

## Guaranteed Employment Training Program for Engineering Graduates

STEAG Energy Services, a wholly owned subsidiary of STEAG Power GmbH, Germany is providing exciting career opportunities by recruiting the **16<sup>th</sup> batch of Graduate Engineer Trainees** under the **Guaranteed Employment Scheme**. On successful completion of training, a Certificate to this effect shall be issued. **More than 330 engineers have been trained under this scheme in last 14 years and exceling in various areas of power sector. Please refer Testimonials from previous batches on page 3.** Trainees shall be appointed as Engineer post successful completion of one-year training program with **CTC of ₹ 5 Lacs per Annum.**

The training program will be carried out by **STEAG Power Plant Learning Center, Noida, which is recognized by Central Electricity Authority (CEA), Government of India, under Indian Electricity Rules and has state-of-the-art learning facilities & conducting this program since 2010.** Industry experienced and high quality faculties will impart professional trainings in all aspects of Operation and Maintenance of Coal & Gas based thermal plants and Renewable energy plants including Solar, Wind etc. Details of the Scheme are as under.

### 1. Eligibility Criteria, Fee and Stipend

Category	Eligibility	Training Fee
Graduate Engineer Trainees (GETs) – (Batch size in the range of 15 – 20 nos.)	<ul style="list-style-type: none"> <li>AICTE recognized Mechanical, Electrical, Instrumentation, Electronics and Power Engineering graduates with minimum <b>60% marks aggregate</b> from 10<sup>th</sup> standard till Degree Course.</li> <li>Those who are appearing in the final year degree examination / result is awaited can also apply.</li> <li><b>Age not exceeding 25 years as on 31<sup>st</sup> July 2024.</b></li> <li>Proficient in use of computer; MS Office package; MS Word, Power Point &amp; Excel.</li> <li>Good Written and Speaking skills in English language.</li> </ul>	<b>₹ 2,00,000/- + 18% GST</b>  (₹ Two Lakhs + 18% GST)
<b>During the program, besides other facilities, a gross stipend of ₹ 25,000/- per month (inclusive of employee &amp; employer statutory deductions, if any) shall be paid for last six months of the training. Please refer point no. 3 &amp; 4 for the details.</b>		

### 2. Type, Duration, Date of Commencement of Training and Training Fee

- 2.1 **Type of training:** Power Plant Development Course combining induction, theoretical and practical training followed by On-the-Job training.
- 2.2 **Duration: One year – Phase # 1** comprising of 6 months for induction, theoretical, simulator training and scheme tracing at O&M site followed by **Phase # 2** comprising of another 6 months of On-the-Job training at various O&M sites of the company.
- 2.3 **Date of Commencement of Training Program – Monday, 5<sup>th</sup> August 2024**
- 2.4 **Fee: ₹ 2 Lacs + 18% GST** payable in two equal installments - 50% i.e., ₹ 1 Lac + GST will be payable before joining the training program and the balance 50% ₹ 1 Lac + GST will be payable after sixth months of the training. The Fee is non-refundable.

### 3. Facilities

- 3.1 During three months (approx.) of theoretical training program at STEAG India Training Center, Noida, working lunch shall be provided by the company.
- 3.2 During three months (approx.) of Scheme tracing / field training at site location – Accommodation and food arrangements (breakfast, lunch & dinner) as per Company guidelines shall be provided by the company.
- 3.3 During last six months of On-the-Job Training at site location – Accommodation and Working lunch as per Company guidelines shall be provided by the Company on chargeable basis at subsidized rates depending on the site location.

### 4. Appointment and Compensation packages

During the **Phase # 2** of the training i.e., Six months of On-the-Job training period, **a Gross Stipend of ₹ 25,000/- per month** (inclusive of employee & employer statutory deductions, if any) shall be paid.

After successful completion of prescribed One year training course, trainee shall be appointed on the company role as an Engineer at any of the locations in India with **CTC of ₹ 5 Lacs per Annum** on the terms and conditions as applicable at the time of appointment.

### 5. Selection Process

Shortlisted candidates based on Eligibility Criteria will be assessed through an **Objective type Test** comprising of questions on Technical and Communication Skills. The test would be followed by an interview, which would be conducted **Face to Face at STEAG India Corporate Office, Noida**. Successful candidates would have to pass prescribed medical tests for final selection. Minimum medical standards may be seen in the **Annexure**.

**Eligible Candidates will be informed about Date of test and interview separately thru mail.**

### 6. Submission of Documents and Fees

Acceptance of Offer, Medical Report and a Bank Draft of first installment of **₹ 1 Lac + 18% GST** by candidate in favor of **STEAG Energy Services (India) Pvt. Ltd., payable at Noida/New Delhi**, should be received at STEAG India Corporate office in Noida through courier *before two weeks of commencement of the program*.

Payment for first installment of the training fee can also be made through **online payment mode** by remitting directly to company's bank account, the details shall be provided to selected candidates.

If the fee from the selected candidates is not received on time, opportunity shall be extended to waitlisted candidates. All successful candidates who fulfill these requirements shall have to report at **STEAG Power Plant Learning Center, Noida** on the date of commencement of training as indicated in **Point 2.3**. Any falsification of information is subject to rejection of candidates' application at any stage of selection process.

### 7. How to apply?

Please fill the Application Form available on STEAG India website <https://www.steag.in/en/career> and send the filled in form to [training.employment@steag.in](mailto:training.employment@steag.in) (Only Applications received in the prescribed format will be accepted for further process).

**STEAG is an equal opportunity employer and has an affirmative gender diversity policy. We encourage female engineers to apply.**

The last date for receipt of application is **23<sup>rd</sup> June 2024**.

## Testimonials from previous batches of GETs



**Satyabrata Bihari** – RWE Renewables GmbH, Germany (3<sup>rd</sup> batch)

The training was extremely helpful to understand the basic power plant principles and concepts. Quality of the content was excellent. I really like the unique balance of theory and on-job training. I appreciate the wisdom, experience and personable presentation, which exceeded my expectations. The on-job training provided to us was very concrete and easy-to-follow tools for practical environment. I feel confident in applying this approach to different situations that came knocking throughout my journey. It provided me a good opportunity to grow my knowledge base and improve my job skills to become more effective in the workplace. It also helped me to reinforce my skills and acts as an impetus for improvement. Thank you so much for this valuable training. I really enjoyed it and encourage others to be part of it.



**Ashutosh Ranjan**, System Technologies – STEAG Energy Services India, Head Office, Noida (04<sup>th</sup> batch)

It's been 11 years that I have been working with STEAG after starting my career as a GET and it has proved to be a good experience for me. As a GET, I got a lot of exposure here and have been able to develop myself both 'personally and professionally'. Reason why I have been with the company is quality work, friendly work environment and immense learning opportunities. The opportunities and scope of development has polished my skills and helped me become a better resource.



**Tuhina Banerjee** – Asset Optimization – STEAG Energy Services, VL Jharsuguda site (14<sup>th</sup> batch)

I joined STEAG as a Graduate Engineer Trainee (GET) in 2021 and enrolled in their 1-year training and certification program on "Operation and Maintenance of Thermal Power Plants". The training was extremely helpful in understanding the basic principles and concepts of power plants. The quality of the content was excellent, offering a unique balance of theory and on-the-job training. This training provided an excellent opportunity to expand my knowledge base and enhance my job skills, making me more effective in the workplace. It reinforced my skills and acted as an impetus for continuous improvement.