

**Steel Research and Technology mission of India (SRTMI)**  
**[A joint initiative taken by the Indian Steel Industry with support from**  
**Ministry of Steel, Govt. of India]**

5<sup>th</sup> Floor,  
Ispat Bhawan,  
Lodi Raod  
New Delhi-110003

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**Engagement of Young Professionals/ Consultant in SRTMI**

Steel Research and Technology Mission of India (SRTMI), a joint initiative taken by the Indian Steel Industry with support from Ministry of Steel, Govt. of India, is a dedicated platform created for undertaking development of disruptive and cutting edge technologies for the benefit of the Indian Iron and Steel Industry. Our vision is "To develop an industry–institution interface for making iron & steel industry globally competitive by utilizing expertise available in various academic and research institutes of national repute as well as by collaborating with international organizations in the field to meet NSP-2017 (National Steel Policy-2017) objective through cost effective, environment friendly, state of art technologies for optimum utilization of natural resources and strengthening design and equipment manufacturing capability in the country".

SRTMI facilitates R&D programs of national importance create state of the art facilities to conduct cutting edge research, develop expertise and skill development, manage human resources and bolster a tripartite synergy among industry, national R&D laboratories and academic institutes. SRTMI works in close coordination with Ministry of Steel and provides necessary inputs to fulfill the objective of NSP – 2017.

SRTMI is governed and administered by a Governing Body comprising of the CEOs of its member Steel Companies, Domain Experts and a representative of Ministry of Steel. The executive functioning of SRTMI is carried out by the Director, SRTMI, who is assisted by a suitable/ appropriate supporting structure in the nature of a lean corporate headquarters of an enterprise. The headquarter of SRTMI is located in New Delhi.

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

S. No.	Name & No. of posts	Educational Qualification	Essential Work Experience	Desirable Work Experience	Age and Remuneration
1	Young Professional 3	Degree in Engineering or Technology from a recognized University/Institute <b>(Essential)</b>  Masters degree in Engineering or Technology from a recognized university/Institute <b>(Desirable)</b>	2-4 years of relevant experience (preferably in Steel sector)	Candidates with experience in climate change, sustainability, digitalization, mining/beneficiation and steel making will have an added advantage.	Candidate should be below <b>35 years</b> of age as on 1st July, 2025. The YPs will be paid a consolidated remuneration per month in the range# of <b>₹ 80,000- ₹1,00,000)</b> (inclusive of all applicable taxes and no other facility or allowance will be allowed)
2	Consultant 1	Degree in Engineering or Technology from a recognized University/Institute <b>(Essential)</b>  MBA/ Post Graduate Diploma in Management or Business Administration/ Masters degree in Engineering or Technology from a recognized university/Institute <b>(Desirable)</b>	5-8 years of relevant experience (preferably in Steel sector)	Candidates with experience in climate change, sustainability, digitalization, mining,/ beneficiation, and steel making will have an added advantage	Candidate should be below <b>45 years</b> of age as on 1st July, 2025. The consultant will be paid a consolidated remuneration per month in the range# of <b>₹ 1,10,000- ₹1,40,000/-</b> (inclusive of all applicable taxes and no other facility or allowance will be allowed)

*# The Selection Committee shall recommend the consolidated remuneration for the position of Young Professional/ Consultant. The consolidated remuneration will be inclusive of all applicable taxes.*

## **2. Job Description**

Key Responsibilities shall be primarily as follows but not limited to:

### **1. Technical and Domain Expertise:**

- Provide technical and domain-specific insights aligned with SRTMI's key focus areas: Decarbonization and Green Steel, Advanced and High-Performance Steel Development, Digital and Industry 4.0 (AI/ML), Circular Economy and Resource Efficiency, Operational Excellence, and Indigenization of Capital Goods Manufacturing.
- Conduct comprehensive reviews of both national and international technological and research landscapes, perform gap analyses, and recommend technological advancements relevant to these focus areas.

## **2. Policy Development and Assessment:**

- Support the formulation, review, and enhancement of policies and frameworks related to steel research and innovation landscape in alignment with evolving national and international standards and regulatory trends.
- Prepare detailed technical documentation, including policy drafts, white papers, and strategic reports.

## **3. Project Planning and Execution:**

- Facilitate ideation, detailed planning, and execution of strategic research and technology projects focused on SRTMI's priority areas.
- Establish robust systems for data management, monitoring, reporting, and verification (MRV) related to emissions, energy usage, operational efficiencies, and technological advancements within the steel sector.

## **4. Collaboration and Partnerships:**

- Foster relationships with international stakeholders and actively participate in global forums addressing decarbonization, advanced steel technologies, digital transformation, and circular economy initiatives.
- Coordinate and establish partnerships with domestic stakeholders including government bodies, research institutions, industries, academia, and global technology leaders.

## **5. Event Management and Stakeholder Communications:**

- Organize, coordinate, and manage workshops, seminars, stakeholder consultations, and conferences relating to SRTMI's strategic focus areas.
- Develop comprehensive event documentation including agendas, briefing papers, presentations, and summary reports.

## **6. Capacity Development and Awareness Initiatives:**

- Implement targeted awareness campaigns, capacity-building workshops, and sensitization programs to promote sustainable and innovative practices within the steel sector, aligned with the identified key focus areas.

## **7. Reporting and Documentation:**

- Regularly update records, document progress systematically, and deliver periodic reports covering technical achievements, research findings, fund utilization, and project implementation status.

## **8. Administrative and Support Activities:**

- Manage parliamentary questions, VIP inquiries, RTI requests, court cases, references from PMO, CBI matters, CPGRAMS, and other administrative tasks relevant to SRTMI's operations.

9. Any other task to be performed by SRTMI

### **3.Terms and Conditions**

The Terms and Conditions for engagement of Young Professionals/Consultants may be seen at **Annexure-‘A’**.

### **4.Posting and Reporting Relationship**

The candidate(s) shall be posted at New Delhi/NCR; however, he/she will be transferable on “All India basis”. He / she shall report to Director (SRTMI).

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

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

**"Application for the post of Young Professional/Consultant"**

- 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 a Selection Committee designated for this purpose. Based on the evaluation reports, the Selection Committee would recommend candidates for engagement as Young Professional/Consultant.
- iv. The Selection Committee will be empowered to adopt suitable criteria/methodology to assess the suitability of the candidate as per requirements. 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 produce original documents at the time of their interview or whenever required by SRTMI.
- 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/joining for verification, failing which the candidate shall 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/misleading or if according to the SRTMI, 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 interview shall be intimated.
- x. The decision of the Screening Committee and the Selection Committee shall be final and binding and no queries/communications shall be entertained in this regard.

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

Last date for sending completed application is **10.06.2025**. Any application received after the due date/time shall be summarily rejected. The format for Application may be seen at **Annexure-‘B’**.

**Major Terms and Conditions for engagement of Young Professionals/  
Consultants**

**General Terms and Conditions**

**1. Tenure**

1.1 The Young Professionals and Consultants 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 SRTMI based on clearly defined Key Performance Indicators.

1.2 The engagement of Young Professionals and Consultants is of a temporary nature and SRTMI can cancel the engagement at any time without providing any reasons thereof.

**2. Remuneration**

2.1 The remuneration of Young Professionals/ Consultants may be reviewed after completion of one year on annual basis. Any enhancement in remuneration will be based on their performance during the year. Performance review will be done as per the mechanism duly approved by the President, SRTMI as per the following criteria:-

<b>Performance</b>	<b>Enhancement in remuneration</b>
Performed only routine/assigned work	Nil
Young Professionals/ Consultants 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 / Consultant 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.  <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

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 / Consultant shall exceed 1.35 times of the initial remuneration.

2.4 No additional benefits, including but not limited to medical, HRA, etc., shall be applicable to the Young Professionals/Consultants beyond those explicitly mentioned in this document.

### **3. TA/DA**

The Young Professionals/ Consultants 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	Air in Economy class or 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 SRTMI within one week after completion of the month based on the Attendance registered by the Young Professionals and Consultants or on certification by Director (SRTMI).

### **5. Leave**

The Young Professionals/ Consultants 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 Director, SRTMI. However, in Exceptional cases for professional development, training etc., this condition may be relaxed by Director, SRTMI.

### **6. Tax Deduction at Source**

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

## **7. Police Verification**

Police verification of the Young Professionals and Consultant/s shall be done as per the extant guidelines/provisions. In case the police verification is received as negative, the Consultancy Contract of the Young Professional/Consultant 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.

## **Contractual Terms and Conditions**

### **9. Legal Status**

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

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

The Young Professional/Consultant shall neither seek nor accept instructions from any authority external to SRTMI in connection with the performance of its obligations under the Contract. The Young Professional/Consultant 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 SRTMI, and the Young Professional/Consultant shall perform its obligations under the Contract with the fullest regard to the interests of the SRTMI. The Young Professional/Consultant 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 SRTMI. The Young Professional/Consultant 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 shall comply with the standards of Conduct. Failure to comply with the same is grounds for termination of the Young Professional/Consultant for the cause.

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

In the performance of the Contract, the Young Professional/Consultant shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Young Professional/Consultant 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 SRTMI 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 SRTMI to the Young Professional/Consultant for the performance of any such obligation under the Contract shall rest with SRTMI, and any such equipment shall be returned to SRTMI at the conclusion/termination of contract or when no longer needed by the Young Professional/Consultant. Such equipment, when returned to SRTMI, shall be in the same condition as when delivered to the Young Professional/Consultant, subject to normal wear and tear, and the Young Professional/Consultant shall be liable to compensate SRTMI for any damage or degradation of the equipment that is beyond normal wear and tear.

SRTMI 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 has developed for SRTMI 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 acknowledges and agrees that such products, documents and other materials constitute works made for hire for SRTMI. 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 under the Contract shall be the property of SRTMI, shall be made available for use or inspection by SRTMI at reasonable times and in reasonable places, shall be treated as confidential and shall be delivered only to SRTMI authorized officials on completion of work under the Contract.

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

The Young Professional/Consultant would be subject to the provisions of the Indian Official Secrets Act, 1923. The Young Professional/Consultant shall not, except with the previous sanction of SRTMI 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 SRTMI.

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

The Young Professional/Consultant shall not advertise or otherwise make public for purposes of commercial advantage that it has a contractual relationship with SRTMI, now shall he/she, in any matter whatsoever, use the name, emblem or official seal of SRTMI in connection with its business or otherwise without the written permission.

## **15. Insurance**

The Young Professional/Consultant 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's sole expense, such life, health and other forms of insurance as the Young Professional/Consultant may consider to be appropriate to cover the period during which the Young Professional/Consultant provides services under the Contract.

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

SRTMI may require the Young Professional/Consultant to submit a Statement of Good Health from a recognized physician prior to commencement of work in any offices or premises of SRTMI. In the event of the death, injury or illness of the Individual Young Professional/Consultant which is attributable to the performance of services on behalf of SRTMI under the terms of the Contract while the Young Professional/Consultant is traveling at SRTMI expense or is performing any services under the Contract in any office or premise of SRTMI, the Young Professional/Consultant or the Young Professional/Consultant'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. The Young Professional/Consultant acknowledges and agrees that, with respect to any obligations under the Contract that the Young Professional/Consultant must perform in or for any areas in which SRTMI 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**

SRTMI 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. The Young Professional/Consultant can also seek for termination of the contract upon giving one month's notice to SRTMI.

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

Each remuneration paid by SRTMI shall be subject to a post-payment audit by auditors of SRTMI 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. SRTMI shall be entitled to a refund from the Young Professional/Consultant for any amounts shown by such audits to

have been paid by SRTMI other than in accordance with the terms and conditions of the Contract. The Young Professional/Consultant acknowledges and agrees that, from time to time, SRTMI may conduct investigations relating to any aspect of the Contract or the award thereof, the obligations performed under the Contract, and the operations of SRTMI to conduct an investigation and the Young Professional/Consultant's obligation to comply with such an investigation shall not lapse upon expiration or prior termination of the Contract. The Young Professional/Consultant 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'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 SRTMI access to the Young Professional/Consultant's premises at reasonable times and on reasonable conditions in connection with such access to the Young Professional/Consultant's personnel and relevant documentation.

## **20.Settlement of Disputes**

SRTMI and the Young Professional/Consultant 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 SRTMI.

## **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 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 are not found satisfactory or found in conflict of the interests of the SRTMI, his/her services will be liable for discontinuation without assigning any reason.

## **23. Relaxation**

Where the President (SRTMI) 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.

**Application for the post of Young Professional / Consultant**

Advertisement No. : .....

Position Applied for :  
(Young Professional / Consultant )

Paste your  
recent passport  
size photograph  
in this space

1. Name in full (in Block letters) :  
(Same as in Class 10<sup>th</sup>/High School Certificate)

2. Father's Name :  
(Same as in Class 10<sup>th</sup>/High School Certificate)

3 Gender

4. Permanent Address :

5. Correspondence Address :

6. Candidate's Date of Birth (DD/MM/YYYY  
format) (Same as in Class 10<sup>th</sup>/High School  
Certificate) :

7. Mobile No. :

8. E-mail ID :

9. Nationality :

10. Aadhaar No. :

10. (a) Educational Qualifications in chronological order beginning from Matriculation  
(10<sup>th</sup> Onwards):

Name of the Examination passed	Year of passing	Name of the Board/University	Subjects Studied	Division/%age of marks obtained (If CGPA Score, put equivalent percentage as per formula of your institute)

10 (b) Professional/Technical Qualifications:

Name of the Examination passed	Year of passing	Name of the Board/University	Subjects Studied	Division/%age of marks obtained (If CGPA Score, put equivalent percentage as per formula of your institute)

11. Work Experience in chronological order, starting with the first job:-

Name & address of Employer	Period of service		Designation of post & Salary drawn per month	Total length of service	Nature of work & level of responsibilities
	From	To			

12. Any notable achievements such as publication of articles in reputed journals, magazines, or newspapers, or authorship of books, etc. may be mentioned.

13. Any other information-

**Declaration & Certificate**

I hereby declare and certify that all the statements made in this application are true and correct to the best of my knowledge and belief. If any of the particulars furnished by me are found to be incorrect or suppressed, my candidature is liable to be rejected at any stage during or after the selection process. Further, I understand that this position is purely temporary on contract basis, if it is found after my appointment at the Centre that the particulars furnished by me are incorrect or suppressed, my services are liable to be terminated without any notice.

Place.....

Date.....

Signature of the Candidate

Note- Extra pages may be added, if required.