नालको NALCO
(A Government of India Enterprise)

National Aluminium Company Limited
NALCO Bhawan, P/1, Nayapalli
Bhubaneswar- 751013

Advertisement No. 10260105

Date: 07/01/2026

Build a better future.... come join us

National Aluminium Company Limited (NALCO), a Navratna Central PSU and one of the largest integrated Alumina- Aluminium Complexes of Asia, is going for further growth and expansion. The Company being a prominent foreign exchange earner for the Country also enjoys Premier Trading House status in the field of export and has won many prestigious awards for its excellent performance with significant value addition to its shareholders. The plants and offices are multi-locational with its Corporate Office at Bhubaneswar, Odisha. The Company believes in achieving organizational excellence through competent human resources and practices having "people centric" approach to achieve its vision to be a premier and integrated Company in the Aluminium value chain with strategic presence in Mining both domestic & global, Metals and Energy sectors.

NALCO is looking for committed, promising and result oriented candidates for the following positions:

01. Discipline, Post, Grade, Vacancy, Qualification & Experience:

Table-1

Discipline	Name of the Post /Grade	Total No. of Posts*	Category wise Post(s)*	Post identified as suitable to be held by PwBDs in following categories	Qualification & Experience
Civil	Manager (Civil)/E03	02	UR-2	b) D,HH c) OA,OL,LC, Dw,AAV,SD/SI d) SLD, MI e) Multiple disabilities involving b,c&d	Qualification: Degree in Civil / Architecture Engineering. Experience : The candidates should have experience as an Executive/Officer in Govt. or PSUs or reputed/leading organizations as mentioned against the required number of years of experience as at table-2. The candidates should have experience in executing Greenfield / Brownfield projects / construction management, quality assurance, estimation of works proposal, cost and budgetary control / Exposure on earth work, soil investigation, piling, RCC, structural / plant and building, tankages / Construction and maintenance of railways / road, cooling tower, piping network.
Mechanical	Manager (Mechanical) /E03	12	UR-7, OBC (NCL)-3, SC-1, EWS-1	b) D,HH c) OA,OL,LC, Dw,AAV,SD/SI d) SLD, MI	Qualification: Degree in Mechanical Engineering Experience: Should have experience as an Executive /

				e) Multiple disabilities involving b,c&d	Officer in Govt. or PSUs or reputed / leading organizations as mentioned against the required number of years of experience as at Table-2. The candidates should have experience in maintenance of Pumps / Ball Mill / Crusher / Conveyor / Power Plant / Experience in Alumina Refinery mechanical maintenance / experience in erection / commissioning of Alumina Refinery project.
Electrical	Manager (Electrical) /E03	08	UR-5, OBC (NCL)-2, SC-1	b) D,HH c) OL,Dw,AAV ,SD/SI d) ASD(M),SLD, MI e) Multiple disabilities involving b,c&d	Qualification: Degree in Electrical Engineering / Power Engineering / Electrical & Electronics Engineering Experience : Should have experience as an Executive / Officer in Govt. or PSUs or reputed / leading organizations as mentioned against the required number of years of experience as at Table-2. The candidates should have experience in PLC/ VFD/ Power distribution/ Transformers & Motors/ Power plant/ Experience in Alumina Refinery electrical maintenance/experience in erection/commissioning of Alumina Refinery project.
Chemical	Manager (Chemical) /E03	20	UR-10, OBC (NCL)-4, SC-3, ST-1 EWS-2	b)HH c) OA,OL, Dw,AAV,SD/SI d) SLD, MI e) Multiple disabilities involving b,c&d	Qualification: Degree in Chemical Engineering OR M.Tech in Applied Chemistry Experience: Should have experience as an Executive / Officer in Govt. or PSUs or reputed/leading organizations as mentioned against the required number of years of experience as at table-2. The candidates should have experience in Bayer process of Alumina Plant or Calciner / main process experience of zinc / Copper plant/ Experience in Alumina Refinery project in erection/commissioning.
Electronics & Instrumentation(E&I)	Manager (E&I) /E03	06	UR-5, OBC (NCL)-1,	b) D,HH c)OL,CP,LC, Dw,AAV,SD/SI d)ASD(M), SLD, MI e) Multiple disabilities involving b,c&d	Qualification: Degree in Electrical & Electronics Engineering/ / Electrical & Instrumentation Engineering / Electronics & Communication Engineering / Electronics & Telecommunication Engineering/ Electronics Communication & Instrumentation Engineering/ Instrumentation & Process Control Engineering/ Instrumentation Engineering / Degree in Applied Electronics/Degree in Instrumentation & Control Systems Experience:

					Should have experience as an Executive / Officer in Govt. or PSUs or reputed/leading organizations as mentioned against the required number of years of experience as at table-2. The candidates should have experience in field instrumentation of any Industry/ DCS / PLC experience / Experience in Alumina Refinery E&I maintenance / experience in erection / commissioning of Alumina Refinery project.
*02 posts are reserved for PwBD.					

02. Scale of Pay, Minimum period of executive grade experience, CTC and maximum Age:

The pay scale, minimum period of executive grade experience and maximum age limit of the posts advertised for are as below:

Table-2

Sl. No	Post , Grade & Pay Scale	Below Grade Pay Scale (IDA Pattern) (in Rs)	Below Grade Pay Scale (CDA Pattern) for Central Govt / State Govt. (in Rs)	Comparable CTC for eligibility of candidates from Private/ other sectors (in Lakhs)	Minimum years of Experience in relevant areas on 02/02/2026	Upper age Limit as on 02/02/2026
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
1	Manager (E03) Scale - (80000-220000/-)	Revised- 70000-200000/- / Pre-Revised - 29100 – 54500/-	Revised-Level 11: 67700 – 208700/- / Pre-Revised - 15600-39100/-(PB3), GP 6600/-	22.82	08	38 Years

Note :

1. Emoluments in terms of CTC, shall be compared with that of components of NALCO viz; Basic pay, DA, Perks, Allowances and Performance related pay etc.
2. The internal candidates may apply along with other candidates, as per the rules of the Company.
3. Reputed / leading organization in relation to the present / current experience refers to listed companies (which would mean and include companies listed on NSE or group A&B of BSE) OR having annual turnover with more than 250 crores in any of the last three financial years would be preferred.
4. Candidates working in Govt./PSUs applying for the above posts, must have 2 years' experience in the immediate lower scale of pay as mentioned in column (iii)/(iv) above and for other candidates their present CTC should not be less than the CTC, mentioned in the column (v) above.
5. In case of experience in Government / Autonomous bodies / Public Sector Banks / Private etc. where scales of pay are different and not comparable / do not have parity with CDA / IDA pay scales, candidates are required to provide / upload all supporting relevant details in respect of their declared CTC. In absence of sufficient proof of CTC, mere declaration of some figure in online application cannot be construed as CTC. It is mandatory to attach his / her self-certified latest 03 pay-slips along with application.
6. Experience of candidates working on contract basis through an empaneled agency / contractor (i.e., those who have been deployed on contract basis by some other agency / organization) will not be considered. Only direct work experience including fixed term basis employment in an organization will be taken into consideration.

03. Compensation:

- Company offers one of the best compensation packages as far as Cost to Company (CTC) is concerned with opportunity of merit-oriented advancement in a professionally managed organization focused on growth.
- In addition to Basic Pay and DA in Industrial DA pattern, the other benefits shall include Perks (35% of basic pay), Performance Related Pay based on the Company's as well as individual performance, Company accommodation or HRA, Medical facilities for self and family, Post-Retirement Medical Benefit, Leave Encashment, NPS, Contributory Provident Fund, Group Insurance, Gratuity, etc. as per Company's Rule.

04. GENERAL CONDITIONS:

i. Selection Process:

a. The assessment for E03 grade vacancies will be made through Written Test/Computer-Based Test (CBT) and Personal Interview(PI), with a weightage of 85% and 15% respectively.

b. Initial shortlisting of the candidate will be done based on the criteria / experience mentioned at Table-1 read with Table-2, along with information / declaration provided by the candidate at the time of submission of online application, based on which the candidates shall be called for Written Test / Computer-Based Test (CBT). The Written Test / CBT shall be conducted at one or more location(s) / center(s) as decided by the Management.

c. Candidates attending the PI (as applicable) will be reimbursed the travel expenses limited to IInd class AC to and fro train/bus fare from their communication address mentioned in the on-line application, by the shortest route on production of tickets/proof of journey for E03 grade post. No change in communication address will be entertained at a later stage for the purpose of reimbursement of TA. However, in case of Written Test/CBT, only SC/ST/PwBD candidates will be eligible for reimbursement.

d. The candidates shall be required to produce their original certificates for verification before the final stage of selection process i.e. PI (as applicable). In case any false declaration / incorrect information / suppression of facts / unable to provide required document against the declaration, the candidate will be disqualified and shall not be allowed to appear in the selection process as well as he / she shall not be entitled for any travelling allowance (TA).

e. The minimum qualifying marks in the Written Test / CBT and Personal Interview for Un-reserved posts will be 50% in each component. However, for SC/ST/OBC (Non creamy layer) and UR(PwBD) candidates the qualifying marks will be 40%. Whereas for OBC(PwBD) / SC(PwBD) / ST(PwBD) the qualifying marks will be 30%.

f. Candidates shall be called in the ratio of 1:10 for PI, based on the marks scored in WT / CBT.

g. Mere meeting the advertised specification does not entitle a candidate to be considered for selection process. The management reserves the right to raise the minimum eligibility standards / criteria by taking into account the standard of qualification and / or experience to restrict the number of candidates for assessment.

ii. Medical Fitness:

- The final appointment of the candidate in the Company will be subject to their passing the Company's Medical Examination as per standards laid down under NALCO Medical examination Rules amended from time to time and being found medically fit by the Company's Medical Officer / Board. The decision of Medical Board constituted by the Company will be final and binding.

iii. Placement:

- During the probation period and/or after absorption, selected candidates will be posted in the NALCO's Units / Offices anywhere in India or abroad or any of the subsidiaries / joint ventures / business associates of NALCO and is transferable as per the requirement of the Organisation. The selected candidates may be assigned

jobs / functions / assignments related to their area as per the requirements of the Company including shift operation.

05. Application Fee:

a. The UR, OBC & EWS Candidates are required to pay Rs.1000/- (Rupees One thousand only) towards Application Fee & processing fee and other candidates i.e. SC/ST/PwBD are required to pay Rs. 500/- (Rupees Five Hundred only) as processing fee. However, no fee shall be applicable for internal candidate.

b. Candidates can opt to pay through internet banking account / UPI / debit card.

c. Application / Processing fee is non-refundable under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application / processing fee and to fill in the payment details carefully.

d. Once the payment is made, the State Bank Collect Reference Number and the date of payment is required to be entered in the NALCO online application form on Career page of the website.

e. No request for editing of payment details and issue of call letter will be entertained in wrong submission cases and candidature will stand rejected.

f. HOW TO MAKE PAYMENT

i. Click on Pay Application fee through SBI Collect which will redirect you to State Bank Collect page of SBI, which has been authorized to collect the application / processing fees on behalf of NALCO.

ii. Select "Odisha" under the State of the Corporate/Institution and "PSU- Public Sector Undertaking" under type of Corporate / Institution. Select "NATIONAL ALUMINIUM COMPANY LTD" under PSU- Public Sector Undertaking.

iii. Select Payment Category and choose "Recruitment- 10260105 (For UR/OBC/EWS)" or "Recruitment-10260105 (For SC/ST/ PwBD)" as applicable to you.

iv. Fill the Name, Discipline, Category, Date of Birth, Registered Email Id and Mobile No. as required on the Payment portal and submit. Ensure that the same Email Id and Mobile No. details are used during the whole registration process.

v. Next Screen- Confirmation page is displayed with all details the candidate has entered. Ensure correctness before proceeding for payment. Now click on "Confirm" to proceed to the payment gateway to pay. NALCO or SBI will not be responsible, in case a candidate deposits the fee with incorrect details.

vi. Payment may be made using any one of the options available viz; Net Banking/Debit Card/UPI. Please note that NALCO will bear the bank charges, if any.

vii. On successful payment, one e-receipt will be generated in PDF format. The candidate will be prompted to print the e-receipt with SB Collect Reference Number. Note down the Reference Number as the same would be required during next Step of online application process. E-receipt can be generated / printed subsequently from the option "Payment History" available in State Bank Collect.

viii. In case a candidate has not submitted the application form with valid payment details, application will be treated as incomplete and rejected. NALCO will not be responsible for the same.

06. Reservation & Relaxation:

- Reservations / relaxations for SC/ST/OBC (NCL) /EWS/PwBD (degree of disability 40% or above) candidates as per Government guidelines are applicable. In case any increase in the number of total posts, the number of reserved category posts will vary in accordance to the Govt. guidelines.
- For claiming the benefit of reservation / concessions applicable for PwBDs, the candidates will have to submit a disability certificate as per formats prescribed by the Ministry of Social Justice and Empowerment vide notification no.G.S.R. 591 (E) dated 15.06.2017 in support of their claim.
- Appointment to the PwBD candidates will be made after considering the nature of duties and responsibilities of the assignment, location, etc. and also considering that the disability is not likely to interfere with the performance and without possible deterioration of his / her health. However, the final appointment and placement would be based on candidate's medical fitness with respect to the job of the identified posts.
- Category SC/ST/OBC(NCL)/EWS/PwBD once filled in the online application form will not be changed. The reserved category candidates are required to submit requisite certificate in the prescribed format of Government of India, issued by the Competent Authority, at the time of personal interview, if called for.
- If the SC/ST/OBC(NCL)/EWS/PwBD certificate has been issued in a language other than English / Hindi, the candidates will be required to submit a self-attested translated copy of the same either in English or Hindi.
- The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC category and such candidates have to indicate their category as UR. The OBC(NCL) candidates are required to submit requisite certificate in prescribed format of Government of India, from a Competent Authority issued in the financial year 2025-26. The name of the caste and community indicated in the OBC (NCL) certificate must appear in the Central list of Other Backward Classes. Further, OBC candidates will have to give a self-undertaking indicating that they belong to OBC (NCL) category also at the time of personal interview, if called for.
- The EWS candidates are required to submit requisite Income and Assets Certificate issued by the Competent Authority in prescribed format, which should be valid for FY 2025-26.
- The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (NCL), 10 years for PwBD- Un-reserved (UR), 13 years for PwBD-OBC (Non-Creamy Layer) and 15 years for PwBD-SC/ST candidates. However, relaxation in age for SC/ST/OBC(NCL) is subject to be the availability of seat for the particular category.
- Ex-Servicemen and children / family members of those who died in the riots of 1984 will get relaxation as per directives of Govt. of India.
- However, maximum upper age of the applicants shall not exceed 56 years including all possible age relaxations.

07. How to Apply:

- Only Indian Nationals are eligible to apply.
- The candidates need to apply online in the career section of NALCO website (www.nalcoindia.com). Candidates are advised to read the instructions carefully and fill-in the online application form giving accurate information. Applications received through any other mode will not be accepted and will summarily be rejected.

- While applying online, candidate needs to upload the signature and self-attested scanned copy of his / her recent passport size colour photograph, qualification proofs, proof related to experience, recent salary slip and document related to the existing employers or copy of his / her annual IT return. The candidates must ensure that all relevant documents are duly uploaded as per requirements.
- Submission of incorrect / invalid / non-legible documents, or incomplete application shall be rejected summarily.
- Applicant are advised to keep a copy of online submitted application (hard copies) along with submitted documents for future reference. There is no need to send hard copy of the application / documents by post.
- NALCO will not be responsible for, candidates not being able to submit their online application within the last date on account of system error or for any other reasons.
- A candidate shall be considered for one post only. However, candidates applying for more than one post will attract cancellation of the candidature.

08. Instructions to the Candidates:

- No request with respect to change in any data entered by the candidate will be entertained once the online application is submitted successfully.
- Any request for change in date or venue of the selection process will not be entertained.
- The applicants are advised to fill in all their particulars in the online recruitment application carefully as submission of wrong information will lead to rejection through computer based shortlisting.
- No enquiry shall be entertained seeking advice on eligibility criteria.
- All qualification should be from a UGC recognised Indian University / UGC recognised Indian Deemed University or AICTE approved courses from Autonomous Indian Institutions / concerned statutory council, as applicable (qualification from "University incorporated by an Act of the Central or State legislature in India or other educational institutions established by an Act of Parliament'). Candidates who have obtained their qualification through the Open & Distance Learning mode are also eligible to apply provided that their qualification is recognized by the relevant statutory bodies for employment to the post and services of the Central Government.
- Wherever CGPA/OGPA or letter grade in a Degree / Diploma is awarded, equivalent marks must be indicated in the application as per norms adopted by concerned University / Institutes. Candidate shall be required to attach documentary proof / certificate to this effect from the Institute / University while applying online.
- The candidate should ensure that he / she fulfills the eligibility criteria and other conditions as mentioned in this advertisement. Mere submission of application or meeting the advertised specification does not entitle the candidates' eligibility for the post. In case it is detected at any stage of recruitment / selection / even after appointment that the candidate does not fulfill the eligibility norms and / or that he / she has furnished any incorrect/false information or has suppressed any material fact(s), his / her candidature / appointment will automatically stand cancelled, as the candidature / appointment would be deemed to be void ab initio.
- The e-mail id mentioned in the application form must remain valid for one year. All future communication with the candidates will take place through e-mail only. NALCO will not be responsible for any loss / non-delivery of e-mail/any other communication sent, due to invalid/wrong id or due to any other reason.

- Candidates working in PSUs / Govt. should generally apply through proper channel or produce 'No Objection Certificate' at the time of interview. However, in case of failing in this regard, the candidate would only be allowed to join, if selected, after formal release order from his present organization.
- All computations of age / experience requirement / qualification shall be done w.r.t. 02/02/2026.
- The Management reserves the right to fill up or not to fill up any of the above positions without assigning any reason whatsoever. NALCO also reserves the right to cancel/restrict/modify / alter the recruitment process and also reserves the right to increase / decrease the post advertised, if need arises without issuing any further notice or assigning any reason whatsoever.
- Canvassing by a candidate in any form shall disqualify his / her candidature.
- Any dispute with regard to the said recruitment will be settled within the jurisdiction of Cuttack, Odisha only.

09. Important Dates:

a) Opening of online submission of application : 13/01/2026 (10:00 AM)

b) Last date for submission of online payment : 02/02/2026 (04:00 PM)

c) Last date for submission of online application : 02/02/2026 (05:00 PM)

Chief General Manager (HR)-R&P