**GAIL (INDIA) LIMITED**
**(A Government of India Undertaking)**
**GAIL BHAWAN, 16, BHIKAIJI CAMA PLACE,**
**NEW DELHI - 110 066. PH: 011-26172580**
**Email: career@gail.co.in**
**Corporate Identification Number: L40200DL1984GOI018976**

## CAREER OPPORTUNITIES AS EXECUTIVE TRAINEE-2022

**GAIL (India) Limited**, a Maharatna PSU and India's flagship Natural Gas company is integrating all aspects of the Natural Gas value chain (including Exploration & Production, Processing, Transmission, Distribution and Marketing) and its related services. In a rapidly changing scenario, GAIL is spearheading the move to a new era of clean fuel industrialization by creating a quadrilateral of green energy corridors that connect major consumption centres in India with major gas fields, LNG terminals and other cross border gas sourcing points. GAIL is also expanding its business overseas to become a formidable player in the International Market.

**GAIL is looking for committed, vibrant and passionate young Graduate Engineers for filling up following posts by using GATE-2022 score as per details given at Table-I below:**

**Table-I**

| # | Name of the post | Grade | UR | EWS | SC | ST | OBC (NCL) | Total | Post identified as suitable to be held by PwBDs in following categories |
|---|---|---|---|---|---|---|---|---|---|
| 1 | **Executive Trainee (Instrumentation)** | E-2 | **9** | **1** | **2** | **1** | **5** | **18** | **Category B**: D, HH<br>**Category C**: OL, CP, LC, Dw, AAV<br>**Category D**: ASD (M), SLD, MI<br>**Category E**: MD involving (B) to (D) above |
| 2 | **Executive Trainee (Mechanical)** | E-2 | 7 | 1 | - | 2 | 5 | **15** | **Category B:**D, HH<br>**Category C**: OA, OL, Dw, AAV<br>**Category D**: SLD, MI<br>**Category E**: MD involving (B) to (D) above |
| 3 | **Executive Trainee (Electrical)** | E-2 | 7 | 1 | 1 | 2 | 4 | **15** | **Category B:**D, HH<br>**Category C**: OL, Dw, AAV<br>**Category D**: ASD (M) SLD, MI<br>**Category E**: MD involving (B) to (D) above |
| | **Total** | | **23** | **3** | **3** | **5** | **14** | **48** | |

**Out of the above total 48 vacancies, category wise and post wise details of 03 vacancies reserved for identified categories of Persons with Benchmark Disabilities (PwBDs) are given below:**

| # | Name of the post | Discipline | Reserved for identified categories of Persons with Benchmark Disabilities (PwBDs) as per Table-I | | |
|---|---|---|---|---|---|
| | | | Category (B) | Category (C) | Category (D) & (E) |
| 1 | Executive Trainee | Mechanical | 01 | -- | -- |
| 2 | Executive Trainee | Instrumentation | 01 | -- | 01 |

**Abbreviations Used**

| Abbreviations | Explanation |
|---|---|
| PwBD | Persons with Benchmark Disabilities |
| D | Deaf |
| HH | Hard of Hearing |
| OA | One Arm |
| OL | One Leg |
| CP | Cerebral Palsy |
| LC | Leprosy Cured |
| Dw | Dwarfism |
| AAV | Acid Attack Victims |
| ASD | Autism Spectrum Disorder (M = Mild, MoD = Moderate) |
| SLD | Specific Learning Disability |
| MI | Mental Illness |
| MD | Multiple Disability |

Persons with Benchmark Disabilities (PwBDs) belonging to the category/ categories for which the post is identified (as indicated in **Table-I**) can also apply even if no vacancies are specifically reserved for them. Such candidates will be considered for selection for appointment to the post by general standard of merit.

PwBD category candidates of relevant category applying against a vacancy specifically reserved for them shall be eligible for the benefit of reservation/ concessions, if impairment is not less than **40%** of the relevant disability.

1. **MINIMUM ESSENTIAL QUALIFICATIONS REQUIRED FOR THE POST OF EXECUTIVE TRAINEES ARE INDICATED IN TABLE-II BELOW:**

**Table-II**

| # | POST | MINIMUM ESSENTIAL QUALIFICATIONS REQUIRED |
|---|---|---|
| 1 | **Executive Trainee (Instrumentation)** | Bachelor Degree in Engineering/ Technology in Instrumentation/Instrumentation & Control/ Electronics & Instrumentation / Electrical & Instrumentation / Electronics / Electrical & Electronics with minimum 65% marks. |

| | | |
|---|---|---|
| **2** | **Executive Trainee (Mechanical)** | Bachelor Degree in Engineering/Technology in Mechanical/ Production/ Production & Industrial/ Manufacturing/ Mechanical & Automobile with minimum 65% marks. |
| **3** | **Executive Trainee (Electrical)** | Bachelor Degree in Engineering / Technology in Electrical/ Electrical &Electronics with minimum 65% marks. |

**2. <u>RELAXATION IN MINIMUM PERCENTAGE OF MARKS IN EDUCATIONAL QUALIFICATIONS</u> :**

Relaxation in minimum percentage of marks in essential qualification will be provided in respect of SC, ST and PwBD category candidates as per following:

- Wherever minimum percentage of marks have been specified as **65 %**, **relaxed minimum percentage of marks in educational qualification in respect of SC, ST and PwBD category candidates is 60 %.**

**SC/ST/PwBD** category candidates applying against unreserved posts shall be considered under general standard of merit and no relaxation in minimum qualifying percentage of marks in education qualification shall be available to them.

***3.*** **<u>TERMS AND CONDITIONS IN RESPECT OF ESSENTIAL QUALIFICATION(S)</u>**
**[*As mentioned under relevant column in Table-II]***

3.1. Minimum essential educational qualifications required for each Post shall be as indicated in **Table-II** above against each post.

3.2. **Only full time Regular courses will be considered**.

3.3. All qualifications must be from UGC recognized Indian University/UGC recognized Indian Deemed University or AICTE approved courses from Autonomous Indian Institutions/concerned statutory council (wherever applicable).

3.4. Minimum percentage of marks in the essential qualification(s), as specified shall be considered as per Institute/University rules/norms.

3.5. Wherever CGPA/OGPA/CPI or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University/Institutes. Candidate is required to obtain a certificate to this effect from the University/Institute which shall be requiredat the time of Selection Process.

3.6. Engineering Degree can be B.E. / B.Tech. / B.Sc. Engg.

3.7. Candidates having 05 years B.E / B. Tech. + M.E / M. Tech. integrated dual degree in engineering in relevant discipline shall also be considered.

3.8. Candidates who have completed their Bachelor degree in Engineering (including 05 years BE/ B.Tech + ME/ M.Tech integrated dual degree in Engineering) in the year **2021** / candidates who are currently in the final year (**2021-2022**) of their Engineering Degree course (including 05 years BE/B.Tech + ME/ M Tech integrated dual degree in Engineering course) **only are eligible** to apply for the post of Executive Trainee in the discipline as per the Table II above.

3.9. Candidates who have completed their Bachelor Degree in Engineering discipline (including 05 years BE/B.Tech + ME/M.Tech integrated dual degree in Engineering) in the year **2021** and belonging to General/EWS/OBC(NCL) category must have secured minimum 65% marks and candidates belonging to SC/ST/PwBD category must have secured minimum 60% marks.

3.10. Candidates who are currently in the final year (**2021-2022**) of their Bachelor Degree in Engineering discipline (including 05 years BE/ B.Tech + ME/ M Tech integrated dual degree in Engineering) and belonging to General/EWS/OBC(NCL) category must have secured minimum 65% marks in aggregate up to the last semester / year examination at the time of application and candidates belonging to SC/ST/PwBD category must have secured minimum 60% marks in aggregate up to the last semester / year examination at the time of application.

3.11. Selection of candidates who are currently in the final year (**2021-2022**) of their Engineering Degree course (including 05 years BE/ B.Tech + ME/ M Tech integrated dual degree in Engineering course) will be further subject to obtaining minimum **65%** marks in case of General/EWS/OBC(NCL) category candidates and minimum **60%** marks in case of SC/ST/PwBD category candidates in their Engineering Degree and submission of Engineering Degree certificate (at least provisional certificate) and mark sheets of all semesters/ years towards documentary proof of having passed the qualifying Engineering Degree examination in relevant discipline/ branch with minimum prescribed percentage of marks as indicated above .

3.12. Candidates who have completed their Bachelor degree in Engineering / Technology in relevant discipline/ branch **in the year 2020 or earlier are not eligible** to apply for the post of Executive Trainee.

## 4. AGE LIMIT & AGE RELAXATION:

4.1. The upper Age Limit is **26 years as on 16.03.2022** for the posts of Executive Trainee in all disciplines.

4.2. The upper age limit is relaxable by **05 years** for **SC/ST** category candidates and **03 years** for **OBC(NCL)** category candidates. It is relaxable by 10 yearsfor PwBD candidates belonging to General/EWS category, 13 years for PwBD candidates belonging to OBC(NCL) category and 15 years for PwBDcandidates belonging to SC/ST category. The above relaxation in upper age limit is applicable only in respect of posts which are reserved for SC/ ST/OBC(NCL)

candidates. SC/ST/OBC(NCL) candidates applying against unreserved (UR) posts shall be considered under general standard of merit and no relaxation in upper age limit shall be available to them. Relaxation in upper age limit shall be applicable for PwBDs irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for PwBDs.

4.3. The upper age limit is also relaxable by 05 years for candidates domiciled in the state of Jammu & Kashmir between 1.1.1980 and 31.12.1989.

4.4. 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 (actual service rendered in the Armed Forces) from their actual age, and if the resultant age does not exceed the maximum age limit prescribed for the posts/ services for which a candidate seeks appointment by more than 3 years, he/she be deemed to satisfy the conditions regarding the age limit.

**4.5. Maximum upper age of the applicant shall not exceed 56 years including all possible age relaxations.**

## 5. EMOLUMENTS:

5.1. Selected candidates will be placed in the pay scale of Rs.60,000 – 1,80,000/- at the Basic Pay of Rs.60,000/- during one year training cum probation as Executive Trainee in E-2 grade. On successful completion of their Training cum Probation Period, they will be absorbed in the same Pay Scale of Rs.60,000 – 1,80,000/- in E-2 grade.

5.2. **Pay and Allowances**: Basic Pay as applicable in the grade, Variable Dearness Allowance (VDA) at the applicable rates and perks & allowances under cafeteria approach.

5.3. **Variable Pay**: Performance Related Pay based on individual and organizational performance.

5.4. **Other Benefits**: Company Accommodation / Leased Accommodation / HRA, medical facility, group insurance, etc.

5.5. **Superannuation Benefits**: Besides Contributory Provident Fund, Gratuity and Pension, employees who superannuate from GAIL after rendering aminimum of 15 years of service will also be entitled to Post-Retirement Medical Benefits.

All the above benefits will be governed by the policy of the Company in force & amended from time to time.

## 6. PLACEMENT/ ASSIGNMENTS

During the Training-cum-Probation period and/ or after absorption, the candidates may be posted at any of the installations/ projects/ offices, etc. of GAIL (India) Limited or any of the subsidiaries/ Joint Ventures of GAIL (India) Limited or deputed to any Department of Government of India/ other PSUs, etc. The selected candidates may be assigned jobs/ functions/ assignments as per the business

requirements of the company including shift operations.

## 7. HEALTH/MEDICAL FITNESS

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 get their Pre- Employment Medical Examination done in a Central/ State Government Hospital (having the status of minimum District Hospital) or in GAIL nominated empanelled hospitals and submit Medical reports in the prescribed formats issued by Medical Authority i.e., Chairman of Medical Board or Civil Surgeon or Medical Superintendent or Chief Medical Officer or equivalent of a Central/ State Government Hospital (having the status of minimum District Hospital) or in GAIL nominated empanelled hospital. Acceptance of joining will be subject to the Medical Fitness Certificate so issued by the Medical Authority being further accepted by designated CMO, GAIL (India) Limited. GAIL reserves the right to re-examine or review the Medical Examination report submitted by the candidate without assigning any reason and the decision of designated CMO, GAIL (India) Limited will be final and binding. **Detailed guidelines on Medical Standards/ Norms for Medical Fitness and Pre-Employment Medical Examination are available on "Careers" section of GAIL website https://careers.gail.co.inCandidates are advised to go through the same before they start the online application process.**

## 8. SELECTION PROCESS AND HOW TO APPLY

**8.1** GAIL will be utilizing **Graduate Aptitude Test in Engineering - 2022 Marks (GATE-2022 Marks)** for recruitment of Executive Trainees in the disciplines of Instrumentation/Mechanical/Electrical during the year 2022.

**8.2** Eligible candidates who wish to apply for the position of Executive Trainees in GAIL will be required to first register for **GATE-2022** and thereafter, appear in **GATE-2022** as per instructions and timelines notified by **GATE-2022** Organizing Institute in one of the following relevant GATE Examination Papers:

| Sl. No. | Post/ Discipline | GATE Paper | Code |
|---|---|---|---|
| 1 | Executive Trainee (Instrumentation) | Instrumentation Engineering | IN |
| 2 | Executive Trainee (Mechanical) | Mechanical Engineering | ME |
| 3 | Executive Trainee (Electrical) | Electrical Engineering | EE |

List of disciplines/branches considered equivalent to each of the above **03** disciplines advertised is given below:

| GAIL Discipline | Disciplines/ Branches of Engineering to be considered equivalent against GAIL Discipline | Corresponding GATE-2022 Paper to be appeared by the candidate | Corresponding GATE-2022 Paper Code |
|---|---|---|---|
| Instrumentation | 1. Instrumentation<br>2. Instrumentation & Control<br>3. Electronics & Instrumentation<br>4. Electrical & Instrumentation<br>5. Electronics<br>6. Electrical & Electronics | Instrumentation Engineering | IN |
| Mechanical | 1. Mechanical<br>2. Production<br>3. Production & Industrial<br>4. Manufacturing<br>5. Mechanical &Automobile | Mechanical Engineering | ME |
| Electrical | 1. Electrical<br>2. Electrical & Electronics | Electrical Engineering | EE |

**It may be noted that candidates having Engineering Degree in a branch/discipline other than as specified above are not eligible to apply**.

**8.3** Based on the **GATE-2022 marks** and requirement, candidates will be short-listed for further selection process for the position of Executive Trainee in the above disciplines. **Please note that only GATE-2022 marks is valid for this recruitment exercise. GATE marks of 2021 or prior to that is not valid.**

**8.4** The candidates who have registered with **GATE-2022** are required to download the admit card from **GATE** Official **website** upon its activation. On receipt/ downloading of **GATE-2022 Admit card** with registration number, candidates will have to separately apply online in GAIL indicating their **GATE- 2022** Registration Number in the "**Careers**" section of GAIL website https://gailonline.com . For this purpose, the relevant link will be made available in the "**Careers**" section of our website https://gailonline.com . **It may be noted that application without valid GATE-2022 registration number will be rejected.**

**8.5** Please ensure that the **GATE-2022 Registration number** which is mentioned on your **GATE-2022 admit card**, is entered correctly in the online application. Name should be filled up as appearing in your **GATE-2022 Admit card**. **No request with respect to making changes in any data / particulars entered by the candidate in the online application will be entertained, once the application is submitted successfully.**

**8.6 Candidates will be required to apply online through GAIL website:** https://gailonline.com only, indicating their **GATE-2022** Registration Number.

No other means/ mode of application shall be accepted. The relevant link will be made available from **1100 hrs on 15.02.2022 till 1800 hrs on 16.03.2022.**

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

**8.8** After successful submission of online application by the candidate, a unique registration number shall be generated by the system and a message shall be displayed in the system that the online application has been submitted successfully and an auto generated email mentioning the unique registration number shall reach to the candidate informing that his/ her application has been submitted successfully.

**8.9** After applying online, candidate is required to take a printout of the Application Form generated by the system with unique registration number. The candidate has to affix his/ her recent passport size colour photograph in the space provided in the application and put his/ her signature as per instructions provided and keep it with him/ her safely. Candidates called for further selection process, will be required to produce the same application form at the time of Group Discussion and/ or Personal Interview. **Candidates should not send print out of the online application to any of the offices of GAIL (India) Limited.**

**8.10** The passport size photograph affixed by the candidate should be same as submitted along with GATE-2022 application form. In case, the candidate is called for further selection process Group, he/ she will be required to produce his/her **original GATE-2022 admit card**, **GATE-2022 official score card,** printout of the online application form as indicated above (**Clause 8.9**) and other relevant documents (both original and one set of **self- attested** photocopy) as indicated below:

(i) Document in support of Date of Birth proof (matriculation/Class-X Marksheet/Certificate).

(ii) All Certificates/ Testimonials in respect of qualifications (all semester/ year wise Mark Sheet(s), Degree and Diploma certificates starting from matriculation onwards).

(iii) Offer letter along with last pay slip/Experience certificates/ Documents issued by the Employer in support of experience details mentioned by the candidate in the online Application Form (if having experience).

(iv) (a) Only such PwBD category candidates would be eligible to get the applicable benefit of reservation / concessions whose relevant disability percentage is **40%** and above. For claiming the benefit of reservation/ concessions applicable for **PwBDs**, the candidates will have to submit a disability certificate as per formats prescribed by the Ministry of Social Justice and Empowerment vide notification no. G.S.R. 591 (E) dated 15.06.2017 in support of their claim.

(b) Candidates belonging to **SC/ST** category should produce their caste certificate in the prescribed format issued by Competent Authority as prescribed by Government of India in support of their claim.

(c) Candidates belonging to **OBC (Non-Creamy Layer)** category should produce their **latest** caste certificate in the prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking as contained in DOPT Memo No. 36036/2/2013- Estt. (Res.) dated 30- 05-2014 from a competent authority issued in the year of advertisement. The name of the Caste and Community indicated in the OBC (NCL) Certificate must appear in the Central List of Other Backward Classes. In case, the candidate fails to produce his **latest** caste certificate in the prescribed format issued by Competent Authority as prescribed by Government of India, his/ her candidature will not be considered. Further, OBC (NCL) candidates will have to give a self-undertaking indicating that they belong to OBC (NCL) category at the time of participating in the Selection Process, if shortlisted for the same.

(d) Candidates seeking reservation under EWS category will have to submit at the time of selection process, an Income and Asset Certificate issued by Competent Authority. The prescribed format and the Competent Authority have been given in Department of Personal & Training Office Memorandum No. 36039/1/2019-Estt (Res) dated 31.01.2019. The EWS certificate issued by Competent Authority should be valid on the closing date for receipt of online application in GAIL.

(e) Prescribed format of caste certificate for SC/ST/OBC(NCL), EWS and PwBD certificate can be downloaded from **"Careers"** section of GAIL Website **https://careers.gail.co.in**

(f) Ex-servicemen Proof (in case of Ex-servicemen candidates).

(v) NOC/ Forwarding Letter from the employer in case the candidate is employed in Central/ State Government Department, Central/ State PSUs or Semi Government organization.

In case, any candidate fails to produce the above including relevant and applicable caste certificates in prescribed formats and other documents at the time of selection process, his/ her candidature will not be considered.

**8.11 There is no separate fee for applying for the above posts of Executive Trainees in GAIL.**

**8.12** Furnishing of wrong/ false/ incomplete information in the online application will lead to disqualification of the candidate and GAIL will not be responsible for any of the consequences of furnishing such wrong/ false/ incomplete information. Since all the applications will be screened without documentary evidence/ proof, the candidates must satisfy themselves of the suitability for the position to which they are applying.

**8.13** The candidates should ensure that they fulfill all eligibility criteria and other conditions as specified above and that the particulars furnished by them in the online application are correct in all respects. Mere submission of online application successfully does not imply that the Company (GAIL)has been satisfied about the candidate's eligibility. In case it is detected at any stage of the selection process that a candidate does not fulfill any of the eligibility

criteria, and/ or that he/ she has furnished any incorrect information or has suppressed any material fact(s), his/ her candidature will stand cancelled. If any of these shortcomings(s) is/ are detected evenafter appointment, his/ her services will be summarily terminated.

## 9 OTHER TERMS & CONDITIONS AND GENERAL INSTRUCTIONS

9.1 Only Indian Nationals are eligible to apply.

9.2 Request for change of Mailing address/ e-mail ID/ category/ discipline as declared in the online application will not be entertained.

9.3 Candidates should possess a valid e-mail ID and mobile number. Candidates are advised to keep the e-mail ID (to be entered compulsorily in the online application form) and mobile number active for at least one year. No change in the e-mail ID will be allowed once entered. All future correspondence with candidates shall be done through e-mail only. Responsibilities of receiving, downloading and printing of information/ communication etc. will be of the candidate. GAIL will not be responsible for any loss of e-mail sent, due to invalid/ wrong e-mail ID provided by the candidate.

9.4 Category **(SC/ST/OBC(NCL)/EWS/PwBD)** once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates and EWS/PwBD category candidates are required to submit requisite Caste/Tribe/EWS/PwBD certificate in the prescribed format, issued by Competent Authority as prescribed by the Government of India, at the time of further selection process, if called for the same.

9.5 The OBC category candidates who belong to "CREAMY LAYER" are notentitled for OBC concession and such candidates have to indicate their category as "General". The OBC (Non-Creamy Layer) category candidates are required to submit requisite certificate (**latest**) in the prescribed format, issued by Competent Authority as prescribed by the Government of India, at the time of further selection process, if called for the same.

9.6 Candidates employed in Central/ State Government Department, Central/ State PSUs or Semi Government Organization must produce No Objection Certificate (NOC) at the time of Group Discussions and/ or Personal Interview from their present employer, if they qualify for Group Discussions and/ or Personal Interview. In case, the candidate fails to produce the NOC from his/ her present employer at the time of Group Discussions and/ or Personal Interview, his/ her candidature will not be considered.

9.7 GAIL reserves the right to raise the minimum eligibility standards. The Management reserves the right to fill or not to fill all or any positions without assigning any reason whatsoever. GAIL also reserves the right to cancel/ restrict/ enlarge/ modify/ alter the recruitment process, if need arises, without issuing any further notice or assigning any reason whatsoever.

9.8 The prescribed qualifications and other eligibility conditions are the minimum and mere possession of the same does not entitle a candidate to appear in the selection process. GAIL's decision shall be final in this regard.

9.9 List of candidates shortlisted for Group Discussion and/ or Personal Interviews and also the list of selected candidates for appointment for the above posts will be displayed on GAIL Website https://gailonline.com for the information of the candidates in due course of time. Candidates are advised to visit GAIL Website for latest updates.

9.10 Any canvassing directly or indirectly by the applicant will disqualify his/ her candidature.

9.11 Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi Court only.

9.12 Candidates can go through the **"Frequently Asked Questions (FAQs)"** available in the "Careers" section of GAIL Website https://gailonline.com . In case, any particular query is not covered in the FAQs, the candidates can write to GAIL at career@gail.co.in specifying the advt. no. and name of the post in the subject of email.

9.13 Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on **"**Careers**"** section of GAIL website: https://gailonline.com only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.

9.14 All the details given in the online form will be treated as final and no changes will be entertained later.

## 10 IMPORTANT DATES

| FOR GAIL | | |
|---|---|---|
| 1 | Opening of GAIL website for online submission of application by candidates indicating GATE-2022 Registration Number | 15th February 2022 (1100 hours onwards) |
| 2 | Last date for submission of online application in GAIL by candidates | 16th March 2022 (Upto 1800 hours) |

**For detailed information regarding GATE-2022, interested candidates may log on to https://gate.iitkgp.ac.in/ or website of IISc, Bangalore and IITs (Bombay, Delhi, Guwahati, Kanpur, Kharagpur, Madras and Roorkee)**

**Advt. No.: GAIL/OPEN/ET/4A/2021**