



न्यूक्लियर पावर कॉर्पोरेशन ऑफ इंडिया लिमिटेड
NUCLEAR POWER CORPORATION OF INDIA LIMITED
(भारत सरकार का उद्यम A Government of India Enterprise)
काकरापार गुजरात स्थल KAKRAPAR GUJARAT SITE
डाक: अणुमाला, वाया: व्यारा, जिला: तापी, गुजरात - 394651
PO: Anumala, Via: Vyara, Dist.: Tapi, Gujarat - 394651



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वेबसाइट Website: www.npcilcareers.co.in

HUMAN RESOURCE MANAGEMENT
Advertisement No. NPCIL/KAKRAPAR GUJARAT SITE/HRM/01/2025

STARTING DATE OF ONLINE APPLICATION	28/05/2025 from 10:00 hrs.
LAST DATE OF ONLINE APPLICATION	17/06/2025 till 16:00 hrs.

NPCIL, a premier Central Public Sector Enterprise (CPSE) under the Administrative Control of the Department of Atomic Energy, Government of India having comprehensive capability in all facets of Nuclear Technology viz. Site Selection, Design, Construction, Commissioning, Operation, Maintenance, Renovation, Modernization & Upgradation, Plant Life Extension, Waste Management and Decommissioning of Nuclear Reactors in India under one roof. Kakrapar Gujarat Site, NPCIL invites online applications from the eligible Indian Citizens for the following posts to share these challenging spectra of responsibilities:

1. Posts and Number of Vacancies

A. Post-wise break-up of vacancies

Post Sr. No.	Name of the Post	No. of Vacancies										
		Total	Current Vacancies						Backlog Vacancies			
			SC	ST	OBC (NCL)	EWS	UR	PwBD	SC	ST	OBC (NCL)	PwBD
1	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	11*	2	-	3	1	5	-	-	-	-	6 (a-01, b-02, d&e-03)
2	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Science Graduates											
3	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Plant Operator	166*	11	25	46	16	67	7 (a-02, b-02, c-01, d&e-02)	-	1	-	5 (a-01, b-03, d&e-01)
4	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Maintainer											
5	Assistant Grade-1 (HR)	9	-	-	3	1	3		-	-	2	
6	Assistant Grade-1 (F&A)	6	-	-	3	2	1		-	-	-	
7	Assistant Grade-1 (C&MM)	5	-	1	1	2	-		-	-	1	
Total		197[§]	13	26	56	22	76	7[#]	-	1	3	11[#]

* Discipline-wise break-up of ST/SA (Category-I) and ST/TN (Category-II) vacancies is at Table-B.

Discipline-wise break-up of PwBD vacancies is at Table-C.

§ Total no. of vacancies is inclusive of PwBD vacancies.

B. Discipline-wise break-up of ST/SA (Category-I) and ST/TN (Category-II) vacancies

Post Sr. No.	Discipline		Total	Category				
				SC	ST	OBC (NCL)	EWS	UR
Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering and Science Graduates								
1	1	Mechanical	2	1	-	-	-	1
	2	Electrical	2	-	-	1	-	1
	3	Electronics	1	-	-	-	-	1
	4	Chemical	1	-	-	-	-	1
2	5	Chemistry	3	1	-	1	1	-
	6	Physics	2	-	-	1	-	1
Total ST/SA (Category-I)			11	2	-	3	1	5
Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator and Maintainer								
3	7	Plant Operator	95	7	15	26	9	38
4	8	Fitter	20	1	3	6	2	8
	9	Electrician	16	1	3	4	2	6
	10	Electronics	12	1	2	3	1	5
	11	Instrumentation	12	1	2	3	1	5
	12	Welder	3	-	1	1	-	1
	13	Machinist	3	-	-	1	1	1
	14	AC Mechanic	3	-	-	1	-	2
	15	Diesel Mechanic	2	-	-	1	-	1
Total (ST/TN) (Category-II)			166	11	26	46	16	67

Note: Reservation is calculated based on post only, not on the basis of discipline/trade.

Abbreviations: SC - Scheduled Caste, ST - Scheduled Tribe, OBC (NCL) - Other Backward Classes (Non-Creamy Layer), PwBD - Persons with Benchmark Disabilities, EWS - Economically Weaker Section, UR - Unreserved.

C. Discipline-wise break-up of PwBD vacancies

Post Sr. No.	Name of Post/Discipline		PwBD Category				
			Total	(a)	(b)	(c)	(d) & (e)
Group-B							
1	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	Mechanical	1	--	1	0	0
		Electrical	1	--	1	0	0
		Electronics	1	--	0	0	1
		Chemical	1	1	0	0	0
2	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Science Graduates	Chemistry	1	--	--	0	1
		Physics	1	--	--	0	1
Total Group-B			6	1	2	0	3
Group-C							
3	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator		6	--	4	1	1
4	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer	Fitter	2	1	1	0	0
		Machinist	1	1	0	0	0
5	Assistant Grade-1 (HR)		2	1	0	0	1
7	Assistant Grade-1 (C&MM)		1	0	0	0	1
Total Group-C			12	3	5	1	3

-- Not identified

D. List of Disciplines acceptable for the posts of Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) (Posts at Table A Sr. No. 1)

Posts Advertised	Disciplines Acceptable
ST/SA (Mechanical)	Mechanical

	Production Mechanical & Automobile
ST/SA (Electrical)*	Electrical Electrical & Electronics Electrical & Industrial Automation
ST/SA (Electronics)*	Electronics Electronics & Communication Electronics & Telecommunication Electronics & Control Electronics & Instrumentation Electrical & Electronics Electronics System
ST/SA (Chemical)	Chemical Electro-Chemical

* Candidates with a qualifying diploma in 'Electrical & Electronics' can apply under either of the disciplines Electrical or Electronics.

Note: Disciplines mentioned above against the advertised posts will ONLY be considered.

E. List of Trades acceptable for the posts of Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer (Posts at Table A Sr. No. 4)

Posts Advertised	Trades Acceptable
ST/TN (Fitter)	Fitter
ST/TN (Electrician)	Electrician
ST/TN (Electronics)	Electronics Mechanic
	Mechanic Industrial Electronics
	Information Technology & Electronics System Maintenance
	Technician Power Electronics Systems
ST/TN (Instrumentation)	Instrument Mechanic
	Instrument Mechanic Power Plant
ST/TN (Welder)	Welder
ST/TN (Machinist)	Machinist
ST/TN (AC Mechanic)	Refrigeration and Air Conditioning Mechanic
	Central Air Condition Plant Mechanic
	Mechanic Refrigeration and Air-Conditioning
	Refrigeration and Air Conditioning Technician
ST/TN (Diesel Mechanic)	Diesel Mechanic

Note: Acceptable trades mentioned above against the advertised posts will ONLY be considered.

F. Post Name Codes for Online Application:

Post Sr. No.	Name of Post	Post Name Code
1	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	SA/ST CAT-I
2	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Science Graduates	
3	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Plant Operator	ST/TM CAT-II
4	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Maintainer	
5	Assistant Grade-1 (HR)	Assistant Grade.1
6	Assistant Grade-1 (F&A)	
7	Assistant Grade-1 (C&MM)	

G. Identified Posts for PwBDs in NPCIL:

Post Sr. No.	Name of Post	Discipline	PwBD Categories				
			(a)	(b)	(c)	(d)	(e)
1	Stipendiary Trainees/ Scientific Assistant	Mechanical	--	D, HH	OA, OL, CP, LC, Dw, AAV, SD/SI	SLD, MI	MD

	(ST/SA) (Category-I) - Diploma Holders in Engineering	Electrical	--	D, HH	OA, OL, CP, LC, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
		Electronics	--	D, HH	OL, CP, LC, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
		Chemical	B, LV	HH	OA, OL, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
2	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Science Graduates	Chemistry	--	--	OA, OL, BL, OAL, LC, Dw, AAV, SD/SI	SLD	MD
		Physics					
3	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Plant Operator	Plant Operator	--	D, HH	OA, OL, OAL, CP, LC, Dw, AAV, SD/SI	ASD (M, MoD), SLD, MI	MD
4	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Maintainer	Fitter	B, LV	D, HH	OL, BL, LC, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
		Electrician	--	D, HH	OL, LC, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
		Electronics	Not identified for PwBDs				
		Instrumentation	LV	D, HH	OA, BA, OL, OAL, CP, LC, Dw, AAV, SD/SI	ASD (M, MoD), ID, SLD, MI	MD
		Welder	--	D, HH	OL, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
		Machinist	B, LV	D, HH	OL, CP, LC, Dw, AAV, SD/SI	ASD (M), SLD, MI	MD
		AC Mechanic	Not identified for PwBDs				
		Diesel Mechanic	Not identified for PwBDs				
5	Assistant Grade-1 (HR)		B, LV	D, HH	OA, BA, OL, OAL, CP, LC, Dw, AAV, MDy, SD/SI	ASD (M, MoD), SLD, MI	MD
6	Assistant Grade-1 (F&A)		LV	D, HH	OA, OL, OAL, BL, BA, CP, LC, Dw, AAV, SD/SI	ASD (M, MoD), SLD, MI	MD
7	Assistant Grade-1 (C&MM)		LV	D, HH	OA, BA, OL, OAL, CP, LC, Dw, AAV, SD/SI	ASD (M, MoD), SLD, MI	MD

-- Not identified

Category and Abbreviations used:		
PwBD Category	Disabilities	Abbreviations
(a)	Blindness or Low Vision:	B - Blind, LV - Low Vision
(b)	Deaf and Hard of Hearing:	D - Deaf, HH - Hard of Hearing
(c)	Locomotor Disability including Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attacks Victims and Muscular Dystrophy:	OA - One Arm, OL - One Leg, BA - Both Arms, BL - Both Legs, OAL - One Arm and One Leg, CP - Cerebral Palsy, LC - Leprosy Cured, Dw - Dwarfism, AAV - Acid Attack Victims, MDy - Muscular Dystrophy, SD/SI - Spinal Deformity/Spinal Injury without any associated neurological/ limb dysfunction. Persons with SD/SI with associated limb dysfunction shall be covered under the respective sub-category such as OA, OL, BA, BL, OAL, as the case may be.
(d)	Autism, Intellectual Disability, Specific Learning Disability and Mental Illness:	ASD - Autism Spectrum Disorder (M - Mild, MoD - Moderate), ID - Intellectual Disability, SLD - Specific Learning Disability, MI - Mental Illness
(e)	Multiple Disabilities from amongst Persons under clauses (a) to (d) including deaf-blindness:	MD - Multiple Disabilities

Note:

- Reservation for PwBD is horizontal and the PwBD appointed will be adjusted against the vacancy of respective categories viz. SC/ST/OBC (NCL)/EWS/UR.
- PwBD candidates are required to submit a Disability Certificate issued by an authority, as prescribed in The Rights of Persons with Disabilities Act 2016 and Rights of Persons with Disabilities Rules 2017, failing which their candidature as PwBD candidate will not be considered.
- Only such persons who suffer from not less than 40% of relevant Disability will be eligible to be considered under PwBD category.

- (iv) Necessary assistance for access & seating will be provided to PwBD candidates at the online examination centre and skill test/interview venue. PwBD candidates called for online examination will be allowed to use assistive devices/scribe as per Government of India guidelines.

2. Essential Educational Qualification and Experience

Post Sr. No.	Name of Post	Essential Educational Qualification and Experience
1	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	<p>Diploma with not less than 60% marks in Disciplines mentioned at Table 1 D recognized by the Government of India, Ministry of Human Resource Development. The Diploma in Engineering should be of three years duration after SSC/HSC approved by AICTE.</p> <p>Or</p> <p>Two years Diploma through lateral entry to 2nd year after HSC approved by AICTE with not less than 60% marks in Mechanical, Electrical, Electronics or Chemical Engineering. <u>Candidates with Diploma through lateral entry to 2nd year Diploma after 10th (SSC)+ITI shall not be eligible.</u></p> <p>Should have had English as one of the subjects either at SSC or at HSC level examination.</p>
2	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Science Graduates	<p>B.Sc. with a minimum of 60% marks. B.Sc. shall be with Physics as principal and Chemistry/Mathematics/Statistics/Electronics & Computer Science as subsidiary Or with Chemistry as principal and Physics/Mathematics/Statistics/Electronics & Computer Science as subsidiary Or with Physics, Chemistry and Mathematics as subjects with equal weightage. Mathematics at HSC (10+2) level is essential. <u>Candidates having Mathematics as the principal subject at B.Sc. are not eligible.</u></p> <p>Should have had English as one of the subjects either at SSC or HSC level examinations.</p>
3	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Plant Operator	<p>HSC (10+2) or ISC in Science stream (with Physics, Chemistry and Mathematics Subjects) with minimum 50% marks in aggregate.</p> <p>Should have had English as one of the subjects at least at SSC level examination.</p>
4	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Maintainer	<p>SSC with minimum 50% marks in Science Subject(s) and Mathematics individually and 2 years ITI certificate course in Trades mentioned at Table 1 E. The criterion for minimum percentage of marks will not be applicable to candidates who have passed SSC in the year 2021 and where due to Covid-19 pandemic they are declared pass without awarding of marks & percentage, in accordance with any special order issued by Central/State Govt. authority.</p> <p>For trades for which the duration of the ITI course is less than 2 years, the candidates shall have at least one-year relevant working experience after completion of the course. One-year Apprenticeship training in different industries/establishments after completion of the course in that trade shall be considered as one-year experience.</p> <p>Should have had English as one of the subjects at least at SSC level examination.</p>
5	Assistant Grade-1 (HR)	Any bachelor's degree with minimum 50% marks in aggregate from a recognized University/Institution.
6	Assistant Grade-1 (F&A)	
7	Assistant Grade-1 (C&MM)	

Note:

- Essential educational qualification prescribed for recruitment has to be fulfilled. Any other qualification including higher qualification over and above the minimum qualification will not disqualify the candidate. However, only the prescribed minimum qualification will be considered.
- Candidates must have already passed the qualifying examination as on the last date of submission of online application. Candidates who have appeared for the qualifying examination but whose results are not declared by the crucial last date for submitting online application, are not eligible.
- All the prescribed essential qualifications should be from a University/Institute recognized by UGC/AICTE/Appropriate Statutory Authority. The onus of proving recognition rests with the candidate only.

- (iv) All the prescribed essential qualifications should only be full-time/regular and from recognized University/Institution. Qualification acquired through distance learning, part-time, private, open schooling/NIOS etc. will not be considered in any case (except for posts at Sr. No. 5, 6 & 7).
- (v) Acceptable disciplines/trades mentioned against the posts of ST/SA (Category-I) - Diploma Holders in Engineering and ST/TN (Category-II) - Maintainer at Table 1 D and Table 1 E respectively will ONLY be considered.

3. Relaxations to Project Affected Persons (PAPs)

Relaxations are given to Project Affected Persons (PAPs) whose land is acquired for Nuclear Power Projects by NPCIL subject to production of PAP certificate issued by the appropriate State Authorities.

A. Relaxation in the percentage of marks in the educational qualifications for the following posts is as follows:

Post Sr. No.	Name of Post	Essential Educational Qualification and Experience
3	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Plant Operator	Pass in HSC (12 th Std.) with not less than 40% marks in aggregate in Science stream (with Physics, Chemistry and Mathematics Subjects) with English as one of the subjects at least at SSC level examination.
4	Stipendiary Trainees/ Technician (ST/TN) (Category-II) - Maintainer	Pass in SSC with Science and Mathematics and English as one of the subjects at SSC level examination with 2 years ITI certificate course in Trades mentioned at Table 1 E. Wherever for trades for which the ITI course is less than 2 years, 1-year experience in the relevant area after completion of the course shall be required. 1-year Apprenticeship training in different industries/establishments after completion of the course in that trade, shall be considered as 1-year experience.
5	Assistant Grade-1 (HR)	Pass in Graduation.
6	Assistant Grade-1 (F&A)	
7	Assistant Grade-1 (C&MM)	

B. Relaxation in Age: For the posts of Assistant Grade-1 (HR), Assistant Grade-1 (F&A) and Assistant Grade-1 (C&MM), relaxation in age in recruitment is provided in respect of PAPs to 45 years in General category, 48 years in OBC(NCL) category and 50 years in SC/ST category.

C. Bonus Marks: 20% of the total marks as bonus marks will be added in the marks secured by the candidates from the Project Affected Persons (PAPs) whose land has been acquired for Nuclear Power Projects of NPCIL in all stages of selection to the above-mentioned Group-C posts at Sr. No. 3, 4, 5, 6 & 7. As far as Skill Test/Proficiency Test is concerned, where such candidates are not able to clear Skill/Proficiency Test, additional training will be provided for 3 months along with regular training. Subsequently, Skill/Proficiency Test will be conducted and if the candidate fails to clear this test, their traineeship/offer of appointment will be terminated.

4. Terms of training for the posts of ST/SA (Category-I) and ST/TN (Category-II)

Post Sr. No.	Name of Post	Duration of Training and Amount of Stipend
1	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	The duration of the training shall be 1½ years (18 months). No reduction or increase in the period of training is permissible.
2	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Science Graduates	The amount of stipend payable during 1 st year of training shall be ₹24,000/- per month and during next six months of training shall be ₹26,000/- per month. Also, book allowance as one time grant of ₹3,000/- shall be payable.
3	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator	The duration of the training shall be two (2) years. No reduction or increase in the period of training is permissible.
4	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer	The amount of stipend payable during 1 st year of training shall be ₹20,000/- per month and during 2 nd year of training shall be ₹22,000/- per month. Also, book allowance as one time grant of ₹3,000/- shall be payable.

Execution of Bond:

The candidates selected for the posts of ST/SA (Category-I) and ST/TN (Category-II) are required to execute an agreement, an indemnity bond/bank guarantee and a service bond as per the following:

Name of Post	Service Bond for serving in NPCIL for a period of	Indemnity Bond/Bank Guarantee for an amount of
ST/SA (Category-I)	Four years and six months (4½ years) after completion of training	₹4,47,000/-
ST/TN (Category-II)	Five (05) years after completion of training	₹5,07,000/-

Note:

- In the event of breach of bond, the amount repayable will be equivalent to the stipend plus book allowance actually received during the training period with interest.
- Transfer of bond amount to other Departments / within NPCIL Units or any DAE Unit is not permissible.

Absorption Norms:

- For successful completion of training for the posts of ST/SA (Category-I) and ST/TN (Category-II), a minimum of 60% marks in the aggregate marks are to be secured. Failing to secure a minimum of 60% marks in aggregate, the trainee shall not be considered for absorption in NPCIL.
- On successful completion of training, ST/SA (Category-I) trainees may be absorbed as Scientific Assistant/B and ST/TN (Category-II) may be absorbed as Technician/B at minimum scale of pay attached to respective post. However, additional increments may be granted depending upon the percentage of marks obtained during training.

5. Pay on Appointment

Grade	Pay Level in the Pay Matrix	Pay in the Pay Matrix	Dearness Allowance (DA)*
Scientific Assistant/B	6	₹35,400/-	55% of Pay in the Pay Matrix (as on 01/01/2025)
Technician/B	3	₹21,700/-	
Assistant Grade-1 (HR)	4	₹25,500/-	
Assistant Grade-1 (F&A)			
Assistant Grade-1 (C&MM)			

* DA is based on the rates notified by Government of India from time to time.

Those appointed to the above posts will be on probation for a period of one year and shall be confirmed in the post ONLY on successful completion of the probationary period.

In addition to the emoluments as above, the following allowances, incentives and facilities are also available as per extant rules:

A. Allowances:

- Transport Allowance
- House Rent Allowance/Housing/Leased Accommodation
- Site Location Allowance
- Professional Update Allowance (Annual)
- Leave Travel Allowance

B. Employee Benefits and Miscellaneous Facilities:

- Leave and Leave Encashment
- Medical Facility for Self and Dependents (CHSS)
- Educational Facility for children within township
- Children Education Assistance
- Reimbursement of Cable TV Expenditure
- Reimbursement of Newspaper Charges
- Reimbursement of Mobile Phone Charges
- Canteen Subsidy
- Reimbursement of Membership fees for Professional Institution

C. Incentives:

- Performance Linked Incentive

D. Loans and Advances:

- Interest bearing advances (House Building, General Purpose)

E. Retirement Benefits/Social Security Schemes:

- Employee Provident Fund
- Gratuity
- Post-Retirement Medical Care
- Benevolent Fund
- Group Insurance
- NPCIL Defined Contribution Pension Scheme

6. Age Limit

Post Sr. No.	Name of Post	Age Limit
1	Stipendiary Trainees/ Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	18 to 25 years
2	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Science Graduates	
3	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator	18 to 24 years
4	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer	
5	Assistant Grade-1 (HR)	21 to 28 years
6	Assistant Grade-1 (F&A)	
7	Assistant Grade-1 (C&MM)	

Note: The lower and upper age limit will be considered as on the last date of submission of online application i.e. **17/06/2025**.

7. Relaxation in Upper Age Limit

The following age relaxation would be applicable for the respective categories, wherever applicable:

Sr. No.	Category	Age Relaxation
a.	Scheduled Caste/Scheduled Tribe	05 years
b.	Other Backward Classes (Non-Creamy Layer)	03 years
c.	Persons with Benchmark Disability (PwBD) - UR/EWS	10 years
d.	PwBD - Scheduled Caste/Scheduled Tribe	15 years
e.	PwBD - Other Backward Class (Non-Creamy Layer)	13 years
f.	Dependents of those who died in riots of 1984 (Dep 1984)	05 years
g.	Dependents of Defence Persons Killed in Action (DODPKIA)	05 years
h.	Widows, divorced women and women judicially separated from their husbands and who are not re-married (Only on production of certified copy of the judgement/decreed of the appropriate court to prove that the fact of divorce or the judicial separation) <i>Applicable only for the Posts at Sr. No. 3 to 7</i>	Upto the age of 35 years (upto 40 years for Scheduled Castes & Scheduled Tribes) <i>No relaxation in essential educational qualification or in method of recruitment</i>
i.	Ex-servicemen	For Group-B posts: 05 years The upper age limit in case of Ex-servicemen and Commissioned Officers including ECOs/SSCOs shall be relaxed by 05 years as per extant rules. For Group-C posts: 03 years (after deduction of the military service rendered from the actual age as on the closing date)
j.	Additional relaxation in prescribed age limit commensurate with experience of working with NPCIL on Contract/Fixed Term Appointment Basis, subject to a maximum of 5 years will be given.	

Note:

- For applicants eligible for age relaxation in more than one category, cumulative age relaxation is available, subject to a maximum of 56 years.
- There is no age limit for employees already serving in NPCIL who otherwise fulfil the prescribed criteria.
- Reserved category applicants applying against unreserved posts meeting all the criteria prescribed for unreserved applicants will not be considered for any relaxation/concession at any stage in the entire recruitment process.
- SC/ST/OBC(NCL)/EWS/PwBD candidates must produce Caste/Category/Income & Asset certificate, **as per the format prescribed by Government of India** from time to time.
- Relaxation and concessions for SC/ST/OBC(NCL)/EWS/PwBD/Ex-Serviceman will be provided as per the Government of India orders issued from time to time.

- (vi) The age concession to PwBDs shall be admissible irrespective of the fact whether the post is reserved for PwBD or not, provided the post is identified suitable for the relevant category of disability.
- (vii) The OBC applicants must indicate their status as “Creamy Layer” or “Non-Creamy Layer” while filling the online application. The applicants who belong to “Creamy Layer” are not entitled for relaxations and concessions admissible to OBC (Non-Creamy Layer) Category.
- (viii) **The OBC(NCL) and EWS certificate should be valid as on the last date of submission of online application (FY 2025-26).**
- (ix) If the candidate has worked in NPCIL on Contract, the Experience/Service Certificate issued by the Contractor duly forwarded by Engineer/Officer In-charge of NPCIL should clearly indicate the period of service, work order no., designation and details of job responsibilities.

8. Physical Standards for the posts of ST/SA (Category-I) and ST/TN (Category-II)

Post Sr. No.	Name of Post	Minimum Height	Minimum Weight
1.	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	160 cms.	45.5 kgs.
2.	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Science Graduates		
3.	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator		
4.	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer		

Note: Physical Standards are relaxable, if the candidate is otherwise medically fit.

9. Selection Process

Post Sr. No.	Name of Post	Selection Procedure
1	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	➤ Online Examination (Computer Based Test) ➤ Personal Interview
2	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Science Graduates	
3	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator	➤ Online Examination (Computer Based Test) comprising of Preliminary Test (Stage-1) and Advanced Test (Stage-2)
4	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer	➤ Online Examination (Computer Based Test) comprising of Preliminary Test (Stage-1) and Advanced Test (Stage-2) ➤ Skill Test
5	Assistant Grade-1 (HR)	
6	Assistant Grade-1 (F&A)	
7	Assistant Grade-1 (C&MM)	

Note: A candidate must qualify at each stage of the prescribed selection process for final empanelment.

- The exact date, time and venue of the online examination will be intimated to the screened-in candidates in advance. e-Admit Card for appearing in the online examination will be made available to the screened-in candidates on the NPCIL career website www.npcilcareers.co.in for downloading. Email/SMS will also be sent to screened-in candidates.
- Question papers will be made available in trilingual format viz. English, Hindi and Gujarati.
- Candidates qualifying in the online examination shall be shortlisted in the order of merit in the ratio of 1 post : 5 candidates (where the qualifying no. of candidates are more than 5) for appearing in the Personal Interview/Skill Test/Document Verification. In addition to the above, PwBDs will also be shortlisted post-wise in the ratio of 1:5 in each category of disability for which vacancies are reserved. If there are more than 01 candidate with the same cut-off marks while shortlisting, all the candidates with same cut-off marks will be shortlisted for Personal Interview/Skill Test/Document Verification. Exact date, time and venue of the Personal Interview/Skill Test/Document Verification will be intimated to the shortlisted candidates in advance. A call letter for appearing in Personal Interview/Skill Test/Document Verification will be made available to the shortlisted candidates on the NPCIL career website www.npcilcareers.co.in for downloading. Email/SMS will also be sent to shortlisted candidates.
- For posts at Sr. No. 3, 4, 5, 6 & 7, Preliminary Test (Stage-1) and Advanced Test (Stage-2) will be conducted in a single day, back-to-back without any break. **The candidates qualifying in Preliminary Test (Stage-1) will ONLY be considered as qualified for Advanced Test (Stage-2).**

9.1 Selection Process for the posts of ST/SA (Category-I):

Online Examination:

- The duration of the online examination will be of 1½ hrs.
- Online examination will comprise of 50 multiple choice questions (choice of four answers) of respective discipline.
- Online examination will be for a total of 100 marks. 02 (two) marks will be awarded for each correct answer and 0.5 (half) mark will be deducted for each incorrect answer.
- The qualifying standards for online examination are as follows:
General Category (UR) - 40% marks
SC/ST/OBC(NCL)/EWS/PwBD - 30% marks
- The candidates securing lesser marks than the qualifying standards defined above will be screened out.
- The candidates will be shortlisted in each post for personal interview in the ratio of 1 post : 5 candidates (wherever the number of candidates are more than 5) in the order of merit prepared based on marks secured in online examination. If there are more than 01 candidate with the same cut-off marks while shortlisting, all the candidates with same cut-off marks will be shortlisted for personal interview.

Personal Interview:

- Personal Interview will be for a total of 100 marks.
- The qualifying standards for personal interview shall be as follows:
General Category (UR) - 40% marks
SC/ST/OBC(NCL)/EWS/PwBD - 30% marks
- Final selection will be based on the performance of the candidate in online examination and personal interview. The weightage will be 50:50.

In case of tie while preparing the merit list, following criteria shall be adopted in sequence for deciding position in merit list:

- Candidates with higher marks in online examination will be placed higher on the merit list.
- Candidates with lower negative marks in online examination will be placed higher on the merit list.
- Candidates older in age will be placed higher on the merit list.

9.2 Selection Process for the posts of ST/TN (Category-II):

Preliminary Test (Stage-1):

- It will be a screening examination to shortlist candidates for Advanced Test (Stage-2). The Stage-1 test will comprise of 50 Multiple choice questions (choice of four answers) of 01 (one) hour duration in the following proportion:
 - a) Mathematics - 20 Questions
 - b) Science - 20 Questions
 - c) General Awareness - 10 Questions
- Stage-1 test will be for a total of 150 marks. 03 (three) marks will be awarded for each correct answer, and 01 (one) mark will be deducted for each incorrect answer.
- The qualifying standards for Stage-1 test are as follows:
General Category (UR) - 40% marks
SC/ST/OBC(NCL)/EWS/PwBD - 30% marks
- The candidates securing lesser marks than the qualifying standards defined above will be screened out.

Advanced Test (Stage-2):

- All the candidates appearing in Stage-1 will undertake the Stage-2 test. The test will comprise of 50 Multiple choice questions (choice of four answers) of 02 (two) hours duration.
- The syllabus for the Stage-2 test will be based on the respective essential qualification. The level of questions for the post of ST/TN (Plant Operator) will be based on the syllabus in HSC or ISC and that for the posts of ST/TN (Maintainer), the same will be in their respective ITI trade.
- Stage-2 test will be for a total of 150 marks. 03 (three) marks will be awarded for each correct answer, and 01 (one) mark will be deducted for each incorrect answer.
- The qualifying standards for Stage-2 are as follows:
General Category (UR) - 30% marks
SC/ST/OBC(NCL)/EWS/PwBD - 20% marks
- The Stage-2 test will be considered for evaluation only if the candidate qualifies in Stage-1 test. A merit list of candidates will be prepared after Stage-2, based on marks secured in Stage-2 ONLY.
- The candidates will be shortlisted in each post for skill test in the ratio of 1 post : 5 candidates (wherever the number of candidates is more than 5) in the order of merit prepared based on marks secured in Stage-2. If there are more than 01 candidate with the same cut-off marks while shortlisting, all the candidates with same cut-off marks will be shortlisted for skill test.

In case of tie while preparing the merit list, following criteria shall be adopted in sequence for deciding position in merit list:

- Candidates with lower negative marks in Stage-2 will be placed higher on the merit list.
- Candidates with higher marks in Stage-1 will be placed higher on the merit list.
- Candidates with lower negative marks in Stage-1 will be placed higher on the merit list.
- Candidates with higher positive marks in Mathematics in Stage-1 will be placed higher on the merit list.
- Candidates with higher positive marks in Science in Stage-1 will be placed higher on the merit list.

Skill Test (Stage-3) (applicable only for ST/TN (Maintainer))

- The Skill Test will be of qualifying nature only on GO/NO GO basis i.e. GO (Qualified) and NO GO (Not Qualified).
- The qualifying standards for Stage-3 shall be as follows:
General Category (UR) - 50% marks
SC/ST/OBC(NCL)/EWS/PwBD - 40% marks
- Candidates qualifying for the Skill Test (Stage-3) will be shortlisted and empaneled in order of merit based on marks secured in Stage-2.

Note: There will not be any Skill Test for the post of ST/TN (Plant Operator). The number of candidates shortlisted for Document Verification after online examination will be 3 times the number of vacancies for each category. If the number of candidates qualified in written test is less than 3 times the number of vacancies for each category, then all the qualified and eligible candidates will be called for Document Verification. However, in case of tie the number of candidates to be shortlisted for Document Verification may exceed the limit of 3 times. Candidates clearing the Document Verification will be empaneled in order of merit based on marks secured in Stage-2.

9.3 Selection Process for the post of Assistant Grade-1 (HR)/(F&A)/(C&MM):

Preliminary Test (Stage-1):

- It will be a screening examination to shortlist candidates for Advanced Test (Stage-2). The questions will be of graduation level and the examination will comprise of 50 Multiple choice questions (choice of four answers) of 01 (one) hour duration in the following proportion:
 - a) General Knowledge & Current Affairs - 25 Questions
 - b) Computer Knowledge - 15 Questions
 - c) English - 10 Questions
- Stage-1 test will be for a total of 150 marks. 03 (three) marks will be awarded for each correct answer, and 01 (one) mark will be deducted for each incorrect answer.
- The qualifying standards for Stage-1 are as follows:
General Category (UR) - 40% marks
ST/OBC(NCL)/EWS/PwBD - 30% marks
- The candidates securing lesser marks than the qualifying standards defined above will be screened out.

Advanced Test (Stage-2):

- All the candidates appearing in Stage-1 will undertake the Stage-2 test. The test will comprise of 50 Multiple choice questions (choice of four answers) of 02 (two) hours duration in the following proportion:
 - a) Quantitative Aptitude - 25 Questions
 - b) Critical Reasoning - 25 Questions
- Stage-2 test will be for a total of 150 marks. 03 (three) marks will be awarded for each correct answer, and 01 (one) mark will be deducted for each incorrect answer.
- The qualifying standards for Stage-2 are as follows:
General Category (UR) - 30% marks
ST/OBC(NCL)/EWS/PwBD - 20% marks
- The Stage-2 test will be considered for evaluation only if the candidate qualifies in Stage-1 test. A merit list will be prepared for candidates after Stage-2, based on marks secured in Stage-2 ONLY.
- The candidates will be shortlisted in each post for skill test in the ratio of 1 post : 5 candidates (wherever the number of candidates is more than 5) in the order of merit prepared based on marks secured in Stage-2. If there are more than 01 candidate with the same cut-off marks while shortlisting, all the candidates with same cut-off marks will be shortlisted for skill test.

In case of tie while preparing the merit list, following criteria shall be adopted in sequence for deciding position in merit list:

- Candidates with lower negative marks in Stage-2 will be placed higher on the merit list.
- Candidates with higher marks in Stage-1 will be placed higher on the merit list.
- Candidates with lower negative marks in Stage-1 will be placed higher on the merit list.
- Candidates older in age will be placed higher on the merit list.

Skill Test (Stage-3):

- i) Typewriting Test on Personal Computer (PC) as per procedure at (a) below and
- ii) Computer Proficiency Test on Personal Computer (PC) as per procedure at (b) below

(a) Procedure for conducting Typing Proficiency Test on PC

1. Candidates will be issued with a printed passage containing a minimum of 300 words in English. Those interested to take Hindi typing test will also be given a passage of 300 words in Hindi.
2. The duration of the test will be 10 minutes subject to what is stated in Para (3) below. Candidates will be required to type the given passage on the computer on word-processing software within 10 minutes at the rate of 30 words per minute for English or 30 words per minute in Hindi for those who opted to type in Hindi.
3. Candidates will be given additional time to the extent of 5 minutes to format the typed passage in the same way as it is in the supplied hand-out and to print the passage. The following formatting features will be tested:

<ul style="list-style-type: none"> • Indenting of paragraphs • Selected text in Bold • Underline • Italics • Using different font type 	<ul style="list-style-type: none"> • Using different font size • Inserting of paragraph numbers • Center, left, right, justification • Setting of left/right margin • Line spacing of the passage, viz. single, double
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4. There is no bar to candidates correcting the mistakes by use of editing tools while typing the passage within the allotted 10 minutes time if the candidate has finished typing the passage before time.
5. The speed, accuracy and mistakes will be evaluated as under:
 - (a) For one omission/addition of word, one mark will be deducted. If the candidate could not type the entire passage, the number of words left will be counted as omission and one mark will be deducted for each left out word.
 - (b) For each spelling mistake, one mark will be deducted.
 - (c) Total marks for formatting will be 10 marks and total features in the paragraph will be 10 as mentioned at above table. In case of formatting features, if the candidate carries out the formatting as per the specimen, one mark for each feature will be given. Otherwise, no marks will be given. Out of the 10 marks for the formatting features, a candidate should secure at least 6 marks to qualify.
 - (d) In order to qualify the test, the candidate should secure at least 6 out of 10 marks for formatting features and a speed of 30 words per minute in English or 30 words per minute in Hindi for those who opted to type in Hindi.
6. Mistakes to the extent of 3% of the total number of words in the given passage will only be allowed. In case the mistakes exceed 3%, the candidate will be deemed as failed in typing proficiency test.

(b) Procedure for conducting Computer Proficiency Test

1. Computer Proficiency Test will be designed to test the candidate's proficiency in MS Windows Operating System and Desk Top applications such as MS Office (Word, Excel, Access, Power Point), e-mail management and internet surfing.
2. A test paper consisting of two parts will accordingly be prepared consisting of six questions viz. Part I - for Word, Excel, Access, Power Point and Part II - for e-mail management and internet surfing. The test will be for a duration of 30 minutes and will carry 100 marks.
3. Part I will consist of 4 (four) questions and will carry equal marks of 20 each and the Part II will consist of 2 (two) questions and will carry 10 marks each.
4. Candidates with 50% and above marks will be declared as qualified (GO) and those with less than 50% will be declared as not qualified (No GO).

The Skill Test will be of qualifying nature only on GO/NO GO basis i.e. GO (Qualified) and NO GO (Not Qualified).

10. Application Fee

A non-refundable application fee as under is chargeable only to male applicants belonging to General, EWS and OBC categories. Female applicants, applicants belonging to SC/ST category, PwBD, Ex-Servicemen, Dependents of Defence Personnel Killed in Action (DODPKIA) and employees of NPCIL are exempted from payment of application fee.

Post Sr. No.	Name of Post	Application fee
1	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Diploma Holders in Engineering	₹ 150/-
2	Stipendiary Trainees/Scientific Assistant (ST/SA) (Category-I) - Science Graduates	
3	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Plant Operator	₹ 100/-
4	Stipendiary Trainees/Technician (ST/TN) (Category-II) - Maintainer	
5	Assistant Grade-1 (HR)	
6	Assistant Grade-1 (F&A)	
7	Assistant Grade-1 (C&MM)	

Note: If applicant is eligible to apply in more than one post & willing to apply in multiple posts, she/he must submit separate application for each post with separate application fee. However, if the online examination is held for all the posts in one session, she/he can appear for the test against any one post only of her/his choice.

11. Travelling Allowance (TA)

- Only outstation Scheduled Caste/Scheduled Tribe candidates called for Online Examination and who are not employed in Central/State Govt./Public Sector Organization/Corporation/Local Govt./Panchayat will be paid to and fro Railway fare by 2nd class/sleeper class or ordinary bus fare by the shortest route as per rules, on production of original journey tickets along with copy of Caste Certificate. However, the reimbursement will be made to those candidates who are travelling from a place beyond 30 kms. subject to production of journey tickets.
- The SC/ST candidates called for online examination and eligible for TA will be required to submit journey tickets, caste certificate and their bank account details (including copy of first page of bank passbook) along with the prescribed format.
- TA will be remitted to the bank account of the candidates electronically for to and fro fare by the shortest route only based on the correspondence address mentioned in the online application.

12. Waitlist

- Waitlist will be limited to equal number of candidates as in the select main list in different posts and categories.
- The waitlist shall be operated only in the event of occurrence of a vacancy caused by non-joining of the candidate from the select list within the stipulated time allowed for joining the post or where a candidate joins the post but resigns or dies within a period of one year from the date of joining, if a fresh panel is not available by that time.
- The waitlist will not be operated beyond one year from the date of approval of panel or after notifying any such recruitment, whichever is earlier.

13. Document Verification

The following **original** documents will be verified at the time of Personal Interview/Skill Test/Document Verification (as applicable). Non-production of original documents will debar the applicant from appearing for Personal Interview/Skill Test.

- Photo identity proof of PAN Card/Driving License/AADHAR Card/Voter ID/College ID/Government issued ID.
- One clear printout of the full online application form.
- Date of Birth proof:
 - 10th (SSC) passing certificate indicating Date of Birth **OR**
 - School Leaving Certificate
- Qualification(s):
 - All Certificates/Mark Sheets for each Year/Semester in support of Educational/Technical/Professional Qualifications as prescribed.
 - Applicants who are awarded Gradations under the CGPA system are required to bring proof issued by the University/Institute converting the CGPA Gradation into appropriate percentage, which should meet the advertised requirement for the post.
 - As regards conversion of CGPA grading, if it is not provided by the respective University/Institute and formula to convert CGPA into percentage is not available, following standards will be followed:

%age of marks in qualifying examination	Equivalent CGPA/CPI on 10-point scale	Equivalent CGPA/CPI on 9-point scale	Equivalent CGPA/CPI on 8-point scale	Equivalent CGPA/CPI on 7-point scale	Equivalent CGPA/CPI on 6-point scale	Equivalent CGPA/CPI on 5-point scale	Equivalent CGPA/CPI on 4-point scale
55%	5.9	4.9	4.4	3.8	3.3	2.7	2.0
60%	6.5	5.4	4.8	4.2	3.6	3.0	2.2
65%	7	6	5.3	4.6	4	3.3	2.5

- Experience Certificate (if any), on the letterhead of the establishment, clearly mentioning period and nature of experience, with seal & stamp of establishment and signed by Competent Authority of the establishment. Only full-time post-qualification experience shall be considered. Experience Certificate will be required irrespective of whether the candidate is working on the rolls of the establishment or on contract.
- PAP certificate issued by the appropriate State Authorities.
- Applicants working in Central/State Government/PSUs/Aided Institutions should bring No Objection Certificate (NOC) from the organization, failing which they will not be allowed to appear for Document Verification and further process.
- Applicants are required to furnish a Gazette Notification/Valid Certificate, in respect of change of name, if applicable.
- Discharge Certificate of Ex-Serviceman, if applicable.

- j) PwBD candidates are required to submit a Disability Certificate issued by an authority, as prescribed in The Rights of Persons with Disabilities Act 2016 and Rights of Persons with Disabilities Rules 2017.
- k) Certified copy of the judgment/decreed of the appropriate Court to prove the fact of divorce or the judicial separation in respect of widows, divorced women and women judicially separated from their husbands and who are not remarried, if applicable.
- l) SC/ST/OBC(NCL)/EWS/PwBD applicants must submit caste/category/valid Income & Asset certificate (as applicable), as per the format prescribed by Government of India.
- m) If the candidate has worked in NPCIL on Contract, the Experience/Service Certificate issued by the Contractor duly forwarded by Engineer/ Officer In-charge of NPCIL should clearly indicate the period of service, work order no., designation and details of job or responsibilities.
- n) If the candidate has worked in NPCIL on Fixed Term Appointment Basis, the Experience/Service Certificate issued by NPCIL should clearly indicate the period of service, designation and details of job or responsibilities.

14. How to Apply

- a) Eligible Candidates must apply through online application form provided on the website www.npcilcareers.co.in only. Applications submitted in any other form including handwritten/typewritten applications in hard format delivered in person or by other means will not be entertained. DO NOT SEND any of the documents/application etc. to NPCIL. However, candidates may take print-out of the application form which needs to be submitted to NPCIL, if selected.
- b) The online application form will be available on the website www.npcilcareers.co.in from 28/05/2025 at 10:00 hrs. and will close on 17/06/2025 at 16:00 hrs.
- c) It is mandatory to input all the relevant information (such as educational qualification details, duration, percentage of marks, contact mobile number, email address etc.) to complete the registration and get the Registration/Application number. Candidates are therefore advised to keep such information ready before applying online.
- d) Before applying online, candidate should scan his/her photograph in JPG format, of size not more than 50KB and a minimum of 125 x 165 pixels (4.4 x 5.8 cm) in dimensions and signature in JPG format of size not more than 20KB and a minimum of 125 x 80 pixels (4.4 x 2.9 cm) in dimensions. The photograph should be in colour, against a light colored, preferably white background and if you wear glasses make sure that there are no reflections, and your eyes can be clearly seen. The applicant must ensure that the photograph to be uploaded is of the required size and the face should be clearly visible. The photograph uploaded will be printed on the e-Admit Card/Call letter and only the candidate whose photograph is printed on the e-Admit Card/Call Letter will be allowed to appear for Online Examination/Personal Interview/Skill Test, if called for. The applicant must ensure that the signature image should be clearly visible and must sign on white paper with blue/black ink pen.
- e) Applicant is requested to enter her/his valid and active email address, as all important communications will be sent to this email address. SMS will also be sent to the applicant if an active/functional mobile number for communication is provided. If the mobile number registered by the applicant is in the TRAI NCPR list (formerly called DND), the applicant will not receive SMS alerts related to the registration. If an applicant wants to receive future SMS alerts from NPCIL related to this recruitment, she/he is requested to remove her/his mobile number from the NCPR list through service provider.
- f) The Online registration process consists of the following steps:

Step 1. Click on Apply=>Online Registration at the top/left for registration. The applicant is required to furnish all basic information such as Name, Date of Birth, Category, Email, Mobile number. On successful completion of this stage, an activation link is generated/allotted and sent to applicant's email.

Step 2. The applicant is required to activate the account by clicking on the activation link received through email after completing registration in Step 1.

Step 3. On successful completion of this activation, applicants can login using their Login ID and password to apply online. In this step the applicant is required to fill out all details of her/his Educational Qualifications, Work Experience etc.

This is a multi-stage process where applicants are allowed to go to the next stage only on entering the information required for the current stage. The sequence of stages is as follows:

- (i) Educational Qualifications
- (ii) Post Qualification Work Experience, if applicable
- (iii) Personal Details
- (iv) Upload Photo & Signature
- (v) Submit Application

The links for the above stages is available under 'Apply Online' menu (Apply=>Apply Online). The applicant should start by clicking on the "Educational Qualifications" link. Once information is saved, the next stage Work Experience will be made available to fill out the information.

On entering all the information related to current stage, the applicant can use the "Save and Proceed to Next Step" option at the bottom of the form which will save the information entered in current stage and opens the next stage for filling. The next stage can also be opened using the link provided in Apply Online menu (Apply=>Apply Online).

The information at any stage can be saved using the "Save and Proceed to Next Step" option.

Once the applicant reaches the "Submit Application" stage, a draft of all the information entered along with the list of documents/certificates uploaded by the applicant will be shown. At this point the applicant is allowed to modify any details entered in earlier stages.

If applicant is sure that all the information entered/uploaded is correct, she/he can submit the application using "Submit Application" option. Please note that the applicant will not be allowed to make any changes in the information furnished once she/he submits the application. After submission of the application, the application number will be generated in respect of the candidates who are exempted from payment of Application fees. In respect of candidates for whom Application fee is applicable, they will be redirected to make online payment, once the form is successfully submitted.

Step 4. Only male candidates belonging to General/EWS/OBC categories are required to make a non-refundable payment of **Rs. 150 for Posts at Sr. No. 1 & 2 and Rs. 100 for Posts at Sr. No. 3 to 7** (refer Clause No 10. Application Fee) towards application fee with the applicable bank charges. The application fee can be paid on any day between 28/05/2025 (10:00 Hrs. onwards) to 17/06/2025 (till 16:00 Hrs.) only.

SC, ST, PwBD, Ex-serviceman, DODPKIA, Female candidates and employees of NPCIL are exempted from the payment of Application Fee.

Candidates are required to make application fee payment through debit card/credit card/net-banking/UPI etc. online through payment gateway integrated with the application form.

After submitting your payment fee online, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE. On completion of the transaction, Candidates are advised to login again using their credential and check the status of the payment. In case of payment failure, candidates are advised to repeat the process of payment to avoid rejection of the application.

Once the payment of application fee is successfully completed, Application number will be generated.

IT IS SUGGESTED TO CLOSE THE BROWSER WINDOW ONCE YOUR TRANSACTION IS COMPLETE, TO ENSURE THE SECURITY OF YOUR DATA RELATED TO TRANSACTION.

No other mode of payment will be accepted. The candidature of applicants submitting a fee of lesser amount or depositing fee through any other mode other than the prescribed method, will be rejected. The application fee paid by ineligible candidates shall be forfeited and no correspondence shall be entertained in this regard. Application fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before making payment of application fee.

- g) The Online Application Process is completed only after all the above-mentioned applicable steps are completed. Then the candidate can view/print the online application form.
- h) Application Status can be seen by the applicant by login through the "Applicant's Login" link.
- i) Applicants are requested to make a note of the Login ID and password, as she/he will need this to login to the website to check her/his application status. An email will also be sent to the applicant with the application number.
- j) Exact percentage of the marks should be mentioned in the qualification percentage of marks column and no rounding off of marks should be done e.g. 59.99% should NOT be rounded off to 60%.
- k) Applicants will be informed through email/SMS (if active/functional mobile number provided) about the availability of e-Admit Card on the website for Online Examination. Similarly, applicants will be informed through call letter on the NPCIL Careers website/email/SMS about the Personal Interview/Skill Test/Document Verification, if shortlisted. The time and venue of the Online Examination/Personal Interview/Skill Test/Document Verification will be available in the e-Admit Card. Applicants can login through the Applicant's Login and print the same. The applicant must carry a clearly printed e-

Admit Card to the Online Examination/Personal Interview/Skill Test/Document Verification venue, without which she/he will not be allowed to appear for Online Examination/Personal Interview/Skill Test/Document Verification.

- l) Before submitting the online application form, the applicant must ensure that they fulfill all the eligibility criteria with respect to age, educational qualifications, experience etc. as prescribed in the advertisement. Initial screening is primarily based on the information provided in the online application form. It is, therefore, strongly advised that all the details should be carefully and correctly entered in online application form.
- m) Applicants are required to keep the scanned signature and photograph ready for uploading at the time of online registration.
- n) Please note that the 'Online Application Form' without valid signature and photograph will not be accepted. Please note that the signature will not appear in the printout of the application form. As and when candidate is required to bring the application form, she/he must sign the application in original and bring the same.
- o) **Important: Four Step Process:**
 - I. **Registration**
 - II. **Activation**
 - III. **Fill Applicant Details, upload signature, photo & submit application**
 - IV. **Payment of Application Fee (if fee is Applicable)**

15. General Instructions

- a) Only Indian Nationals are eligible to apply.
- b) Before submitting the online application form, the candidate must ensure that she/he fulfills all the required eligibility criteria for the post for which she/he is applying as detailed for the respective post. If the candidate is not eligible, her/his candidature will be cancelled at any stage of the recruitment process. If the candidate qualifies in the selection process and subsequently, it is found that she/he does not fulfill the eligibility criteria, her/his candidature will be cancelled and if appointed, services will be terminated without any notice/compensation.
- c) If the applicant is eligible to apply in more than one post & willing to apply in multiple posts, she/he must submit separate application for each post with separate application fee. However, if the online examination is held for all the posts in one session, she/he can appear for the test against any one post only of her/his choice.
- d) In case of multiple/duplicate applications for the same post by a candidate, only the latest application will be considered.
- e) The cut-off date for reckoning minimum & maximum age limit and educational qualification would be the last date of submitting online application i.e. 17/06/2025.
- f) Only Post Educational Qualification experience will be considered as relevant experience.
- g) Category (SC/ST/OBC(NCL)/EWS/PwBD) once filled in the online application form will not be changed and no request for change of category due to non-availability of prescribed certificate will be entertained later. Accordingly, no benefit of other categories will be admissible later.
- h) Interested and eligible serving employees of NPCIL after applying online are required to take printout of online application form and send it through proper channel.
- i) Application will be rejected, if the application fee has not been received in NPCIL account on or before 17/06/2025 (16:00 hrs.) in respect of those who are required to pay application fee.
- j) Electronic gadgets such as mobile phones, electronic wrist watches, wrist watch phones, multimedia watches, calculator, pen scanners or any other such electronic devices are not permitted inside the Examination Hall. Any infringement of these instructions shall entail cancellation of candidature.
- k) The candidate is allowed to appear for Online Examination/Personal Interview/Skill Test/Document Verification based on information furnished by her/him in the online application form. It is, therefore, strongly advised to ensure that they fulfil all the prescribed eligibility criteria before applying and enter all the details carefully and correctly in the online application form. In case, it is found at a later stage that the information furnished by the candidate is false or the candidate does not fulfil any of the eligibility criteria, the candidature of such candidate will be cancelled and no correspondence in this regard will be entertained.
- l) The screened-in candidates appearing for the Online Examination should invariably carry with them **Photo identity proof of PAN Card/Driving License/AADHAR Card/Voter ID/College ID/Government issued ID and One clear printout of the e-Admit Card bearing photograph of the applicant** at the time of reporting. Additionally, the shortlisted candidates appearing for Personal Interview/Skill test/Document Verification should invariably carry with them the following:
 - One clear printout of the full online application form.
 - One set containing self-attested copies of the certificates in support of educational qualification (both degree certificate and mark sheets), experience, caste, proof for date of birth etc.
 - Originals of all the above-mentioned documents.Applicants will not be allowed to appear for Personal Interview/Skill Test/Document Verification, if the required certificates/documents are not produced.
- m) Applicants appearing for Personal Interview will have the choice of answering the questions either in Hindi or English.

- n) The candidate's appointment will remain provisional subject to caste/category certificates being verified by appropriate authorities and verification of other testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that her/his claim for belonging to SC/ST/OBC/EWS/PwBD category and other testimonials is found false. NPCIL also reserves the right to take further such action against the candidate as it may be deemed proper, for production of such false caste certificate/testimonials.
- o) The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle applicants to be called for Online Examination and/or Personal Interview/Skill Test.
- p) Candidates working in the Central/State Government/Public Sector Undertakings/Autonomous Bodies/Aided Institutions should produce **"No Objection Certificate (NOC)"** from the organization at the time of Personal Interview/Skill Test/Document Verification, failing which they will not be allowed to appear for Personal Interview/Skill Test/Document Verification.
- q) **NPCIL reserves the right to cancel/restrict/enlarge/modify/alter the recruitment process, if need so arises, without issuing any further notice or assigning any reason thereof. NPCIL may at the discretion re-conduct any stages of Online Examination/Personal Interview/Skill Test, wherever necessary in respect of a centre/venue and/or all centres/candidates in case of any eventualities.**
- r) No request for change of Centre, date and time allotted for Online Examination/Skill Test/Personal Interview/Document Verification (wherever applicable) will be entertained. NPCIL reserves the right of allocation of Centre for Online Examination/Skill Test/Personal Interview/Document Verification as it may deem fit which the candidate will be informed through email and/or SMS and no further request for any change shall be entertained in this regard.
- s) Issuance of e-Admit Card/Call Letter for the Online Examination/Personal Interview/Skill Test/Document Verification will not confer any right/claim for appointment to the posts advertised. Final selection will be purely based on merit and is subject to fulfilment of all the eligibility conditions, successfully qualifying in the prescribed selection process and further subject to Govt. of India Guidelines on reservation and concessions to SC/ST/OBC(NCL)/EWS/PwBD in public services.
- t) NPCIL reserves the right NOT to select a candidate for a post, if suitable candidate is/are not found.
- u) The appointment of selected candidates to all the posts mentioned in this advertisement will be subject to satisfactory reference check and verification of Character and Antecedents (C&A) and Special Security Questionnaire (SSQ) by the prescribed authority. Further, appointments will also be subject to the selected candidate being found medically fit as per the standards prescribed for the post. The opinion of the Medical Officer authorized by NPCIL in this regard shall be final.
- v) All posts advertised carries with it the liability to serve in any of the Units of the Corporation or at any other place in India depending upon NPCIL requirements.
- w) The email ID and mobile number entered in the online application form should remain active till completion of recruitment activities or joining (as applicable). No change in the email ID will be allowed once entered. All future correspondence will be sent to the registered email.
- x) Request for refund of online application fee made by the candidate will not be entertained under any circumstances.
- y) **In case of any ambiguity/dispute arising on account of interpretation in versions other than English, the English version shall prevail.**
- z) In case of any dispute, legal jurisdiction will be Dist. Tapi, Gujarat.
- aa) If at any stage of the recruitment process including after recruitment or joining, it is found that the applicant:
 - (i) Has provided wrong information or submitted false documents; or Has suppressed relevant information; or
 - (ii) Does not meet the eligibility criteria prescribed for the post; or
 - (iii) Has resorted to unfair means during Online Examination/Personal Interview/Skill Test/Recruitment process; or
 - (iv) Is found guilty of impersonation; or
 - (v) Has created disturbance affecting the smooth conduction of Online Examination/Personal Interview/Skill Test/Recruitment process at the centre/venue; or
 - (vi) Has uploaded non-human or irrelevant photograph.
 The said applicant will be liable to be disqualified, prosecuted and debarred for all appointments in NPCIL and her/his application/appointment will be cancelled/rejected forthwith and NPCIL will not entertain any correspondence from such candidates.
- bb) Applicants applying in response to this advertisement may please visit web portals of NPCIL for latest updates in this regard from time to time. **Any telephone calls/any communication to any authority for seeking information will not be entertained.**
- cc) Records of the candidates not selected shall not be preserved beyond six (06) months from the date of publication of select list.
- dd) Mere fulfilment of requirements as laid down in the advertisement does not entitle a candidate to be called for Online Examination/Personal Interview/Skill Test/Document Verification.
- ee) The vacancies advertised are provisional. In case, the vacancy position indicated in the Advertisement is reduced to any number or even to nil, Corporation is not liable to compensate the applicant for any consequential damage/loss.
- ff) **CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.**

Note:

- NPCIL is not responsible for any discrepancy in submitting details ONLINE. The candidates are therefore advised to strictly follow the instructions.
- The particulars furnished by the candidates in the Application form shall be taken as Final and further process of the application will be based on these particulars only.
- Before uploading/submission of online application form, the candidates should be cautious and ensure her/his eligibility to apply for the post. No relevant column of the application form should be left blank.

16. Contact Us

- Applicants may submit their queries, if any, pertaining to the recruitment of the posts mentioned in this advertisement during the period mentioned above through the following path: <https://www.npcilcareers.co.in> -> Careers -> Select the advertisement link -> "Contact Us".
- Queries received during the period from 28/05/2025 till 17/06/2025 (13:00 hrs.) will only be entertained.
- Only valid queries pertaining to recruitment of the posts mentioned in this advertisement and received within the stipulated time will be entertained. Invalid/vague queries will not be entertained.

Any further information/corrigendum/addendum, etc. pertaining to recruitment of the posts mentioned in this advertisement will be uploaded on <https://www.npcilcareers.co.in> or <https://www.npcil.nic.in>. Please keep referring to these web portals.

**NPCIL STRIVES TO HAVE A WORKFORCE WHICH REFLECTS GENDER BALANCE AND
WOMEN CANDIDATES ARE ENCOURAGED TO APPLY**

NUCLEAR POWER – PROVIDING A CLEAN AND SUSTAINABLE FUTURE