नालको NALCO
National Aluminium Company Limited
(A Government of India Enterprise)

Nalco Bhawan, P/1, Nayapalli
Bhubaneswar-751013, Odisha, India
CIN : L27203OR1981GOI000920
A NAVRATNA COMPANY

Advertisement No.10260301 **Date: 20/07/2026**

REQUIREMENT OF COMMITTED, EMPATHETIC AND COMPASSIONATE MEDICAL PROFESSIONALS

National Aluminium Company Limited (NALCO), a Navratna Central PSU and one of the largest integrated Alumina- Aluminium Complexes of Asia, having State of the Art technology, is going for further growth and expansion within India & across the globe. 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.

Company is looking for committed, empathetic and compassionate Medical professionals for the following positions

01.DISCIPLINE, POST, GRADE, VACANCY, QUALIFICATION & EXPERIENCE:

TABLE-1

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
Medical Officer /E02 grade	02	OBC(NCL)-1 (Backlog), UR-1	c) OA, OL, BL, LC, Dw, AAV, SD/SI d) SLD e) MD involving (c) to (d) above	**Qualification:** MBBS. Candidates possessing PG Certificate in Industrial Health approved by DGFASLI would be preferred. **Experience:** Four (04) completed years of post-qualification experience, as doctors in Govt./ PSU or reputed/leading hospital/ organizations.^
Specialist /E02 grade (Orthopedic:01, Radiology:01)	02	UR-1, SC-1	c) OA, OL, BL, LC, Dw, AAV, SD/SI d) SLD e) MD involving (c) to (d) above	**Qualification:** MD/MS/Recognized post MBBS Diploma in the respective discipline as per the required specialization. **Experience:** Nil
Specialist/E03 grade (Ophthalmology:01 Radiology:01)	02	OBC(NCL)-1 (Backlog), UR-1	c) OA, OL, BL, LC, Dw, AAV, SD/SI d) SLD e) MD involving (c) to (d) above	**Qualification:** MD/MS/Recognized post MBBS Diploma in the respective discipline as per the required specialization. **Experience:** Three (03) completed years of post MD/MS/Recognized Diploma experience, as specialist Doctor in Govt./PSU or reputed/leading hospital/ organizations^.

^ In case of self-practice, candidate must upload their valid medical registration along with the registration of the clinic or nursing home for the relevant period, while providing details of their experience.

Abbreviations used:
OA=One Arm, OL=One Leg, BL=Both Legs, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, SD/SI= Spinal Deformity (SD)/Spinal Injury (SI) without any associated neurological/limb dysfunction, SLD= Specific Learning Disability, MD=Multiple Disabilities, UR=Un-Reserved, SC=Scheduled Castes, OBC(NCL)=Other Backward Classes (Non-Creamy Layer), EWS= Economically Weaker Sections, PwBD= Person with Benchmark Disability.

* The number of posts indicated above is tentative which may vary depending upon existing & future organizational requirement.

02. SCALE OF PAY AND MAXIMUM AGE :

❖ The pay scale and maximum age limit of the posts advertised for are as below:

Sl. No	Grade	Scale of Pay	Upper age Limit as on 17/08/2026
(I)	(ii)	(iii)	(iv)
1	E03	80000-3%-220000/-	38 Years
2	E02	70000-3%-200000/-	35 Years

❖ The internal candidates may apply along with other candidates provided they are on immediate lower scale of pay & there will be no upper age limit for them. However, their cases will be governed as per the Rules of the Company.

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), Non-Practicing Allowance (20% 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 dependent family members, Post-Retirement Medical Benefit, Leave Encashment, Pension as per NPS, Contributory Provident Fund, Group Insurance, Gratuity, etc. as per Company's Rule.

04. GENERAL CONDITIONS:

SELECTION PROCESS:

a. Shortlisting will be done based on the information/ declaration submitted by the candidate at the time of submission of online application. In case any false declaration is found during the verification of documents / experience at the time of Personal Interview, candidate will not be allowed to appear the interview and no TA will be paid.

b. The assessment will be made through **Personal Interview** only.

c. Based on the performance in personal interview, organizational requirement, vacancies to be operated, the candidates will be selected.

d. Mere meeting the advertised specification does not entitle a candidate to be called for Personal Interview. 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.

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.

PLACEMENT:

❖ Selected candidates will be posted in the NALCO's establishments anywhere in India or any of the subsidiaries/joint ventures/business associates of NALCO and is transferable as per the organizational requirement. 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:

❖ There is no application Fee.

06. RESERVATION & RELAXATION:

❖ In case no vacancy is reserved for any category, candidate will be considered for selection for appointment to the post by **unreserved** standard of merit.

❖ Reservations/relaxations for SC/ST/OBC (Non-creamy layer)/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**.

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- 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 2026-27**. 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 2026-27.
- 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 post 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 summarily rejected.
- While applying online, candidate needs to upload his/her recent passport size colour photograph, signature, self-attested scanned copy of qualification proofs, proof related to experience, recent salary slip and document related to the existing employers or copy of Form 16/annual IT return. The candidates must ensure that all relevant documents are duly uploaded as per requirements.
- Due to non-submission of correct / valid and legible complete documents, application submitted would 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.
- 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 the 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').
- Wherever CGPA/OGPA or letter grade in a Degree/Diploma is awarded, equivalent marks in percentage 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.
- In case the candidate is called for personal interview, he/she will be required to produce his/her original certificates, mark sheets and other relevant documents as mentioned in the on-line application form.
- All computations of age/experience requirement /qualification shall be done w.r.t. **17.08.2026.**
- Candidates will be reimbursed IInd class AC (Sleeper) to and fro train/bus fare for E2 & E3 grades from their communication address mentioned in the on-line application for attending the interview by the shortest route on production of tickets/proof of journey. No change in communication address will be entertained at a later stage for the purpose of reimbursement of TA.
- 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.No enquiry asking for advice on eligibility criteria will be entertained.

09. IMPORTANT DATES:

a) Opening of online submission of application : **28:07:2026 (10:00 AM)**

b) Last date of submission of online application : **17:08:2026 (06:00 PM)**

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Chief General Manager (HR)-R&P