

**RECRUITMENT OF MANAGEMENT TRAINEES-2026 THROUGH GATE-2026**

**HRD/Rectt./Advt./2025-26/18**

**ENGINEERS INDIA LIMITED**, a Navratna Public Sector Company is poised “To be a Global Leader offering Total Energy Solutions for a Sustainable Future” and is transitioning into “Total Energy Consulting Organization” with leadership position across all the pillars and constituents of “Energy Sector”. Through last five decades of dedicated service to the nation, EIL has executed some of India’s major projects in the refineries, petrochemicals, pipelines, offshore, metallurgy, infrastructure & fertilizer sectors. EIL has embarked upon an expansion plan into sunrise sectors such as Nuclear, Solar, Water & Waste Management and is increasing its presence in over 17 countries world-wide. EIL invites bright, young, energetic and ambitious **Engineering Graduates** to join its team of world class professionals as **Management Trainees as mentioned below: -**

**Job Profile: - Management Trainee-Construction**

Young energetic Engineers who are looking forward to have a career in **Construction**, the Construction Division of EIL offers experience in the varied services for Construction Management in totality including Contract Administration, Quality Surveillance, HSE & Warehouse management for various Domestic as well as international projects.

|                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Designation</b>                           | : Management Trainee                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Place of Posting</b>                          | : Project sites                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Period of Training</b>                        | : One year                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Stipend Payable</b>                           | : <b>Rs. 60000/- per month +Accommodation &amp; Transport OR<br/>Rs. 60000/- per month + Rs. 15000 in case Accommodation<br/>&amp; Transport are not provided</b>                                                                                                                                                                                                                                                                     |
| <b>Pay Scale on absorption<br/>(as Engineer)</b> | : <b>Rs.60000-180000</b>                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>CTC (Approx.) on absorption</b>               | : <b>Appx. Rs. 21.00 LACS PER ANNUM<br/>CTC shall include Basic Pay, DA, HRA, Other Perks &amp;<br/>Allowances, encashment of earned leaves and Retirement<br/>benefits as applicable to candidates. In addition, location-<br/>based benefits and other allowances as applicable to Project<br/>Sites shall be paid. Transportation facility and transit<br/>accommodation shall be provided depending on the site<br/>location.</b> |

**Job Profile-Management Trainee -Other than Construction**

Young energetic Engineers who are looking forward to have a career in **Other than Construction**, EIL offers career in Core Engineering, in the varied services for Design/ Engineering/ Costing/ Procurement/ Inspection/ HSE etc. for various Domestic as well as international projects.

**Job Designation** : Management Trainee  
**Place of Posting** : EIL's HO at Delhi/Gurugram Office/Branch Office/Inspection Office/Regional offices/Project sites in India & abroad  
**Period of Training** : One year  
**Stipend Payable** : **Rs. 60000/- per month +Accommodation & Transport OR Rs. 60000/- per month + Rs. 15000 in case Accommodation & Transport are not provided.**

**Pay Scale on absorption**

**(as Engineer)** : **Rs.60000-180000**

**CTC (Approx.) on absorption** : Appx. Rs. 20.10 LACS PER ANNUM  
**CTC shall include Basic Pay, DA, HRA, Other Perks & Allowances, encashment of earned leaves and Retirement benefits as applicable to candidates**

The selected candidates shall undergo training of one year at any of its offices - Head Office - New Delhi, Gurugram Office, Regional Offices at Chennai/ Vadodara/ Kolkata, Branch Office at Mumbai, Inspection Offices or Project Sites etc. in India. Thereafter, posting can be at any of these offices and Project Sites in India and abroad as mentioned above in the respective Job profiles.

On successful completion of training, the Management Trainees will be considered for absorption in the regular pay scale of **Rs.60000-180000**. They shall thereafter be on probation for a period of one year.

**Please Note: Candidate can apply for one post only i.e. either for MT (Construction) or for MT (Other than Construction).**

**A. DETAILS OF POSITIONS AND MINIMUM MANDATORY REQUIREMENTS:**

| Position                                                         | Qualification                                                                                                         | Discipline | Vacancies #     |                            | Maximum Age as on 01.07.2026 (in years) |
|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------|-----------------|----------------------------|-----------------------------------------|
|                                                                  |                                                                                                                       |            | MT-Construction | MT-Other than Construction |                                         |
| Management Trainee (MT-Construction/ MT-Other than Construction) | Full time Engineering Degree course - B.E. / B.Tech./ B.Sc (Engg) in minimum qualifying period with minimum 65% marks | Chemical   | 0               | 7                          | General – 25 yrs                        |
|                                                                  |                                                                                                                       | Mechanical | 5               | 19                         | OBC (Non creamy layer) – 28 yrs         |
|                                                                  |                                                                                                                       | Civil      | 8               | 13                         | SC/ ST – 30 yrs                         |
|                                                                  |                                                                                                                       | Electrical | 2               | 5                          | PWD(General) – 35 yrs                   |
|                                                                  |                                                                                                                       |            |                 |                            | PWD (OBC-NCL) – 38 yrs                  |
|                                                                  |                                                                                                                       |            |                 |                            | PWD (SC/ ST) – 40 yrs                   |

**# Reservation for SC/ST/OBC (Non Creamy Layer)/EWS/Person with Disabilities candidates shall be as per Govt. guidelines.**

**Note:**

- All qualifications should be from Indian University/ Institute recognized by AICTE/UGC/ appropriate statutory authority.
- Candidates are required to specify the percentage marks in the qualifying degree. Wherever CGPA/OGPA/CPI or letter grade in a qualifying Degree is awarded by the University/Institute, equivalent percentage of marks should be indicated as per the norms adopted by University/Institute. Candidates will be required to submit documentary proof/ certificate to this effect from the Institute/University at the time of Interview.

In case, the candidate is not able to produce the documentary proof/ certificate to this effect from the Institute/University in support of the percentage marks furnished at the time of interview, the percentage will be calculated as per the table given below and eligibility of the candidate for appearing in interview shall be established accordingly:

| Percentage of Marks in the qualifying examination | CGPA / OGPA/ CPI on 10 point scale | CGPA / OGPA/ CPI on 9 point scale | CGPA / OGPA/ CPI on 8 point scale | CGPA / OGPA/ CPI on 7 point scale | CGPA / OGPA/ CPI on 6 point scale | CGPA / OGPA/ CPI on 5 point scale | CGPA / OGPA/ CPI on 4 point scale |
|---------------------------------------------------|------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 65%                                               | 7                                  | 6                                 | 5.3                               | 4.6                               | 4                                 | 3.3                               | 2.5                               |

Candidates who have final year/semester exams between April to June 2026 and are yet to receive the result of qualifying degree should specify the percentage marks up to last result declared. However, such candidates should have scored required minimum qualifying percentage marks till the last result declared. Final selection of such candidates in EIL is subject to securing 65% or above marks as advertised.

- iii. Students passed/ passing out in the year 2025 and 2026 shall be eligible to apply. Candidates passed out in the **year 2024 or before are not eligible.**
- iv. The number of vacancies are tentative.
- v. Reservation of posts for SC/ST/OBC(Non Creamy Layer)/EWS/PWD candidates (with degree of disability 40% or above) will be as per Government of India policy and guidelines.
- vi. The OBC candidates who belong to “Creamy Layer” are not entitled for concession admissible to OBC-NCL candidates and such candidates will have to indicate their category as General. For OBC-NCL candidates, candidates whose caste is included in **Central List of OBC**, as given on National Commission on Backward Classes website, will be considered. ***Please note: Candidate applying against OBC-NCL category should have a valid caste certificate and the certificate need to be uploaded while applying. OBC-NCL certificate should be valid as on closing date of application (i.e 13.04.2026). Any application without valid OBC-NCL certificate, as on closing date of applications will be rejected.***
- vii. Any request for change in Category (General/SC/ST/OBC-NCL/ EWS/PWD), once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.

## **B. SELECTION PROCEDURE**

**The shortlisted candidates will have to further appear for Group Discussion and Interview.**

Graduate Engineers or final year students of Engineering from relevant disciplines as mentioned in the advertisement, who have appeared in GATE-2026 examination and cleared the exam keen on taking up challenging career in Engineers India Limited may apply.

Candidates will be considered based on GATE-2026 Score in the following disciplines:

| <b>Engineering Discipline<br/>advertised by EIL</b> | <b>Corresponding GATE-2026<br/>paper</b> | <b>Corresponding GATE-<br/>2026 Code</b> |
|-----------------------------------------------------|------------------------------------------|------------------------------------------|
| Chemical                                            | Chemical Engineering                     | CH                                       |
| Mechanical                                          | Mechanical Engineering                   | ME                                       |
| Civil                                               | Civil Engineering                        | CE                                       |
| Electrical                                          | Electrical Engineering                   | EE                                       |

Candidates **shortlisted** will be required to appear for Group Discussion and Interview at Delhi/ Gurugram. The prescribed qualification is the minimum requirement and mere possession of the same does not entitle a candidate to be called for selection process based on the GATE scores. Only shortlisted candidates will be informed for interview through email on their registered email IDs. All such candidates, eligible for interview will be paid to & fro limited to III AC Sleeper Rail Fare by the shortest route from the mailing address, as mentioned in the application, to the interview centre.

**Note:**

All the candidates are requested to remain updated at each step of the selection process by visiting our website [www.engineersindia.com](http://www.engineersindia.com). **All queries pertaining to recruitment, including selection process, may be addressed to EIL Recruitment Team at [rectt@eil.co.in](mailto:rectt@eil.co.in) with subject “2025-26/18”.** Candidates are also requested to visit FAQ Section on EIL website with respect to this recruitment drive.

**C. STEPS FOR APPLYING:**

*Candidates are requested to read the complete instructions hereunder before applying. Eligible candidates need to apply through EIL website [www.engineersindia.com](http://www.engineersindia.com). No other mean/ mode of application will be accepted. It may be noted that No Agency/ Individual is hired by EIL for the process of registration. Before initiating the registration process, the candidates should go through important details mentioned in Frequently Asked Questions (FAQs) section given in the application page.*

- i. Login to EIL Recruitment portal - <http://recruitment.eil.co.in/>
- ii. Go to “Recruitment of Management Trainees” section
- iii. Select “Post to Apply” i.e. “MT-Construction” OR “MT-Other than Construction”
- iv. Click on “New Registration Details” for initial registration and fill the online form with all the relevant details. On successful submission of online form, a Registration no. will be generated. **Note down the “Registration no.”** as the same would be required for all future correspondence.
- v. Candidate must mention his/ her correct GATE-2026 registration no. (as appearing in GATE Admit Card-2026). Candidate has to ensure filling up of correct information. In case of filling up of wrong or invalid information, the application will be summarily rejected.
- vi. Before filling “Final Registration”, candidates should keep the following ready:
  - Scanned copy of their passport size photograph in .jpg/.jpeg format of **maximum 75 KB size**
  - Scanned copy of signature in .jpg/.jpeg format of **maximum 25 KB size**.
  - Scanned copy of Caste certificate for **SC, ST and OBC (NCL)** candidates and disability certificates for Person with Disabilities (**PWD**) candidates in .jpg/.jpeg format of **maximum 500 KB size**

- Scanned copy of EWS certificate for **EWS candidates** in .jpg/.jpeg format of **maximum 500 KB size**
  - Scanned copy of **percentage conversion certificate issued by competent authority from Institute/University** in .jpg/.jpeg format of **maximum 500 KB size**. In case where the declared result is already in percentage, student should upload a self-certification regarding the same.
- vii. Fill the details online for final submission. Ensure successful submission of online form for completion of registration process. **On successful completion of registration process, an auto generated mail shall be sent on the registered email Id.** The candidates are required to take printout of the application after submission of online form. **Candidates are required to keep the printout of the application, which will be required at the time of Personal Interview, if short listed.**

**Note: 1. No fee is required to be paid for applying in EIL.**

**2. Only Indian Nationals are Eligible to apply.**

#### **D. GENERAL INSTRUCTIONS**

- Online submission of application will be permitted on the website between **00.00 hrs on 20.03.2026 till 23:59 hrs on 13.04.2026.**
- Candidates should have a **valid email address and a valid mobile no.** and same should be specified in the application. The email Id/Mobile number should be functional/active for at least two years from the date of the submission of application. All the correspondence regarding interview (if shortlisted for) shall be done on the registered email ID/ registered mobile no., submitted in the online application form.
- Only those candidates who meet the prescribed eligibility criteria and have appeared in GATE 2026 need apply.
- Candidates are required to furnish the documentary proof of passing B. E./ B. Tech/ B. Sc. (Engg.) on or before 01.07.2026.
- If at any stage, it is found that the candidate does not meet the prescribed eligibility criteria, he/she will be disqualified. Candidates should visit the “Career” link of EIL website [www.engineersindia.com](http://www.engineersindia.com) from time to time for information.
- Eligible candidates will be intimated by e-mail for Group Discussion & Interview. **EIL shall not be responsible for any loss of email, due to invalid/wrong email id/ loss in transit etc.** No request in this regard will be entertained.
- EIL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereafter.
- **The candidates called for interview will be required to submit the filled in Travelling Allowance (TA) form along with proof of travel i.e. tickets/ticket no. Bank mandate form duly signed by bank authority/ Cancel cheque clearly mentioning bank account no. of**

candidate and IFSC Code No. of Bank Branch is to be submitted along with TA form for payment of TA.

- Selection will be based on the details provided; hence it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong / false information will be a disqualification and the applicant will be responsible for any consequence of furnishing of such wrong/false information. Any false or incorrect information may result in disqualification from the selection process, at any stage.
- **All the details given in the online form will be treated as final and no changes will be entertained.**
- Court of jurisdiction for any dispute will be Delhi.
- For further queries, candidates may drop an e-mail at [rectt@eil.co.in](mailto:rectt@eil.co.in) with subject “**2025-26/18**”.

#### **IMPORTANT DATES**

|                                     |                          |
|-------------------------------------|--------------------------|
| Commencement of Online Registration | 0000 hours on 20.03.2026 |
| Last date of Online Registration    | 2359 hours on 13.04.2026 |