grade-1 has developed for Ministry of Steel under the Contract and which bear a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the Contract, and the Young Professional/Consultant Grade-1 acknowledges and agrees that such products, documents and other materials constitute works made for hire for Ministry of Steel. Subject to the foregoing provisions, all maps, drawings, photographs, mosaics, plans, reports, estimates, recommendations, documents and all other data compiled by or received by the Young Professional/Consultant Grade-1 under the Contract shall be the property of Ministry of Steel, shall be made available for use or inspection by Ministry of Steel at reasonable times and in reasonable places, shall be treated as confidential and shall be delivered only to Ministry of Steel authorized officials on completion of work under the Contract.

### **13. Confidential nature of Documents and Information**

The Young Professional/Consultant Grade-1 would be subject to the provisions of the Indian Official Secrets Act, 1923. The Young Professional/Consultant Grade-1 shall not, except with the previous sanction of Ministry of Steel or in the bona fide discharge of his or her duties, publish a book or a compilation of articles or participate in radio broadcast or contribute an article or write a letter in any newspapers or periodical either in his own name or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast or letter related to subject matter assigned to him by Ministry of Steel.

### **14. Use of Name, Emblem or official seal of the Ministry**

The Young Professional/Consultant Grade-1 shall not advertise or otherwise make public for purposes of commercial advantage that it has a contractual relationship with Ministry of Steel, nor shall he/she, in any matter whatsoever, use the name, emblem or official seal of Ministry of Steel, or any abbreviation of the name of Ministry of Steel, in connection with its business or otherwise without the written permission of Ministry of Steel.

### **15. Insurance**

The Young Professional/Consultant Grade-1 shall be solely responsible for taking out and for maintaining adequate insurance required to meet any of its obligations under the contract, as well as for arranging, at the Young Professional/Consultant Grade-1's sole expense, such life, health and other forms of insurance as the Young Professional/Consultant Grade-1 may consider to be appropriate to cover the period during which the Young Professional/Consultant Grade-1 provides services under the Contract.

### **16. Travel, Medical Clearance and service incurred death, injury or illness**

Ministry of Steel may require the Young Professional/Consultant Grade-1 to submit a Statement of Good Health from a recognized physician prior to commencement of work in any offices or premises of Ministry of Steel. In the event of the death, injury or illness of the Individual Young Professional/Consultant Grade-1 which is attributable to the performance of services on behalf of Ministry of Steel under the terms of the Contract while the Young Professional/Consultant Grade-1 is

traveling at Ministry of Steel expense or is performing any services under the Contract in any office or premise of Ministry of Steel or Government of India, the Young Professional/Consultant Grade-1 or the Young Professional/Consultant Grade-1's dependents, as appropriate, shall not be entitled to any compensation.

#### **17. Force Majeure and other Conditions**

Force majeure as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, or any other acts of a similar nature or force, provided that such acts arise from causes beyond the control and without the fault or negligence of the Young Professional/Consultant Grade-1. The Young Professional/Consultant Grade-1 acknowledges and agrees that, with respect to any obligations under the Contract that the Young Professional/Consultant Grade-1 must perform in or for any areas in which Ministry of Steel is engaged in, preparing to engaged in, or disengaging from any peacekeeping, humanitarian or similar operations, any delay or failure to perform such obligations arising from or relating to harsh conditions within such areas or to any incidents of civil unrest occurring in such areas shall not, in and of itself, constitute force majeure under the contract.

#### **18. Termination**

Ministry of Steel can terminate the contract at any time without prior notice and without providing any reason for it. However, in the normal course it will provide one month's notice to the Young Professional/Consultant Grade-1. The Young Professional/Consultant Grade-1 can also seek for termination of the contract upon giving one month's notice to Ministry of Steel.

#### **19. Audits and Investigation**

Each remuneration paid by Ministry of Steel shall be subject to a post-payment audit by auditors, whether internal or external, of Ministry of Steel or by other authorized and qualified agents of Ministry of Steel at any time during the term of the Contract and for a period of two (2) years following the expiration or prior termination of the Contract. Ministry of Steel shall be entitled to a refund from the Young Professional/Consultant Grade-1 for any amounts shown by such audits to have been paid by Ministry of Steel other than in accordance with the terms and conditions of the Contract. The Young Professional/Consultant Grade-1 acknowledges and agrees that, from time to time, Ministry of Steel may conduct investigations relating to any aspect of the Contract or the award thereof, the obligations performed under the Contract, and the operations of the Ministry of Steel to conduct an investigation and the Young Professional/Consultant Grade-1's obligation to comply with such an investigation shall not lapse upon expiration or prior termination of the Contract. The Young Professional/Consultant Grade-1 shall provide its full and timely cooperation with any such inspections, post-payment audits or investigations. Such cooperation shall include, but shall not be limited to, the Young Professional/Consultant Grade-1's obligation to make available its personnel and any relevant documentation for such purposes at reasonable times and on reasonable conditions and to grant to Ministry of Steel access to the Young Professional/Consultant Grade-1's premises at reasonable times and on reasonable conditions in connection with such access to the Young Professional/Consultant Grade-1's personnel and relevant documentation.

#### **20. Settlement of Disputes**

Ministry of Steel and the Young Professional/Consultant Grade-1 shall use their best efforts to amicably settle any dispute, controversy or claim arising out of the Contract or the breach, termination or invalidity thereof. Work related grievances, if any, should be processed as per the redressal mechanism established at Ministry of Steel.



## **21. Governing Law**

The Consultancy shall be governed by the laws of India and is subject to the exclusive jurisdiction of the Courts at Delhi.

## **22. Conflict of interest**

The Young Professional/Consultant Grade-1 shall be expected to follow all the rules and regulations of the Government of India which are 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/Consultant Grade-1 are not found satisfactory or found in conflict of the interests of the Ministry of Steel/ Government of India, his/her services will be liable for discontinuation without assigning any reason.

## **23. Relaxation**

Where the Secretary(Steel) is of the opinion that it is necessary or expedient so to do, it may by order and for reasons to be recorded in writing, relax any of the provisions of these terms and conditions.