

सं/ No. S-14016/1/2024-BLA
भारत सरकार
Government of India
इस्पात मंत्रालय
Ministry of Steel
(बोर्ड स्तरीय नियुक्ति प्रकोष्ठ
Board Level Appointment Cell)

उद्योग भवन, नई दिल्ली
Udyog Bhawan, New Delhi
दिनांक/Date: 03.10.2025

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Steel Authority of India Limited (SAIL)
पद का नाम NAME OF THE POST	Director (Commercial)
रिक्ति की तारीख DATE OF VACANCY	01.07.2025
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000 – 340000 (IDA)

I. COMPANY PROFILE:

Steel Authority of India Limited (SAIL) was incorporated on 24th January, 1973 under the Indian Companies Act, 1956 with the objective to plan, promote and organize an integrated and efficient development of iron and steel and associated input industries.

“The Public Sector Iron and Steel Companies (Restructuring and Miscellaneous Provisions) Act, 1978” was enacted with the aim to bring all the public sector integrated plants under the overall control of an integrated company i.e. SAIL. SAIL is a Schedule ‘A’ / Maharatna Public Sector Enterprise in Steel Sector with the administrative jurisdiction of Ministry of Steel.

The Authorized and Paid up Capital of the Company is Rs.5,000 crore and Rs.4130.53 crore respectively as on 31st March, 2025.

The Shareholding of the Government of India in the Company is 65% as on 31st March, 2025. SAIL has more than 20 lakh Shareholders.

In the Financial Year 2024-25, SAIL has achieved the Turnover of more than Rs. 1 lakh crore.

II. JOB DESCRIPTION AND RESPONSIBILITIES:

Director (Commercial) is a member of the Board of Directors and reports to the CMD. He/She is in-charge of marketing strategies including product-mix, sales/product promotion, distribution network, logistics, warehousing, pricing, sales, after sales service, key customer relationship etc. for meeting the competitive goals and financial results of the company. He/She is also responsible for implementation of the decisions of the Board relating to above-mentioned areas of work.

III. ELIGIBILITY:

1. AGE :On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity and not in a contractual/ad-hoc capacity in one of the following: -

- (a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (b) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is *Rs.10,000 crore or more;
- (d) Private Sector in company where the annual turnover is "Rs.10,000 crore or more. Preference would be given to candidates from listed Companies.

(*The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits.)

3. QUALIFICATION:

The applicant should be an Engineering Graduate with good academic record from recognized University / Institution.

Applicants holding MBA / PGDM in the marketing discipline will be given preference.

4. EXPERIENCE:

The applicant should possess cumulative experience / exposure of at least 5 years during the last 10 years in Sales Forecasting & Planning / Sales and Marketing / Business Development in a large organization of repute.

Experience in Steel Sector would be an added advantage.

5. PAYSCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20,500-26,500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised Post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) Post 01/01/2006
- (viii) Rs. 144200-218200 (Level 14) (CDA) Post 01/01/2016

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

(b)

(i) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc. should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

(ii) Applicants from Public Sector Bank/ Financial Institutions should be holding at Board level or at least a post of the level immediately below the Board level for one year on the date of application.

(iii) Applicants from the Armed forces of the Union should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS:

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT:

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS:

Applicants should submit their applications through proper channel as per the format.

1. The applicants should submit their applications through proper channel as follows:
 - (a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.
 - (b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.
 - (c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;
 - (d) Below Board level in CPSE: through the concerned CPSE;
 - (e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;
 - (f) Below Board level in SPSE: through the concerned SPSE.
 - (g) Private Sector: directly to the Ministry of Steel.
2. Applicants from Private Sector must submit the following documents along with the application form:
 - (a) Annual Reports of the Company in which currently working for the 3 financial

years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);

(b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies);

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant Jobs handled in the past with details.

VI. UNDERTAKING BY THE APPLICANT:

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/Autonomous Bodies etc:

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE:

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector-

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS CAN-

Fill up the application form enclosed against this Job Description which may be downloaded from the website of Ministry of Steel -<https://steel.gov.in/>. The application, complete in all respect, should be forwarded by the applicant's cadre controlling authority/Administrative Ministry/CPSEs as mentioned in Para V (1) along with the following documents:

- a) Bio-data of the candidate in the prescribed proforma (as per Annexure I)
- b) Softcopies of up-to-date CR dossiers of the officer for the last ten years, duly authenticated along with statement of its gradings.
- c) Cadre Clearance, if applicable
- d) Vigilance Profile duly signed by the CVO
- e) integrity certificate, if applicable, and
- f) Statement giving details of major or minor penalties, if any imposed on the officer in the last ten years.

Selection shall be through a Search Cum Selection Committee (SCSC).

Last date and time of receipt of complete application duly forwarded to Ministry of Steel is by **17:00 hours on 12.11.2025**. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED.

The SCSC reserves the right to shortlist applicants for interview keeping in view the extant guidelines issued from time to time.

Application to be addressed to

Shri Daya Nidhan Pandey
Joint Secretary to the Govt. of India
Room No. 289
Ministry of Steel
Udyog Bhawan
New Delhi-110011
Email id: -dn.pandey74@ias.nic.in

ALL CORRESPONDENCE WITH THE MINISTRY OF STEEL SHOULD BE ADDRESSED TO JOINT SECRETARY, MINISTRY OF STEEL ONLY. FURTHERMORE, IT IS TO BE NOTED THAT THE ENVELOPE CONTAINING THE APPLICATION SHOULD BE CLEARLY SUPERSCRIBED IN CAPITAL LETTERS AS 'APPLICATION FOR THE POST OF DIRECTOR (COMMERCIAL), SAIL'.

APPLICATION FORM FOR CANDIDATES FROM CENTRAL PUBLIC SECTOR ENTERPRISES (CPSE)/CENTRAL GOVERNMENT (INCLUDING ARMED FORCES OF THE UNION/ ALL INDIA SERVICES)/STATE PUBLIC SECTOR ENTERPRISES (SPSE)/PRIVATE SECTOR
(Through Proper Channel, except candidates from the Private Sector)

1. Name of the post applied for: **Director (Commercial), SAIL**

2. (a) Applicant's Name (as per official records Mr./Mrs./Ms.):

(b) Designation of the Applicant (in full):

(c) Name of the company:

(d) Category as per Employment Status: Officer of a CPSE/Central Government./Armed
(Please mention as applicable) Forces of the Union/All India Services/SPSE/Private

(e) Office Address:

(f) Address for communication:

(Photo)

3. Telephone No: Office _____ Residence _____ Mobile No _____
E-Mail ID _____ Alternate Mobile No. & Email ID _____

4. Date of Birth (DD/MM/YY): _____ Age as on Date of Vacancy: _____

5. (i) Educational/Professional Qualification:

Sl. No.	Qualification*	Name of Institution	Period of Study	Tick the relevant			Tick the relevant			Self Declaration Whether meets the eligibility qualification requirement		
1	2	3	4	5			6			7		
		From	To	Part time	Full time	Correspondence	Degree	Diploma	Certificate	Mandatory	Desirable	Other

*Should be exactly as per Degree/ Certificate issued by the university.

(ii) Positions held during the last ten years from the date of advertisement

Sl. No.	Complete Designation & Place of Posting*	Name of the organization	Pay Scale**	Period		Reporting to (Designation)	Self Declaration Whether meets the eligibility qualification requirement		If yes, nature of duties in support of the declaration
1	2	3	4	5		6	7		8
				From	To		Yes	No	

*Should be exactly as per specific office order issued by the CPSE/Ministry/SPSE/employer.

** Private Sector-CTC/remuneration/emoluments drawn

NB : The positions should be indicated in order of the most recent assignments.

6. (a) Do you hold a lien in any organization other than where you are currently working:

If yes:

Name of the organization in which the lien is held:

Date from which the lien is held:

(b) Are you on deputation:

If yes:

Name of parent organization:

Date from which on deputation:

7. (a) Whether any penalty/punishment was awarded to the applicant during the last 10 years:

If yes, the details thereof:

- (i) Civil/Criminal
- (ii) Departmental Inquiry

(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his/her knowledge goes.

If yes, the details thereof:

- (iii) Civil/Criminal
- (iv) Departmental Inquiry

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

STATE PUBLIC SECTOR ENTERPRISES

8. Year wise Audited Annual Turnover of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised.

Company in which candidate is serving	Year	Annual Turnover of the Company (in Rupees)

(i) Please provide the URL of the company website & CIN (Corporate Identity Number) of the company:

- (a) URL (Company Website Address):
- (b) CIN (Corporate Identity Number):

(ii) I certify that I am

- (a) Working at Board level position

If yes, Please provide your DIN (Director Identification Number):_____

- (b) Holding a post at the level immediately below the Board.

I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

PRIVATE SECTOR

8. Year wise Audited Annual Turnover (ATO) of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised.

Company in which candidate is serving	Year	Annual Turnover of the Company (in Rupees)*

*if Annual Turnover (ATC)) is in foreign currency, the exchange rate as on the date of uploading of vacancy (advertisement) on the PESB website may be used.

(i) Please provide the URL of the company website & CIN (Corporate Identity Number) of the company:

(c) URL (Company Website Address):

(d) CIN (Corporate Identity Number):

(ii) I certify that I am

(c) Working at Board level position

If yes, Please provide your DIN (Director Identification Number): _____

(d) Holding a post at the level immediately below the Board.

(iii) Whether the Company in which working is listed on the stock exchange.

Stock Exchange _____

Proof of listing may be accessed over _____ (please provide URL)

(iv) Self certified copies for proof of age and educational qualifications (enclosed)

I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

Declaration

I.....Son/Daughter.....of.....hereby certify that I have not been disqualified to Act as a Director under Section 164 or any other relevant sections of the Indian Companies Act, 2013.

(Name & Signature of the Applicant)

UNDERTAKINGS (as applicable)

For candidates from Central Government/Armed Forces of the Union/

The appointment is on immediate absorption basis. I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

For candidates from All India Services/ Central Service and CSS Officers

The appointment is on deputation basis. I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE .

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

For candidates from CPSE

I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which I belong.

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which I belong.

(Name and Signature of the applicant)

Date:

For candidates from SPSE/ Private Sector

I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE,

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

Verification

(To be filled in by the designated officer for CPSE/Central Government/Armed Forces of the Union/All India Services/SPSE)

It is certified that the particulars furnished above have been scrutinized and found to be correct as per official records.

Signature & Designation of the Competent Authority
with Telephone No. & e-mail address

Write-Up

Part-A

A: Achievements during the carrer so far (2000 characters):

Part-B

B: Vision for the post applied for (2000 characters):