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**Government of India
Ministry of Commerce & Industry
Department for Promotion of Industry and Internal Trade**

Guidelines for engagement of Young Professionals (YP) for SCO(DPIIT)

The following guidelines are being prescribed for engagement of Young Professionals in SCO until such time as these guidelines are modified further. These guidelines will be effective from prospective date.

2. SCO functions through regional offices, circle offices & factory offices. Its major functions are management of SCO land, leasing of salt pan land for salt manufacture, leasing/ licensing of salt pan land for public purposes, collection of assignment fee & ground rent, defending land related litigation, implementation of e-office, prevention of encroachments, execution of development and labour welfare works, monitoring production & distribution of salt.

2.1 Salt Commissioner's Organization owns approx. 60,000 acres of land in 9 states viz., Andhra Pradesh, Gujarat, Haryana, Himachal Pradesh, Karnataka, Maharashtra, Odisha, Tamil Nadu and West Bengal. The land is scattered in main city areas (very high value lands and highly susceptible for encroachments) and also in remote areas making its surveillance very difficult and vulnerable to encroachments. SCO proposes to hire new YPs for the above mentioned work.

3. Minimum Eligibility criteria required for applying Young Professionals

(a) Educational Qualifications and experience for YPs:-

S. No.	Particulars	Essential Qualification	
		Educational	Experience
i.	Y.P-IT	MCA/M.Tech (CS/IT)/Master's degree (CS/IT)/B.E./ B.Tech	One Year post qualification experience
ii.	Y.P-Civil Engineering	Civil Eng. (M.Tech/MS)	-Do-
iii.	Y.P—Legal	Law(LLM-Post Graduate)	-Do-
iv.	Y.P-Eco/Mgt.	Post Graduate in Economic/Management	-Do-

(b) Age limit:-

YP category	Upper Age (limit)
Young Professional all category	35 years

Documents relating to Date of Birth such as Driving License, Voter Card, PAN Card etc. would be checked at the time of verification of documents, before offer of appointment.

(c) Remuneration:

YP category	Consolidated Remuneration
Young Professional -all category	Rs. 70,000/- pm

Note: Age as on 1st July of the year of advertisement.

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(d) **Payment of remuneration: Remuneration:**

Young Professionals of all category shall be paid a consolidated remuneration of Rs. 70,000/- per month. Payment of remuneration will be released by SCO within one week after completion of the month based on biometric attendance registered by the individual YP or on certification by concerned officer with whom YPs are posted.

(e) **Increment:-** An annual increment @ 10% will be granted subject to completion of period with satisfactory performance.

(f) **Period of engagement:-** The Young Professional will initially be engaged for a period of one year which is extendable upto 03 years- one year at time. No extension will be granted after three years.

(g) **Nationality :-** A candidate must be citizen of India.

(h) **Criteria for evaluation of candidates:**

- The applications received may be scrutinized and shortlisted on the basis of marks obtained in the educations qualification and period of effective experience. Mere fulfillment of qualification may not confer any right to short listing for interview.
- Out of 100% index, 50% weightage will be given to qualification by assessing the marks obtained by the candidates from class 12th to Post Graduate degree, 20% weightage will be given to experience by assessing the number of years candidates have worked in relevant field (post qualification experience as specified above).
- Marks of best 5 subject for 12th standard shall be considered.
- Shortlisted candidates will be interviewed by an interview panel and 30% weightage will be given to the score obtained by candidates in Interview.
- The final merit for the panel will be prepared after combining the marks obtained during scrutiny of applications (70% weightage) and performance in the interview (30% weightage).

4. **TA/DA-** The individual Young Professionals may require to undertake domestic tours subject to approval of the competent authority. YPs may be allowed to avail journey by air in Economy class or by rail in AC Two Tier. Hotel accommodation of upto Rs. 2250/- per day; taxi charges of upto Rs. 338/- per day for travel within the city and food bills not exceeding Rs. 900/- per day shall be allowed.

5. **Working Hours & Leave:** Working hours shall normally be from 9 AM to 5.30 PM during the working days. However, in the exigencies of work, YPs may be required to sit late and may be asked to attend office on Saturdays/ Sundays and other holidays also. Further, YPs may be granted paid leave at the rate of 1.5 days for each completed month. Accumulation of leave beyond calendar year may not be allowed. Moreover, the absence up to one month for any valid reason may be considered without remuneration. In exceptional cases like need for professional development, training etc, this condition may be relaxed with the approval of Additional Secretary/ Joint Secretary (Salt) DPIIT, subject to official exigencies. Apart from this, the women YPs may be considered for grant of maternity leave for a period of maximum 26 weeks as per Maternity Benefit Amendment Act, 2017.

6. **Confidential Nature of Documents and Information:** Young Professionals may be governed by the Official Secrets Act, 1923, as amended from time to time and may not disclose any information/data acquired by them during their engagement to any unauthorized person(s) in the Department. YPs, may not, except with the previous sanction of DPIIT, or in the bona fide discharge of his or her duties, publish a book or a compilation of articles or participate in radio broadcast or contribute an article or write a letter to any newspaper(s) or periodical either in his own name or anonymously or pseudonymously in the name of any other person if such book, article, broadcast or letter relates to subject matter pertains to official business of Ministry of Commerce and Industry and its Departments.

7. **Use of Name, Emblem or Official Seal of the SCO:** Individual YP may not represent themselves or otherwise make public with the intent to make a commercial advantage of the engagement with SCO/DPIIT. YPs may not, in any manner whatsoever, use the name, emblem or official seal of the SCO/Government of India or DPIIT or any abbreviation of the name of SCO/DPIIT, in connection with its business or otherwise without the prior written permission of SCO/DPIIT.
8. **Conflict of interest:-** The Young Professional may be expected to conduct themselves in accordance with the rules and regulations of the Government of India. He/She may be expected to demonstrate high moral character, integrity, secrecy of office and dedication to work while discharging his/her duties. In case the services of the YPs are not found satisfactory or found in conflict with the interest of the SCO/DPIIT/Government of India, his/her services can be terminated forthwith.
9. **Death, injury or illness during travel, service in SCO/DPIIT:-** In the event of the death, injury or illness of the individual YP which is attributable to the performance of services on behalf of SCO under the terms of the contract while the individual YP is travelling at SCO expense or is performing any services under the contract in any offices or premises of SCO or Government of India, the individual YP or the individual YP's dependents, as appropriate may not be entitled to any compensation.
10. **Medical examination and Police Verification:-** All selected YPs shall be required to submit Police verification and medical examination report from any authorized Medical Practitioner before their engagement. However, in the event of urgent requirement they may be engaged immediately upon their availability, subject to submission of police verification report within a period of 02 months after engagement.
11. **Claim of subsequent employment:** The period of engagement as Young Professional may not confer any claim or right for subsequent engagement/employment with SCO or any other Govt. Department at a later date.
12. **Termination:** Engagement of YPs may be terminated at any time by the SCO without assigning any reason by giving 15 days' notice or pay in lieu thereof. Similarly, YPs may also disengage themselves after giving notice of similar period or pay in lieu thereof.
13. **Relaxation:** Where Additional Secretary / Joint Secretary (s&t), DPIIT is of the opinion that it is necessary or practical so to do, it may by order and for reasons to be recorded in writing, relax any of the provisions.
14. In case of any problem arises while applying for online application, candidates may write to s&t-section@gov.in / lan - sj@nic.in.
15. Selection of YPs are subject to verification of originals of Essential qualifications, experiences and Date of births etc.
16. This issues with the approval of the competent authority.

(R K Soni)
Under Secretary to the Govt. of India

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File No.: SCO-11012(24)/1/2026-Estt. (E-227133)
Government of India
Ministry of Commerce & Industry
Department of Promotion of Industry and Internal Trade
Salt Commissioner Organization (SCO)

Lavan Bhawan, Jaipur
Dated:

VACANCY CIRCULAR

22 MAY 2026

1. Applications are invited for engaging thirteen (13) Young Professionals on contract basis for one year (extendable up to three years) in the headquarter and Regional Offices of SCO on consolidated remuneration of ₹ 70,000/- per month.

2. SCO functions through Regional Offices, Circle Offices & Factory Offices. Its major functions are management of SCO land, leasing of salt pan land for salt manufacture, leasing/licensing of salt pan land for public purposes, collection of Assignment Fee & Ground Rent, defending land related litigation, prevention of encroachments, execution of development and welfare works.

3. Applications are invited for posting at following locations:-

Office	Total	Category of YPs	
		Legal	Civil engineer
Headquarters Jaipur	05	05	-
Regional Office, Mumbai	03	02	01
Regional Office, Chennai	05	04	01
TOTAL	13	11	02

4. Complete details regarding Essential Qualifications & Experience, age limit, consolidated monthly remuneration is given in the attached guidelines. Candidates are advised to read the guidelines before applying online and fill up the complete and correct particulars. If any of the information/documents furnished by the candidate in his/her application form found to be incorrect during documents verification or any stage, the candidature/appointment of the candidate shall be liable to be cancelled without assigning any reason and action will be taken as per rules.

5. Interested and eligible candidates can apply online on the website of SCO (<https://saltcomindia.gov.in/>) or DPIIT (<https://www.dpiit.gov.in/>).

6. The Department reserves right to reject any application without assigning any reason for it.

7. Last date for submission of the application is 20.06.2026 (11:59 P.M.).

Digitally signed by
Dr. Tara Chand Tanwar
Date: 22-05-2026
18:29:31

(Dr. T C Tanwar)
Deputy Salt Commissioner