



GAIL (INDIA) LIMITED

GIDC INDUSTRIAL ESTATE, VAGHODIA, DISTT. : VADODARA, GUJARAT, PIN – 391760

PHONE: 02668 – 267353, 267340

Recruitment of Non-Executives

GAIL (India) Limited, a Maharatna PSU, invites applications from Indian nationals for filling up post and category wise vacancies of Non-Executives indicated in **Table-I** below for the work-centers / units located in the State of Gujarat:

Table-I

Group C Posts in Grade S-3 in Pay Scale of Rs. 12500 – 33000					
Post	UR	SC	ST	OBC (NCL)	Total
Technician (Mechanical)	03	-	01	02	06
Technician (Electrical)	02	-	01	02	05
Technician (Instrumentation)	02	-	01	01	04
Operator (Boiler Operations)	03	-	-	02	05
Operator (Fire)	03	-	01	02	06
Assistant (S&P)	01	-	-	01	02
Assistant (Human Resources)	01	-	-	01	02
Account Assistant	01	-	-	01	02
TOTAL	16	-	04	12	32
Group C Posts in Grade S-5 in Pay Scale of Rs. 14500 – 36000					
Post	UR	SC	ST	OBC (NCL)	Total
Foreman (Mechanical)	01	-	-	01	02
Foreman (Electrical)	01	-	01	-	02
Foreman (Chemical)	03	-	-	02	05
Foreman (Civil)	01	-	-	-	01
Junior Superintendent (HR)	02	-	-	-	02
Junior Accountant	01	-	-	-	01
TOTAL	09	-	01	03	13

The Total Number of vacancies indicated above is tentative. Actual requirement may, however, increase / decrease depending upon the business requirements of the Company.

- 1. Pay Scale, Minimum Essential Qualifications Required, Minimum Essential Experience Required and Upper Age Limit for the above Posts are as Indicated In Table II below-**

TABLE-II

#	Post/ Grade & Pay Scale	Minimum Essential Qualification(s)	Minimum Essential Experience	Upper Age Limit
1	Technician (Mechanical) Grade: S-3 Pay Scale: 12,500-33,000	Matric plus ITI Tradesmanship/ National Apprenticeship Certificate in Fitter/ Diesel Mechanic/ Machinist/ Turner Trade	02 years Post Qualification Experience in line in Oil/ Gas/ Petrochemicals/ Chemicals/ Fertilizer/ Power/ Steel Industry	30 years



#	Post/ Grade & Pay Scale	Minimum Essential Qualification(s)	Minimum Essential Experience	Upper Age Limit
2	Technician (Electrical) Grade: S-3 Pay Scale: 12,500-33,000	Matric plus ITI Tradesmanship/ National Apprenticeship Certificate In Electrician/ Wireman trade	02 years Post Qualification Experience in line in Oil/ Gas/ Petrochemicals/ Chemicals/ Fertilizer/ Power/ Steel Industry	30 years
3	Operator (Boiler Operations) Grade: S-3 Pay Scale: 12,500-33,000	10 th pass with ITI Tradesmanship/National Apprenticeship Certificate and 2 nd Class Boiler Attendant Certificate of Competency or Graduate Degree in Science (B.Sc) with subjects of Physics, Chemistry & Mathematics with minimum 55% marks and 2 nd Class Boiler Attendant Certificate of Competency	01 year Post Qualification Experience in O&M of Boiler after obtaining 2 nd Class Boiler Attendant Certificate of Competency in Oil / Gas / Petrochemicals / Chemicals / Fertilisers / Power / Steel Industry	30 years
4	Technician (Instrumentation) Grade: S-3 Pay Scale: 12,500-33,000	Matric plus ITI Tradesmanship/ National Apprenticeship Certificate In Instrument Mechanic/ Electronics Mechanic Trade	02 years Post Qualification Experience in line in Oil/ Gas/ Petrochemicals/ Chemicals/ Fertilizer/ Power/ Steel Industry	30 years
5.	Operator (Fire) Grade: S-3 Pay Scale: 12,500-33,000	10+2 or equivalent with minimum 06 months Fireman's Training course. Driving License for heavy vehicle/ Fire Tenders; Proficiency in operating pump/ other firefighting equipment	02 years Post Qualification Experience in line in Oil/ Gas/ Petrochemicals/ Chemicals/ Fertilizer/ Power/ Steel Industry	30 years
6	Assistant (S&P) Grade: S-3 Pay Scale: 12,500-33,000	Bachelor Degree with minimum 55% marks and minimum typing speed of 40 w.p.m in English (in computer). Candidates should be proficient in operations of personal computer.	01 year Post Qualification Experience in line. Preference would be given to candidates having in line working experience in Oil & Gas or Petrochemical Industry	30 years
7	Assistant (Human Resources) Grade: S-3 Pay Scale: 12,500-33,000	Bachelor Degree with minimum 55% marks and minimum typing speed of 40 w.p.m in English (in computer). Candidates should be proficient in operations of personal computer.	01 year Post Qualification Experience in line. Preference would be given to candidates having in line working experience in Oil & Gas or Petrochemical Industry	30 years
8	Accounts Assistant Grade: S-3 Pay Scale: 12,500-33,000	Bachelor Degree in Commerce (B.Com) with minimum 55% marks and minimum typing speed of 40 w.p.m in English (in computer). Candidates should be proficient in operations of personal computer.	01 year Post Qualification Experience in line. Preference would be given to candidates having in line working experience in Oil & Gas or Petrochemical Industry.	30 years



#	Post/ Grade & Pay Scale	Minimum Essential Qualification(s)	Minimum Essential Experience	Upper Age Limit
9	Foreman (Mechanical) Grade: S-5 Pay Scale : 14,500 – 36,000	Diploma in Engineering in Mechanical / Production / Production & Industrial / Manufacturing / Mechanical & Automobile with minimum 60% marks	Candidates should have minimum 02 years of post qualification experience in line in a PSU / large private sector organisation in Oil / gas / Petrochemicals / Chemicals / Fertiliser / Power / Steel industry	32 years
10	Foreman (Electrical) Grade: S-5 Pay Scale : 14,500 – 36,000	Diploma in Engineering in Electrical / Electrical & Electronics with minimum 60% marks	Candidates should have minimum 02 years of post qualification experience in line in a PSU / large private sector organisation in Oil / gas / Petrochemicals / Chemicals / Fertiliser / Power / Steel industry	32 years
11	Foreman (Chemical) Grade: S-5 Pay Scale : 14,500 – 36,000	Diploma in Engineering in Chemical / Petrochemical / Chemical Technology / Petrochemical Technology with minimum 60% marks	Candidates should have minimum 02 years of post qualification experience in line in a PSU / large private sector organisation in Oil / gas / Petrochemicals / Chemicals / Fertiliser / Power / Steel industry	32 years
12	Foreman (Civil) Grade: S-5 Pay Scale : 14,500 – 36,000	Diploma in Engineering in Civil with minimum 60% marks	Candidates should have minimum 02 years of post qualification experience in line in a PSU / large private sector organisation. Preference would be given to candidates having in line working experience in Oil / Gas / Petrochemical/ construction Industry	32 years
13	Junior Superintendent (HR) Grade: S-5 Pay Scale : 14,500 – 36,000	Bachelor Degree with Diploma in Personnel Management / Industrial Relations with minimum 55% marks in each. Candidates should be proficient in operations of Personal Computers	Candidates should have minimum 02 years of post qualification experience in line in a PSU / large private sector organisation. Preference would be given to candidates having in line working experience in Oil & Gas or Petrochemical Industry	32 years
14	Junior Accountant Grade: S-5 Pay Scale : 14,500 – 36,000	(i) Intermediate or equivalent in CA / ICWA. Candidates should be proficient in operation of personal computer OR (ii) Master Degree (M.Com) in Commerce with minimum 60% marks. Candidates should be proficient in operation of personal computer	Candidates should have minimum 02 years of post qualification experience in line in a PSU / large private sector organisation. Preference would be given to candidates having in line working experience in Oil & Gas or Petrochemical Industry	32 years



2. Terms and Conditions in respect of Essential Qualification(S) and Essential Experience [As mentioned under relevant column in Table II]

- 2.1 Minimum essential educational qualification(s) required for each post is indicated in **Table-II** against each post.
- 2.2 Only full time Regular courses will be considered. This shall include all qualification(s) starting from **Class X & XII examination, ITI, Diploma, Bachelor Degree etc.** as specified under the essential qualification(s) column in **Table II**.
- 2.3 **Bachelor Degree** qualification must be from UGC recognized Indian University/ UGC recognized Indian Deemed University or AICTE approved Autonomous Indian Institution (wherever applicable). **ITI/ NAC** qualification should be recognized by State Council of Technical and Vocational Training (SCTVT)/ National Council of Technical and Vocational Training (NCTVT). Diploma in engineering qualification (if applicable) should be recognised by respective State Board of Technical Education.
- 2.4 Minimum percentage of marks in the essential qualification as indicated above shall be aggregate of all semesters/ years to be calculated taking average of all semesters/ years, irrespective of the weightages given to any particular year by the Institute/ University.
- 2.5 Wherever CGPA/OGPA or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University/Institute.
- 2.6 Relevant experience mentioned against each vacancy should be necessarily post qualification. Industrial/Vocational/Apprentice Training as part of course or any other experience as Trainee will not be considered as experience. For the above posts, Minimum Essential Post Qualification Experience in line should be as on **18.07.2013**.
- 2.7 **For the post of Operator (Boiler Operations)** - Candidates having valid 2nd Class Boiler Attendant Certificate of Competency issued by Director Boilers/prescribed Authority of respective State Government under the provisions of Indian Boilers Act, 1923, may apply for the position of Operator (Boiler Operations) on the condition that in case they are selected, their 2nd Class Boiler Attendant Certificate of Competency, *in line with The Boiler Attendants' Rules 2011*, should necessarily be got endorsed for validity in the State of Gujarat by the Director Boilers/ prescribed Authority, Government of Gujarat.

3. Relaxation in Minimum Qualifying Percentage of Marks In Essential Qualification(S)

- 3.1 Relaxation in minimum qualifying percentage of marks in essential qualification in respect of SC/ST and PWD candidates has been provided as per following:
- 3.1.1 Wherever minimum qualifying percentage of marks have been specified as 55 % or 60%, **relaxed minimum educational qualification(s) percentage in respect of SC, ST, and PWD candidates is 50 % or 55% as the case may be.**



3.1.2 SC/ ST candidates applying for a post marked unreserved (UR) will not be provided any relaxation in minimum qualifying percentage of marks in educational qualification.

4. Upper Age Limit and Age Relaxation

- 4.1** Upper Age Limit for the above posts shall be as indicated in **Table-II** against each post.
- 4.2** The Upper Age Limit as specified above is as on **18.07.2013**.
- 4.3** The upper age is relaxable by 05 years for SC/ ST candidates, 03 years for OBC (Non-Creamy Layer) candidates. It is also relaxable by 10 years for PWD-General, 13 years for PWD-OBC (NCL) and 15 years for PWD-SC/ ST candidates.
- 4.4** SC/ ST/ OBC (NCL) candidates applying for a post marked unreserved (UR) will not be provided any relaxation in upper age limit.
- 4.5** Further, Upper Age Limit is relaxable by 05 years for the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period from 01.01.1980 – 31.12.1989.
- 4.6** In case of Ex-servicemen who have put in not less than six months continuous service in the Armed Forces of the Union, they shall be allowed to deduct the period of such service from their actual age, and if the resultant age does not exceed by more than 03 years the maximum age limit prescribed for the posts/ services for which a candidate seeks appointment, he/she be deemed to satisfy the conditions regarding the age limit.
- 4.7** Age relaxation is extended to the members of Co-operative Societies i.e., M/s Progressive Technical Workers Cooperative Society Limited, Vaghodia & Vadodara, M/s Allied Services Workers Cooperative Society Limited, Vaghodia, M/s Vasishtha Techno and Non-Techno Crafts Labour Contracts Co-operative Society Limited, Rajahmundry and Project Affected Persons of different GAIL locations subject to submission of attested copies of supporting documents and also subject to the same being found in order.

5. EMOLUMENTS

- 5.1** The Selected candidates for the posts in **S-3 Grade** will be placed in the Pay Scale of **Rs. 12500 – 33000** at the Basic Pay of 12500 and candidates selected for the posts in **S-5 Grade** will be placed in the Pay Scale of Rs. **14500 – 36000** at the Basic Pay of 14500 with one year probation in **S-3** and **S-5 grade** respectively. Besides Basic Pay, Variable Dearness Allowance (VDA) at the applicable rates and other benefits and allowances as applicable will be admissible as per company rules in force and amended from time to time. Besides contributory Provident Fund and Gratuity, employees who superannuate from GAIL after rendering a minimum of 15 years of service will also be entitled to Pension and Post-Retirement Medical Benefits under Defined Contributory Scheme of the company in force and amended from time to time.



6. APPLICATION FEE

- 6.1 Candidates belonging to **General** and **OBC (Non Creamy Layer)** category are required to pay a non- refundable application fee of Rs. 50 (Rupees Fifty only) by **Demand Draft / Pay Order drawn in favour of GAIL (India) Limited payable at State Bank of India, Vaghodia, District: Vadodara, (Branch Code: 9927)**. Name of the candidate & post applied for should be written on the back side of the demand draft. The Application once made will not be allowed to be withdrawn and the application fee once paid will neither be refunded on any account nor would this fee be held in reserve for future exam/ selection.
- 6.2 SC/ ST/ PWD candidates are exempted from payment of application fee. However, for claiming exemption in application fee by SC/ ST candidates, they have to attach an attested copy of SC/ ST certificate as applicable, issued by the Competent Authority in the prescribed format and PWD candidates claiming exemption in application fees will have to attach an attested copy of disability certificate in the prescribed format issued by Competent Authority at the time of forwarding application form as mentioned below.

7. HOW TO APPLY

- 7.1 Candidates fulfilling the above criteria should submit their application in the prescribed format attached. Application must be submitted in the prescribed format only.
- 7.2 The candidate has to send the filled in Application Form duly signed and affixing latest passport size colour photograph along with **ATTESTED TRUE COPIES** of the following testimonials/ documents and DD towards application fee as above (if applicable) to the address as mentioned in clause no. 7.5 below -
- (i) Document in support of Date of Birth proof.
 - (ii) Caste/ Tribe certificate (for SC/ST/ OBC (NCL) candidates as applicable) in the prescribed format issued by the Competent Authority, Disability certificate (in case of PWD candidates) in the prescribed format issued by the Competent Authority and Ex-servicemen Proof (in case of Ex-servicemen candidates). OBC (NCL) certificate issued by Competent Authority should be **latest**.
 - (iii) All Certificates/ Testimonials in respect of qualifications [all semester/ year wise Mark Sheet & Degree/ Diploma/ ITI/ NAC certificate starting from 10th class onwards].
 - (iv) Complete and proper Experience certificates/ Documents issued by the Employer in support of experience details mentioned by the candidate in the Application Form. Proof towards experience should be such that it includes clearly the name, designation, seal and contact details of the company and the authorised signatory for the entire experience claimed, duration of employment (date, month & year) indicating (possibly) the Basic Pay and Pay Scale of the applicant. The certificate(s) should include the nature of duties performed/ experience obtained in the post(s) with duration. Mere submission of copy of appointment letter/ Pay Slip would not suffice as proof of experience.



(v) **NOC/ Forwarding Letter from the employer in case the candidate is employed in Central/ State Government/ PSU/ Semi-Government organization.**

(vi) **For the Post of Operator (Boiler Operation):** 2nd Class Boiler Attendant Certificate of Competency issued by Director Boilers/prescribed Authority of respective State Government.

(vii) **For the Post of Operator (Fire):** Certificate in respect of minimum 06 months Fireman Training course and copy of driving license for Heavy Vehicle/ Fire Tenders.

Candidates should ensure that they submit all the documents mentioned above. In the event of failure of candidate to submit any of the required documents as mentioned above within the stipulated period, candidature of such candidate shall be liable to be REJECTED.

7.3 A recent passport size colour photograph should be firmly pasted on the application form and should be signed across by the candidate. Without photograph and signature across it, the application form will be rejected. **Three** copies of the same photo should be retained for use at the time of test and or/interview. Candidates are advised not to change their appearance till the recruitment process is complete. Failure to produce the same photograph at the time of interview, may lead to disqualification.

7.4 **Before applying for the post, candidates should ensure that he/ she fulfils the eligibility criteria and other conditions mentioned in this advertisement.** GAIL would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/ she has applied. No correspondence shall be entertained in this regard.

7.5 Application complete in all respect along with attested true copies of the testimonials/documents mentioned above should be sent by **Registered Post / Speed Post** in a sealed envelope super scribed "**APPLICATION FOR THE POST OF _____**" [**POST and CATEGORY: UR/ SC/ ST/ OBC (NCL)/ PWD**" as the case may be] to the following address :

**Senior Manager (HR),
GAIL (India) Limited,
GIDC Industrial Estate
Vaghodia
District: Vadodara, Gujarat
PIN – 391760.**

The application and other details as mentioned above must reach the above address by 18.07.2013 GAIL will not be responsible for postal delay or loss /non-delivery thereof. No correspondence in this regard will be entertained. GAIL will also not take responsibility to connect any certificate/ remittance sent separately.



8. HEALTH/MEDICAL FITNESS

8.1 Appointment to the above posts will be subject to the candidate being medically fit as per the Standards prescribed for the post by the Company. Every candidate appointed to a post in the Company shall be required to obtain medical report in the prescribed proforma from the Central/State Government Hospital or GAIL's authorized hospitals or from a Civil Surgeon before being considered for appointment to the Services of the Company. The opinion of the Medical Officer authorized by the Company in this regard shall be final.

9. SELECTION PROCESS*

Following selection process shall be adopted for posts as mentioned in Table I (Page 1)

Group C Posts in Grade S-3 in Pay Scale of Rs. 12500 – 33000	
Post	Selection Process
Technician (Mechanical)	Skill Test [i.e. Trade Test] and Interview before the Selection Committee
Technician (Electrical)	Skill Test [i.e. Trade Test] and Interview before the Selection Committee
Technician (Instrumentation)	Skill Test [i.e. Trade Test] and Interview before the Selection Committee
Operator (Boiler Operations)	Skill Test and Interview before the Selection Committee
Operator (Fire)	Skill Test [i.e. Trade Test and / or Physical Endurance Test] and Interview before the Selection Committee.
Assistant (S&P)	Skill Test [i.e. Computer Typing Test & Computer Proficiency Test] and Interview before the Selection Committee
Assistant (Human Resources)	Skill Test [i.e. Computer Typing Test & Computer Proficiency Test] and Interview before the Selection Committee
Account Assistant	Skill Test [i.e. Computer Typing Test & Computer Proficiency Test] and Interview before the Selection Committee
Group C Posts in Grade S-5 in Pay Scale of Rs. 14500 – 36000	
Post	Selection Process
Foreman (Mechanical)	Interview before the Selection Committee
Foreman (Electrical)	Interview before the Selection Committee
Foreman (Chemical)	Interview before the Selection Committee
Foreman (Civil)	Interview before the Selection Committee
Junior Superintendent (HR)	Skill Test [i.e. Computer Proficiency Test] and Interview before the Selection Committee
Junior Accountant	Skill Test [i.e. Computer Proficiency Test] and Interview before the Selection Committee

* The selection process as indicated above is tentative. Selection Process may, however, vary depending upon the administrative / business requirements of the Company.



10. Other Terms & Conditions and General Instructions

- 10.1 Only short listed candidates who are found apparently eligible based on the application data and documents submitted will be called for test and/ or interview as the case may be. In case the applicant does not receive any communication within **90 days** from the date of publication of this advertisement, it may be presumed that he/ she have not been short listed for Test and/ or interview.
- 10.2 Relaxations/ Reservations for SC/ ST/ OBC (NCL)/ PWD (degree of disability 40 % or above) candidates as per Government Directives are applicable.
- 10.3 Category [SC/ ST/ OBC (NCL)/ PWD] once filled in the application form will not be changed and no benefit of other category will be admissible later on.
- 10.4 The OBC candidates who belong to "CREAMY LAYER" are not entitled for OBC concession and such candidates have to indicate their category as "General".
- 10.5 *Candidates employed in Central/ State Government/ PSU/ Semi-Government organization shall either forward their application through Proper Channel or shall produce NOC/ Forwarding letter from their present employer at the time of Interview. **In case, the application of the candidate is not forwarded through proper channel or the candidate fails to produce NOC/ Forwarding letter from his/her present employer at the time of interview, his / her candidature will not be considered.***
- 10.6 Candidature of the candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
- 10.7 Candidature of the candidate is also liable to be rejected if the Application Form along with necessary documents as mentioned above are not received or received unsigned or without affixing passport size colour photograph or without application fees (if applicable) or received after the closing date.
- 10.8 GAIL reserves the right to raise the minimum eligibility standards. Management reserves the right to fill or not to fill all or any of the above positions without assigning any reason whatsoever.
- 10.9 The prescribed qualification/ experience are the minimum and mere possession of the same does not entitle a candidate for test and/ or interview. GAIL's decision shall be final in this regard.
- 10.10 For claiming the benefit of **PWD**, the candidates should produce Medical Certificate issued by a Medical Board attached to the Special Employment Exchange/ Vocational Rehabilitation Centre for PWD or Head of concerned Department of a Government Civil Hospital satisfying the prescribed disability criteria. Candidates are required to submit the



certificate in the prescribed format in support of their claim. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/ her candidature will not be considered.

- 10.11 Candidates from **SC/ST** category should produce their caste certificate issued by Competent Authority in the prescribed format in support of their claim. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/ her candidature will not be considered.
- 10.12 Candidates from **OBC (Non-Creamy Layer)** category should produce their **latest** caste certificate issued by Competent Authority in the prescribed format in support of their claim. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his / her candidature will not be considered.
- 10.13 List of shortlisted candidates for further Selection process, i.e., Skill Test and/ or Interview etc., and also list of selected candidates for appointment will be displayed on the GAIL website for the information of the candidates.
- 10.14 Any canvassing directly or indirectly by the applicant will disqualify his/her candidature. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of **Vadodara Court** only.

GAIL/RECTT/OPEN/VAGH/NE/1/2013

