Advertisement Number: 02/12/2026-EII&RTI

Government of India
Ministry of Steel
(Establishment-II & RTI Division)
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2202, Second Floor, GPOA-3,
Netaji Nagar, New Delhi-110023
Dated: 26/11/2026

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Engagement of Young Professionals in Ministry of Steel

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

Engagement of Young Professionals							
S. No.	**Stream**	**No. of posts***	**Essential Educational Qualification**	**Essential Work Experience**	**Preferable Skills/ Expertise**	**Desirable Work Experience**	**Age and Remuneration**
1	Mining/ Metallurgy/ Geology	2	B.E./B.Tech. in Mining/ Mineral/ Metallurgical Engineering/ Material Science or Master's in Geology/ Mineral Economics or related field .	1 year of experience in mining/metallurgy /geology sector/ Steel Sector/ Mineral sector	Expertise in steel-making, raw materials, Mineral policy production/supply analysis/ Beneficiation, Mining/ Steel Sector Policy, Steel Trade Analysis, Data Analysis, with proficiency in MS Excel and Powerpoint	Candidates with M.Phil., M.Tech. MBA, M.S., MCA, LLM, Ph.D, additional qualifications, research experience, published papers and post qualification experience in the relevant field would be preferred.	Candidate should be below **32 years** of age as on 26/11/2026. The YPs will be paid a consolidated remuneration of **₹70,000/-** (inclusive of all applicable taxes and no other facility or allowance will be allowed)
2	International Relations	1	MA in Political Science/ International Relations/ International Affairs/ Economics	1 year of experience in International cooperation, bilateral and multilateral engagement, foreign affairs, trade related work	Expertise in Drafting of briefs and background papers on international engagements; coordination with multilateral/bilateral bodies; assistance in facilitation of meetings with foreign dignitaries; research and analysis on global steel sector trends and policies; strong English communication and coordination skills; with proficiency in MS Office applications		
3	Finance/ Accounts	1	Master's Degree in Accounts/ Finance/ Commerce or CA/CS	1 year of experience in the field of finance/ accounts	Expertise in analysis of accounts; financial proposals, basic data analysis and proficiency in MS Office applications		
4	Legal	1	LLB from a recognized University/ Institute.	1 year of post-qualification experience in the legal field	LLM from a recognized University/ Institute.		

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5	Information Technology	1	B.E./B Tech. or Master's Degree in Computer Science / Information Technology /Data Science / Artificial Intelligence & Machine Learning / Information Systems/ Electronics & Communication or Master's Degree in Computer Applications from a recognized University/ Institute.	1 year of post-qualification experience in e-Governance, IT Systems, Enterprise Applications, Data Analytics & Visualization, Web Applications, Digital Platforms, Cloud/Emerging Technologies and technology-enabled process improvement/ Cybersecurity	Expertise in AI/ML concepts and applications; data management, analytics, visualization and dashboard-based monitoring; web applications, APIs, cloud and enterprise applications; ability to assess technology solutions; awareness of cybersecurity risks in IT/OT environments; formulate problem statements and monitor implementation; and coordinate with CPSES, NIC, technology providers, startups and technical agencies. Experience in implementation or management of IT/e-Governance projects, cybersecurity, Government websites and portals, cloud infrastructure, data analytics or digital transformation initiatives projects.		

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

2. **Job Description**

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

Young Professionals should preferably possess expertise in raw material demand and supply analysis, mining policy, mineral exploration and beneficiation, monitoring of mining projects and associated environmental and forest clearances, transport logistics, infrastructure planning, and GIS-based mapping under PM Gati Shakti. They shall provide analytical inputs on international trade, undertake country-wise steel trade analysis, identify and share export opportunities in existing and emerging markets with industry, assess tariff and non-tariff barriers affecting steel exports, explore opportunities for steel import substitution, support online export promotion campaigns, technical/sectoral analysis/ case study and shall review various portals. Proficiency in data analysis, policy research, report writing and stakeholder coordination would be desirable. Their engagement would facilitate timely examination of policy proposals, consolidation of stakeholder inputs, preparation of briefs and reports, and follow-up with CPSEs and other Ministries on pending matters.

ii. Information Technology

The Young Professional/Consultant in the Information Technology stream shall provide technical and professional support in matters relating to IT, e-Governance, cybersecurity, IT infrastructure management and digital transformation in the Ministry of Steel. He/she shall assist in the development, implementation and monitoring of IT systems, web applications and digital initiatives, including compliance with GIGW, DBIM and applicable cybersecurity guidelines, and coordinate with NIC, CPSEs and other stakeholders on website management, security audits, VAPT, disaster recovery and cloud services. He/she shall also support the

implementation and monitoring of industrial digitalisation initiatives involving AI, ML, IoT, Industry 4.0, industrial automation, Operational Technology (OT), IT/OT integration, predictive maintenance, digital twins and manufacturing analytics, besides assisting in the preparation of technical reports, policy frameworks, project proposals, progress reviews and capacity-building programmes in the Ministry and its CPSEs.

iii. Finance/Accounts stream

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

iv. Legal stream

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

v. International Relations

The Young Professional will work as a domain expert on International Relations and Policy in the International Cooperation Division of the Ministry of Steel. He/She will prepare briefs, reports and analytical inputs on geopolitics, geo-economics and geo-strategy relevant to the steel sector, undertake research on international cooperation and foreign policy issues, and prepare speeches, talking points, presentations, briefs, minutes of meetings and other documents for bilateral meetings, official visits of foreign dignitaries to the Ministry. He/She may also attend relevant seminars, conferences and meetings and prepare reports thereon. The Young Professional will assist in visa-related matters, including visa rules and Visa Waiver Agreements. He/She should have a clear understanding of country-wise priorities across the steel value chain, including India's requirements from a country and its requirements from India in areas of raw materials, technology, investment, trade and equipment.

3. **Terms and Conditions**

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

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

i. Eligible Candidates are required to fill the online application form available on the website of M/o Steel (URL: https://serviceonline.gov.in/directApply.do?serviceId=3348).

ii. The duly filled and self-attested application form along with all self-attested certificates, as uploaded in the online application, and a copy of a valid photo ID Proof (Aadhar/ PAN/ Voter ID/ other Government issued Photo-ID card) are to be emailed at adver-*steel@gov.in*. Subject line of the mail should strictly be as follows:

"**Applicant Name_Application Reference Number_YP_Stream**"

iii. Candidates may note that this is the only permitted mode to apply and application submitted by any other mode will not be accepted. For any queries/ assistance, candidates may contact the office via email at adver-*steel@gov.in* or Phone No.011-24155792.

iv. All the applications received within the stipulated time period shall be scrutinized and shortlisted by a Screening Committee. The applicants shortlisted by the screening committee would then be invited for interview before Selection Committee designated for this purpose. Based on the evaluation reports of Selection committee, the Selection Committee would recommend candidates for engagement in this Ministry as Young Professionals. Candidates numbering 10 times (approx.) of the numbers of vacancies in each post will be invited for interview.

v. The Selection Committee may devise its own method for selection of suitable candidates as per the requirement. The Selection Committee may recommend a panel of names for keeping in reserve list with a validity period of one year from the date of recommendation.

vi. The shortlisted candidates are required to carry the original documents at the time of their interview.

vii. The requisite documents, in original and self-attested photocopies, in support of the candidate's eligibility and identity are to be invariably produced at the time of interview for verification, failing which the candidate may not be permitted to appear for interview.

viii. No TA/DA will be provided for attending the interview.

ix. The candidature will be considered on the basis of the information declared in the application and supporting documents submitted at the time of interview. If at any stage in the future, it is found that any information furnished in the on-line application is false /incorrect or if according to the Ministry of Steel, the candidate does not satisfy the eligibility criteria, his/her candidature/engagement is liable to be cancelled/terminated.

x. Only the candidates who are selected for the program shall be intimated.

xi. The decision of the Screening Committee and the Selection Committee shall be final and binding and no queries shall be entertained in this regard.

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

Last date for submission of application complete in all respects is **17th December, 2026**. Any application received after last date of submission of application shall be summarily rejected.

ANNEXURE-'A'

TERMS AND CONDITIONS FOR ENGAGEMENT OF YOUNG PROFESSIONALS IN THE MINISTRY OF STEEL

General Terms and Conditions

1. Tenure

1.1 The Young Professionals will be engaged for a fixed period of two years, which may be extended by three additional years on an annual basis, i.e., 2 + 1 + 1 + 1 years, up to a maximum tenure of five years, to provide high-quality services on specific projects as per the requirements of the Verticals/Divisions. However, their continuation in their respective positions beyond the first and subsequent years shall be contingent upon a satisfactory Annual Performance Review and the requirements of the Ministry, based on clearly defined Key Performance Indicators (KPIs).

1.2 The engagement of the Young Professionals is of a temporary nature, and the Ministry of Steel can terminate the engagement at any time without assigning any reason therefor.

2. Remuneration

2.1 In case the duration of the Contract exceeds one year, the remuneration of the Young Professionals may be reviewed annually upon completion of each contract year. The enhancement in remuneration will be based on their performance during the contract year, after the recommendation of the Performance Review Committee to be constituted with the approval of Secretary (Steel), as per the following criteria:

Performance#	**Enhancement in Remuneration**
Performance limited to routine/assigned work	Nil
Young Professionals who made significant contribution to their respective domain and have shown exceptional quality in delivering the desired output as expected by higher authorities in relation to the assigned/specific task.	Up to 5% of the remuneration
In exceptional cases, where a Young Professional has demonstrated exemplary performance in his/her domain and has made significant contribution to policymaking, and his/her articles have been published in reputed journals/magazines/newspapers or he/she has authored books, etc.	Up to 10% of the remuneration

NOTE:
The criteria on the basis of which a 10% enhancement is recommended should be clearly specified in the recommendations made by the Committee while evaluating the performance of the Young Professionals.
Performance shall not be judged merely on the grading obtained in the Annual Performance Report forwarded by the respective Wing Heads. Publications of articles in reputed journals/magazines/newspapers or books authored by the Young Professionals will be given additional weightage while evaluating/deciding cases for enhancement in remuneration, etc.

2.2 The total annual enhancement in remuneration shall not exceed 10% in any year.

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

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

3. TA/DA

The Young Professionals may be required to undertake domestic tour(s), subject to the approval of the competent authority, and in such cases, they will be allowed the following reimbursement or an advance for official expenditure, as given below:

Position	**Mode of Journey**	**Reimbursement of Hotel, Taxi and Food Bills**
Young Professionals	Air in Economy Class or by Rail in AC Two-Tier	Hotel accommodation of up to Rs.2,250/- 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 the Ministry of Steel within one week after completion of the month, based on the biometric attendance registered by the Young Professionals or on certification by the officer concerned in case the Young Professional has been deputed to another place.

5. Leave

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

6. Tax Deduction at Source

Income Tax or any other taxes liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment, for which the Ministry of Steel shall issue TDS certificate(s). Goods and Services Tax (GST), as applicable, shall be admissible to the Young Professionals. The Ministry of Steel undertakes no liability for taxes or contributions payable by the Young Professionals in respect of payments made under this Consultancy Contract.

7. Police Verification

Police verification of the Young Professionals shall be done as per the latest instructions issued by MHA. In the event that the police verification report is adverse, the Consultancy Contract of the Young Professional shall cease to exist with immediate effect without any notice.

8. Training

After joining, a minimum of three days' induction training may be organized for all Young Professionals. Such induction training shall not be treated as part of the remunerated services, unless otherwise decided by the Ministry.

Contractual Terms and Conditions

9. Legal Status

The Young Professional shall have the legal status of an independent Consultant vis-à-vis the Ministry of Steel and shall not be regarded, for any purpose, as being either a "staff member" of the

Ministry of Steel or an "official" of the Ministry of Steel. Accordingly, nothing within or relating to the Consultancy Contract shall establish the relationship of employer and employee, or of principal and agent, between the Ministry of Steel and the Young Professional.

10. Standards of Conduct

The Young Professional shall neither seek nor accept instructions from any external authority in connection with the performance of his/her obligations under the Contract. The Young Professional shall not take any action in respect of the performance of the Contract or otherwise related to obligations under the Contract that may adversely affect the interests of the Ministry of Steel, and the Young Professional shall perform his/her obligations under the Contract with the fullest regard to the interests of the Ministry.

The Young Professional warrants that he/she has not and shall not offer any direct or indirect benefit arising from or related to the performance of the Contract or the award of the Contract to any representative, official, employee or other agent of the Ministry of Steel.

The Young Professional shall comply with all laws, ordinances, rules and regulations bearing upon the performance of his/her obligations under the Contract. In the performance of the Contract, the Young Professional shall comply with the applicable standards of conduct. Failure to comply with the same shall be grounds for termination of the Young Professional.

11. Prohibition of Sexual Exploitation and Abuse

In the performance of the Contract, the Young Professional shall comply with the provisions of the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013". The Young Professional acknowledges and agrees that any breach of any of the provisions of this Contract shall constitute a breach of an essential term of the 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 the Ministry of Steel to refer any alleged breach of the foregoing standards of conduct to the relevant national authorities for appropriate legal action.

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

The title to any equipment and supplies that may be furnished by the Ministry of Steel to the Young Professional for the performance of the obligations under the Contract shall rest with the Ministry of Steel, and any such equipment shall be returned to the Ministry of Steel at the conclusion or termination of the Contract or when no longer needed by the Young Professional.

Such equipment, when returned to the Ministry of Steel, shall be in the same condition in which it was delivered to the Young Professional, subject to normal wear and tear, and the Young Professional shall be liable to compensate the Ministry of Steel for any damage or degradation of the equipment that is beyond normal wear and tear.

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 that the Young Professional develops for the Ministry of Steel under the Contract and that are directly related to, or are produced, prepared or collected as a consequence of, the performance of the Contract, shall vest in the Ministry of Steel. Such products, documents and other materials shall be treated as works created for the Ministry of Steel under the Contract.

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 under the Contract shall be the property of the Ministry of Steel, shall be made available

to the Ministry of Steel for use or inspection at reasonable times and places, shall be treated as confidential, and shall be delivered only to authorized officials of the Ministry of Steel on completion of the work under the Contract.

13. Confidential Nature of Documents and Information

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

14. Use of Name, Emblem or Official Seal of the Ministry

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

15. Insurance

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

16. Travel, Medical Clearance and Service-Incurred Death, Injury or Illness

The Ministry of Steel may require the Young Professional to submit a Statement of Good Health from a recognized physician prior to the commencement of work in any office or premises of the Ministry of Steel.

In the event of the death, injury or illness of the Individual Young Professional which is attributable to the performance of services on behalf of the Ministry of Steel under the terms of the Contract, while the Young Professional is travelling at the Ministry of Steel's expense or is performing any services under the Contract in any office or premises of the Ministry of Steel or the Government of India, the Young Professional or the Young Professional's dependants, as appropriate, shall not be entitled to any compensation from the Ministry of Steel.

17. Force Majeure and Other Conditions

For the purposes of this Contract, "Force Majeure" 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.

The Young Professional acknowledges and agrees that, with respect to any obligations under the Contract that the Young Professional is required to perform in or for any areas in which the Ministry of Steel is engaged in, preparing to engage 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

The Ministry of Steel can terminate the Contract at any time without prior notice and without assigning any reason therefor. However, in the normal course, it will provide one month's notice to the Young Professional.

The Young Professional may also seek termination of the Contract upon giving one month's notice to the Ministry of Steel.

19. Audits and Investigation

Each payment of remuneration made by the Ministry of Steel shall be subject to a post-payment audit by auditors, whether internal or external, of the Ministry of Steel or by other authorized and qualified agents of the Ministry of Steel at any time during the term of the Contract and for a period of two (2) years after the expiry or prior termination of the Contract.

The Ministry of Steel shall be entitled to a refund from the Young Professional for any amounts shown by such audits to have been paid by the Ministry of Steel that were not in accordance with the terms and conditions of the Contract.

The Young Professional acknowledges and agrees that, from time to time, the Ministry of Steel may conduct investigations relating to any aspect of the Contract or the award thereof, the obligations performed under the Contract, or the operations of the Ministry.

The Ministry of Steel's right to conduct an investigation and the Young Professional's obligation to comply with such an investigation shall not lapse merely by reason of the expiry or termination of the Contract.

The Young Professional shall provide 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's obligation to make available his/her personnel and any relevant documentation for such purposes at reasonable times and on reasonable conditions and to grant to the Ministry of Steel access to the Young Professional's premises at reasonable times and on reasonable conditions in connection with such access to the Young Professional's personnel and relevant documentation.

20. Settlement of Disputes

The Ministry of Steel and the Young Professional shall use their best efforts to settle amicably 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 by the Ministry of Steel.

21. Governing Law

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

22. Conflict of Interest

The Young Professional 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, confidentiality and sincerity while discharging his/her duties.

In case the services of the Young Professional are not found satisfactory or are found to be in conflict with the interests of the Ministry of Steel/Government of India, his/her services will be liable to be discontinued without assigning any reason.

23. Relaxation

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