

SAIL Management Trainee Syllabus 2026

Steel Authority of India Limited — Steel Authority of India Limited — Management Trainee (Technical)

Vacancies	Announced periodically for Management Trainee (Technical) posts across SAIL's steel plants nationwide
Age Limit	Up to 28 years typically (relaxation per government norms for SC/ST/OBC/PwBD/ex-servicemen)
Qualification	Bachelor's degree (Engineering) in the relevant discipline (Mechanical, Electrical, Metallurgy, Civil, Chemical, Instrumentation, Mining, and others), with a valid GATE score in the corresponding discipline
Application Fee	As specified in the current SAIL notification (typically nominal for General/OBC, waived for SC/ST/PwBD)
Official Website	sail.co.in
Last Reviewed	8 Feb 2026

Overview

SAIL Management Trainee (Technical) recruits engineering graduates into the Steel Authority of India's integrated steel plants across the country, using the candidate's GATE score in the relevant discipline for shortlisting, followed by a Personal Interview and medical examination. Metallurgical Engineering carries particular relevance for SAIL given its core steel-manufacturing business, though Mechanical, Electrical, Civil, Chemical, Instrumentation and Mining Engineering graduates are also recruited across its various plant operations. Selected trainees undergo a structured induction and plant-floor training programme before confirmation into regular technical or managerial roles.

What's New in the 2026 Cycle

- Metallurgical Engineering has particular relevance given SAIL's core steel-manufacturing business, alongside Mechanical, Electrical, Civil, Chemical, Instrumentation and Mining disciplines.
- GATE score is the primary shortlisting criterion, followed by a Personal Interview.
- Postings span SAIL's major integrated steel plants (Bhilai, Bokaro, Durgapur, Rourkela, and others), each with distinct operational profiles.
- Training combines induction sessions with hands-on plant-floor exposure specific to steel manufacturing processes.

Exam Pattern

GATE Score Shortlisting

Mode: Based on the candidate's valid GATE score in the relevant discipline | Duration: Not applicable — GATE is conducted separately by IISc/IITs

Section	Questions	Marks
Valid current-year GATE score (discipline-specific paper)	—	Qualifying

Negative marking: Not applicable | **Nature:** Discipline-wise GATE score cut-off determines the shortlist for Interview.

Personal Interview

Mode: Board interview | Duration: —

Section	Questions	Marks
Interview	—	Qualifying

Negative marking: Not applicable | **Nature:** Counted for final merit alongside the GATE score.

SAIL Management Trainee — Detailed Subject-Wise Syllabus

GATE Score (discipline-specific — the actual basis for shortlisting)

The primary screening factor — especially decisive for Metallurgy applicants given SAIL's core business.

- Refer to the GATE syllabus for your specific discipline (Mechanical, Electrical, Metallurgy, Civil, Chemical, Instrumentation, Mining, or others as notified)

Interview Preparation (not examined academically, but relevant)

Metallurgy candidates should expect deeper technical probing given the discipline's direct relevance to SAIL's operations.

- Basics of iron & steel manufacturing processes (especially for Metallurgy applicants)
- SAIL's plant operations, recent modernisation projects
- Basic understanding of India's steel industry landscape

Selection Process

- 1 Application with a valid current-year GATE score in the relevant discipline.
- 2 Shortlisting based on the discipline-wise GATE score cut-off set by SAIL.
- 3 Personal Interview.
- 4 Document Verification and Medical Examination.

Salary & Job Profile

SAIL Management Trainees (Technical) typically start with a CTC in the range of ₹9–13 lakh per annum during the training period, with a defined pay scale progression and plant-location allowances upon confirmation into a regular role.

Best Books for Preparation

- GATE discipline-specific standard textbooks (Metallurgy/Mechanical/Electrical/Civil, as applicable)
- Principles of Iron & Steel Making — for Metallurgy discipline aspirants specifically
- GATE Previous Year Solved Papers — discipline-wise
- Current affairs on India's steel industry (for interview preparation)

Previous Cut-off Trends (Approximate)

SAIL's discipline-wise GATE score cut-offs vary by year, vacancy count and applicant pool — Metallurgy often sees a different competitive range than Mechanical or Electrical given SAIL's core business focus. Always check SAIL's official cut-off release for the specific discipline.

Preparation Tips

- Treat GATE as the primary gatekeeper for SAIL shortlisting — invest the bulk of your preparation time there.
- If from a Metallurgy background, deepen your understanding of SAIL-relevant processes beyond just GATE syllabus coverage, since interview questions often probe practical application.
- Research SAIL's plant-wise operations and recent developments for a well-rounded interview performance.
- Track SAIL's specific discipline-wise cut-off trends from recent years to calibrate your target GATE score.

Exam Day Guidelines

- Since selection relies on GATE score, focus primary preparation on scoring well in GATE itself.
- Metallurgy aspirants should be ready to discuss steel-manufacturing fundamentals in depth during the interview, given the discipline's direct relevance to SAIL's business.

- Research SAIL's major plants and any recent modernisation or expansion projects before the interview.
- Keep your GATE scorecard and educational documents ready and valid for shortlisting and verification.

Frequently Asked Questions

Is Metallurgical Engineering the main discipline SAIL recruits?

Metallurgy has particular relevance given SAIL's core steel-manufacturing business, but Mechanical, Electrical, Civil, Chemical, Instrumentation and Mining Engineering graduates are also recruited across its various plant operations.

Does SAIL conduct its own written exam?

SAIL has typically used GATE score as the primary shortlisting criterion for Management Trainee (Technical) recruitment, followed by a Personal Interview — always verify against the current notification.

Where are SAIL's major plants located?

SAIL operates several major integrated steel plants including Bhilai, Bokaro, Durgapur and Rourkela, among others, each with distinct operational profiles and posting considerations.

Compiled and reviewed by Syllabus Hub against the official Steel Authority of India Limited notification as of 8 Feb 2026. Exam patterns, vacancies and dates are subject to change — always cross-check with the official notification at sail.co.in before applying. © 2026 Syllabus Hub.