

Bharat Petroleum
energising lives

TAKE PRIDE IN ENERGISING THE NATION WITH BPCL

RECRUITMENT OF EXPERIENCED PROFESSIONALS

Fortune Global 500 Company, Bharat Petroleum is the second largest Indian Oil Marketing Company and one of the premier integrated energy companies in India, engaged in refining of crude oil and marketing of petroleum products, with a significant presence in the upstream and downstream sectors of the oil and gas industry. The company attained the coveted Maharatna status, joining the elite club of companies having greater operational & financial autonomy.

Bharat Petroleum's Refineries at Mumbai, Kochi and Bina Refinery have a combined refining capacity of around 35.3 MMTPA. Its marketing infrastructure includes a network of installations, depots, energy stations, aviation service stations and LPG distributors. Its distribution network comprises over 21,000 Energy Stations, over 6,200 LPG distributorships, 525 Lubes distributorships, 123 POL storage locations, 53 LPG Bottling Plants, 70 Aviation Service Stations, 4 Lube blending plants and 4 cross-country pipelines.

Bharat Petroleum is integrating its strategy, investments, environmental and social ambitions to move towards a sustainable planet. The company has chalked out the plan to offer electric vehicle charging stations at around 7000 energy stations over the next 5 years.

With a focus on sustainable solutions, the company is developing a vibrant ecosystem and a roadmap to become a Net Zero Energy Company by 2040, in Scope 1 and Scope 2 emissions. Bharat Petroleum has been partnering communities by supporting innumerable initiatives connected primarily in the areas of education, water conservation, skill development, health, community development, capacity building and employee volunteering. With 'Energising Lives' as its core purpose, Bharat Petroleum's vision is to be the most admired global energy company leveraging talent, innovation & technology.

PROFILES ON OFFER

If you are an ambitious, qualified, and versatile professional in any of the following verticals, we are looking for you! Check out our roles on offer:

1.	Petrochemicals	5.	Medical Officer
2.	Research & Development/ Renewables	6.	Digital/Information Systems
3.	Legal	7.	Engineering
4.	Brand/ Public Relations	8.	HR

Prospective candidates must possess the required educational qualifications and relevant post-qualification work experience in the respective areas as detailed below. To support our vision and goals, we are looking for individuals who can rapidly assimilate our businesses processes and harness their versatility and leadership to conceive, co-create, collaborate, and contribute to achieving ambitious targets. Only those who fulfil the eligibility criteria and possess relevant experience shall be considered for further selection process.

IMPORTANT DATES	
Commencement of online application	**1st November 2023**
Last date of online application	**26th November 2023**



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PETROCHEMICALS

With three refineries in the group, Bharat Petroleum is a name to reckon with in the refining segment. BPCL has developed refinery infrastructure with an aim to increase refining capacity and strengthen our stronghold in the refining sector. Our refineries have always been at the forefront of innovation.

BPCL Bina Refinery located at Bina, Madhya Pradesh is setting up an Ethylene Cracker Complex and Associated Units for its diversification into Petrochemicals like Ethylene and Propylene based Petrochemical units along with expansion of its refinery capacity to 11 MMTPA, a monumental endeavor valued at Rs 49,000 crores. The project is scheduled to be completed in 5 years' time. The project's product portfolio will encompass a diverse range, including High-Density Polyethylene (HDPE), Linear Low-Density Polyethylene (LLDPE), Polypropylene (PP), and an array of valuable aromatics like Benzene, Toluene, and Xylene (BTX). These products serve as the building blocks for various industries. The postings for the positions in notified for petrochemicals will be at Bina/Mumbai refinery.

We invite applications for the following profiles:

PETROCHEMICALS – PROJECT LEADER (PROCESS)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B. E / B. Tech) in Chemical /Petrochemical/Polymer Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Petrochemical Projects. You will be responsible for leading the team with deliverables such as: • Feasibility Studies, Design basis preparation / finalization, Licensors selection, if any, BDEP preparation & Detailed engineering activities especially PFD/ P&ID, Model reviews (30,60&90%), SIL & HAZOP studies, etc. with all Process Licensors / Consultants. • Management of implementation of the project conforming to relevant design documents. • Pre-commissioning and commissioning activities trouble shooting, PGTR and coordination with licensors & other stakeholders, etc. • Overseeing and providing guidance for normal operations, plant start-up and shutdown including various emergency shutdowns & operations of critical equipment like compressors / blowers / pumps / furnaces / incinerators /extruders • Overseeing and providing guidance for plant activities for production of on specification intermediates /products from Ethylene Cracker /

	Polypropylene / Butene-1 / Polyethylene - Linear Low-Density Polyethylene (LLDPE)/High Density Polyethylene (HDPE)/ and associated units • Providing requisite training for process personnel • Taking charge of plant emergency situations and providing instructions/guidelines to overcome plant emergency situations, trouble shooting, imparting training etc. • Facilitation of management of preventive & breakdown maintenance of various mechanical equipment, maximum utilization of available resources, reducing time, maintaining safety & quality standards in work, ensuring process safety & safety standards including Hazop /risk analysis / design standards / guidelines are adopted. • Implementation of control systems with in-depth understanding of P&ID/PFDs storage, handling, bagging & dispatch of petrochemical products. • Utilities & Off-site activities. • Facilitation of development of operating manuals / supervisory manuals, Standard Operating Procedures (SOPs), ensure that all the plant operational activities, start-ups and shutdowns are carried out safely as per the Licensor/internally developed SOPs. • Other responsibilities include all activities related to routine maintenance, Turnaround Maintenance/shutdown activities, plant preservation activities, monitoring of plant parameters, feedback on plant operations, training and equipping new hires on plant SOPs, emergency procedures, etc. • Knowledge in using digital platform for efficient monitoring & report generations (weekly/ monthly / yearly) • Ensure all project activities adhere to safety and environmental regulations. • Maintain high-quality standards throughout the project lifecycle. • Prepare regular progress reports for stakeholders. • Identify and assess project risks, develop risk mitigation strategies, monitor, and manage risks throughout the project lifecycle.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **25 Years** of experience in Operations/ Process/ Project in a Large Refinery or a Major Unit within a Petroleum Refinery / petrochemical/ polymer complex **of which**, the candidate has to have minimum **12 years** of experience in operation / technology/ project related to petrochemical / polymer units.

DESIRED SKILLS	• Candidates should possess detailed knowledge in review of BDEP documents/operating manuals/detailed engineering activities, in handling/operation of furnace / reactors/catalytic process and handling materials such as Naphtha /LGO /Ethylene /Propylene / PE/ PP, reactions and controls, pyrophoric catalyst substances, TEAL, liquefied gases, liquid/ dry additives, major equipment such as furnaces/extruders, pipe/auto clave reactors, CSTR reactors/ tubular reactors/ purifiers/ dryers, pumps, compressors, blowers, bag filters, refrigeration compressors/ chillers, heat exchangers, diaphragm/ metering pumps, blenders, liquid/gaseous incinerators, managing polymer warehouse, polymer/ petrochemicals dispatch in tankers/Iso containers. • Knowledge of distributed control systems, safety systems such as PLC/FSC, remote/local operated hand valves/control valves/pull-down valves. Hazard area classification in a process plant, LT/HT drives, PLCs, DC drives, AC variable frequency drives etc. • A keen eye for detail and accuracy • Adeptness at trouble shooting of unit operations, commissioning of units, process optimization and resolution of process-related issues. • Ability to work in coordination with other sections / departments, ability to focus with meticulousness, ability to tolerate physical exertion. • Proficiency in strategy management and planning. • Excellent leadership and interpersonal skills • Knowledge of safety and environmental regulations in the petrochemical industry
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **50** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years. However, the maximum age of the candidate should not exceed 58 years as on 01.10.2023, after all applicable relaxations are accounted for.



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PETROCHEMICALS - PROCESS MANAGER

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Chemical /Petrochemical/Polymer Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the refinery petrochemical team, you will be responsible for: • Feasibility studies, design basis preparation / finalization, BDEP preparation & detailed engineering activities especially PFD/ P&ID, model reviews (30,60&90%), SIL & HAZOP studies, etc. with process licensors / consultants. • During implementation of the project inspection of systems / equipment / internals for conforms to design documents. • Assist in units pre-commissioning and commissioning activities trouble shooting, PGTR and coordination with licensors & other stake holders, etc. • Handling normal operations, plant start-up and shut down including various emergency shutdowns. • Operations of critical equipment like compressors /blowers / pumps / furnaces/ incinerators / extruders • Handling shift operations - plant activities for production of on specification intermediates /products from Ethylene Cracker / Polypropylene / Butene-1 / Polyethylene - Linear Low-Density Polyethylene (LLDPE)/High Density Poly Ethylene (HDPE)/ and associated units • Taking charge of plant emergency situations and providing instructions/guidelines to panel/field staff to overcome plant emergency situations, trouble shooting, imparting training etc. • Managing preventive & breakdown maintenance of various mechanical equipment, maximum utilization of available resources, reducing time, maintaining safety & quality standards in work, ensuring process safety & safety standards, Hazop and risk analysis and design standards / guidelines. • Ensuring process specifications of equipment like columns, vessels, furnaces / burners, heat exchangers, pumps, compressors, measuring and control instruments, heat-mass balance, piping, safety / statutory requirements etc. • Handling control systems with in-depth understanding of P&ID/PFDs storage, handling, bagging & dispatch of petrochemical products. • Handling and coordinating with utilities & Off-site activities. • Development of operating manuals / supervisory manuals, Standard Operating Procedures (SOPs), ensure that all the plant operational activities,

	start-ups and shutdowns are carried out safely as per the Licensor/internally developed SOPs. • Other responsibilities include all activities related to routine maintenance, Turnaround Maintenance/shutdown activities, plant preservation activities, monitoring of plant parameters, feedback on plant operations, training and equipping new hires on plant SOPs, emergency procedures, etc. • Knowledge in using digital platform for efficient monitoring & report generations (weekly/ monthly / yearly) • Collaborate with suppliers and vendors to ensure the timely delivery of catalyst and chemicals. • Lead root cause analysis and troubleshooting efforts to address process-related issues and implement corrective actions. • Identify opportunities for cost reduction and process optimization.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **14 years** of experience in Operations/ Process/Project in a Large Refinery or a Major Unit within a petroleum refinery/ petrochemical/ polymer complex **of which** the candidate has to have minimum **7** years of experience in operation / technology/project related to petrochemical / polymer units.
DESIRED SKILLS	• Candidates should possess detailed knowledge in review of BDEP documents/operating manuals/Detailed engineering activities, in handling/operation of furnace / reactors/catalytic process and handling materials such as Naphtha/LGO/Ethylene/Propylene/PE/PP, reactions and controls, Pyrophoric catalyst substances, TEAL, liquefied gases, liquid/ dry additives, major equipment such as furnaces/extruders, pipe/auto clave reactors, CSTR reactors/ tubular reactors/ purifiers/ dryers, pumps, compressors, blowers, bag filters, refrigeration compressors/ chillers, heat exchangers, diaphragm/ metering pumps, blenders, Liquid/Gaseous Incinerators, managing polymer warehouse, polymer / petrochemicals dispatch in Tankers/Iso Containers. • Working knowledge of distributed control system, Safety systems such as PLC/FSC, remote/local operated hand valves/control valves/pull-down valves. Hazard area classification in a process plant, LT/HT drives, PLCs, DC drives, AC variable frequency drives etc. • Adeptness at trouble shooting of unit operations, commissioning of units, process optimization and resolution of process-related issues. • Ability to work in coordination with other Sections / departments Ability to focus with meticulousness Ability to tolerate physical exertion during equipment verification, etc. • Proficiency in strategy management and planning.

	• Knowledge of Process Safety Management • Working knowledge of process simulation tools like Aspen HYSYS, HTRI etc.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **46** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

PETROCHEMICALS – PROCESS ENGINEER

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Chemical /Petrochemical/Polymer Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the refinery petrochemical team, you will be responsible for: • Feasibility studies, design basis preparation / finalization, BDEP preparation & detailed engineering activities especially PFD/ P&ID, model reviews (30,60&90%), SIL & HAZOP studies, etc. with Process Licensors / Consultants. • During implementation of the project, inspection of systems / equipment / internals for conforms to design documents. • Assist in units pre-commissioning and commissioning activities trouble shooting, PGTR and coordination with licensors & other stake holders, etc. • Handling normal operations, plant start-up and shutdown including various emergency shutdowns • Operations of critical equipment like compressors /blowers /pumps /furnaces / incinerators / extruders • Handling shift operations: plant activities for production of specification intermediates /products from Ethylene Cracker / Polypropylene / Butene-1 / Polyethylene - Linear Low Density Polyethylene (LLDPE)/High Density Poly Ethylene (HDPE)/ and associated units • Taking charge of plant emergency situations and providing instructions/guidelines to panel/field staff to overcome plant emergency situations, trouble shooting, imparting training etc.

	• Managing preventive & breakdown maintenance of various mechanical equipment, maximum utilization of available resources, reducing time, maintaining safety & quality standards in work, ensuring process safety & safety standards, Hazop and risk analysis and design standards / guidelines. • Ensuring process specifications of equipment like columns, vessels, furnaces / burners, heat exchangers, pumps, compressors, measuring and control instruments, heat-mass balance, piping, safety / statutory requirements etc. • Handling Control systems with in-depth understanding of P&ID/PFDs Storage, handling, bagging & dispatch of petrochemical products. • Handling and coordinating with Utilities & Off-site activities. • Development of Operating manuals / Supervisory manuals, Standard Operating Procedures (SOPs), ensure that all the plant operational activities, start-ups and shutdowns are carried out safely as per the Licensor/internally developed SOPs. • Other responsibilities include all activities related to routine maintenance, Turnaround Maintenance/shutdown activities, plant preservation activities, monitoring of plant parameters, feedback on plant operations, training and equipping new hires on plant SOPs, emergency procedures, etc. • Knowledge in using digital platform for efficient monitoring & report generations (weekly/ monthly / yearly) • Managing unit Process Operating Window (PoW) limits. • Collaborate with cross-functional teams, including operations, maintenance, lab and scheduling personnel. • Identify opportunities for cost reduction and process optimization. • Manage catalyst and chemical optimization.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023*)*	Minimum **7 years** of experience in Operations/ Process in a Large Refinery or a Major Unit within a Petroleum Refinery/ petrochemical/ polymer complex **of which** the candidate has to have minimum **4** years of experience in operation / technology related to petrochemical / polymer units.
DESIRED SKILLS	• Candidates should possess detailed knowledge in review of BDEP documents/operating manuals/detailed engineering activities, in handling/operation of furnace / reactors/catalytic process and handling materials such as Naphtha /LGO /Ethylene /Propylene /PE/PP, reactions and controls, Pyrophoric catalyst substances, TEAL, liquefied gases, liquid/ dry additives, major equipment such as furnaces/extruders, pipe/auto clave reactors, CSTR reactors/ tubular reactors/ purifiers/ dryers, pumps, compressors, blowers, bag filters, refrigeration compressors/ chillers, heat

	exchangers, diaphragm/ metering pumps, blenders, liquid/gaseous Incinerators, managing polymer warehouse, polymer / petrochemicals dispatch in tankers/Iso containers. • Working knowledge of distributed control system, safety systems such as PLC/FSC, remote/local operated hand valves/control valves/pull-down valves. Hazard area classification in a process plant, LT/HT drives, PLCs, DC drives, AC variable frequency drives etc. • Adeptness at trouble shooting of unit operations, commissioning of units, process optimization and resolution of process-related issues. • Ability to work in coordination with other sections / departments, ability to focus with meticulousness, ability to tolerate physical exertion during equipment verification, etc. • Proficiency in process simulation tools like Aspen HYSYS, HTRI etc. • Excellent problem-solving and analytical skills.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

PETROCHEMICALS - PROJECT MANAGER (MECHANICAL)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Mechanical Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	Your responsibility areas include the following: • Defining project objectives, scope, and deliverables • Developing a comprehensive project plan, including timelines, milestones, and resource allocation • Monitoring progress against the schedule and taking corrective actions as needed to ensure timely project completion. • Monitoring project costs, track expenses, and ensure adherence to the budget. • Coordinating with stakeholders including internal stakeholders, regulatory/statutory agencies, project management consultants and

	contractors. • Managing contracts with suppliers, contractors and ensuring that works are executed adhering to contractual obligations. • Driving a team of contractors at site during the execution of construction activities • Ensuring the required authorizations/permits before starting the job at site. • Ensuring that the site job is taking place as per drawings issued for construction with no deviation from the scope. • Interaction directly with workmen & supervisors to ensure that the job progresses with no hindrances. • Supervision & recording of site activities. • Driving implementation of the project schedule and ensuring the job progresses according to the set timelines. • Implementation of all the BPCL Standard Procedures at site • Ensuring that all prescribed standard specifications are followed at site and the quality of material used is as per the specifications. • Carry out sample checks/inspection of material if required with a compliance report prepared for the site in-charge. • Co-ordination of the movement of ODC Consignment until site & follow-up with contractors/vendors for availability of material at site • Ensuring compliance with all relevant safety and environmental regulations • Assessing the impact of changes and obtaining necessary approvals. • Supervising and monitoring site progress & recording the same in a report periodically. • Timely verification and certification of the measurements • Maintaining project documentation, including contracts, drawings, specifications and change orders. • Conducting a thorough project closeout, including final inspections, documentation, and handover to operations • Coordinating with local bodies, contractors, statutory authorities, etc. • Work on cost control measures while managing the quality and safety
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **14 Years** of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	• Project management skills, including the ability to plan, execute, and oversee complex projects while adhering to budgets and timelines. (Project management certifications such as PMP is preferred)

	• Experience of handling mainly construction activities in projects related to petroleum refinery/petrochemicals. • In-depth knowledge of Civil/Mechanical standards • Experience of interpreting, reviewing MIS reports • Working experience of SAP & related technology platforms • Ability to control and supervise the construction work of the complete project within the respective disciplines. • Learning agility & good presentation skills • Demonstrated people management skills. • Ability to adapt to new technology and methods. • A high level of integrity, self-discipline, and positive attitude • Strong written and oral communication skills • Excellent networking & strong negotiation skills • Self-motivated and target-oriented to drive results. • Proficiency in strategy management and planning.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **42** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

PETROCHEMICALS - PROJECT ENGINEER (MECHANICAL)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Mechanical Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	Your responsibility areas include the following: • Defining project objectives, scope, and deliverables • Developing a comprehensive project plan, including timelines, milestones, and resource allocation • Monitoring progress against the schedule and taking corrective actions as needed to ensure timely project completion. • Monitoring project costs, track expenses, and ensure adherence to the budget. • Coordinating with stakeholders including internal stakeholders, regulatory/statutory agencies, project management consultants and contractors.

	• Managing contracts with suppliers, contractors and ensuring that works are executed adhering to contractual obligations. • Driving a team of contractors at site during the execution of construction activities. • Ensuring the required authorizations/permits before starting the job at site. • Ensuring that the site job is taking place as per drawings issued for construction with no deviation from the scope. • Interaction directly with workmen & supervisors to ensure that the job progresses with no hindrances. • Supervision & recording of site activities. • Driving implementation of the project schedule and ensuring the job progresses according to the set timelines. • Implementation of all the BPCL Standard Procedures at site • Ensuring that all prescribed standard specifications are followed at site and the quality of material used is as per the specifications. • Carry out sample checks/inspection of material if required with a compliance report prepared for the site in-charge. • Co-ordination of the movement of ODC Consignment until site & follow-up with contractors/vendors for availability of material at site. • Ensuring compliance with all relevant safety and environmental regulations. • Assessing the impact of changes and obtaining necessary approvals. • Supervising and monitoring site progress & recording the same in a report periodically. • Monitor project expenditures and control costs. Identify cost-saving opportunities and implement cost-effective solutions. • Timely verification and certification of the measurements • Maintaining project documentation, including contracts, drawings, specifications, and change orders • Conducting a thorough project closeout, including final inspections, documentation, and handover to operations • Coordinating with local bodies, contractors, statutory authorities, etc.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7 Years** of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	• Project management skills, including the ability to plan, execute, and oversee complex projects while adhering to budgets and timelines. (Project management certifications such as PMP is preferred)

	• Experience of handling mainly construction activities in projects related to petroleum refinery/petrochemicals. • In-depth knowledge of Civil/Mechanical Standards • Experience of interpreting, reviewing MIS reports • Working experience of SAP & related technology platforms • Ability to control and supervise the construction work of the complete project within the respective disciplines. • Learning agility & good presentation skills • Demonstrated people management skills. • Ability to adapt to new technology and methods. • A high level of integrity, self-discipline, and positive attitude • Strong written and oral communication skills • Excellent networking & strong negotiation skills • Self-motivated and target-oriented to drive results. • Knowledge of Process Safety Management
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

PETROCHEMICALS - PROJECT MANAGER (CIVIL)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Civil Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories
KEY CHALLENGES AND EXPECTATIONS	Your responsibility areas include the following: • Driving a team of contractors at site during the execution of construction activities • Procurement of the required permits/clearances before starting the job at site • Organization of & toolbox talks (TBT) for briefing workmen about safety aspects of the job & proper safety precautions to be taken during execution of job • Drafting the erection scheme of equipment wherever required and obtaining approvals.

	• Ensuring that the site job is taking place as per drawings issued for construction with no deviation from the scope. • Regular interaction directly with workmen & supervisors to ensure that the job progresses with no hindrances. • Supervision & recording of site activities. • Driving implementation of the project schedule and ensuring the job progresses according to the set timelines. • Implementation of all the BPCL Standard Procedures at site. • Ensuring that all prescribed standard specifications are followed at site and the quality of material used is as per the specifications. • Carry out sample checks/inspection of material. • Co-ordination of the movement of ODC Consignment until site & follow-up with contractors/vendors for availability of material at site. • Ensuring that the safety plans are implemented on site, etc. • Monitoring site progress & recording the same in a report periodically. • Timely verification and certification of the measurements mentioned in the Contracts. • Coordinating with local bodies, contractors, statutory authorities, etc. • Maintain accurate project documentation, including project reports, drawings, specifications, and change orders
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	**Minimum 14 Years** of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry
DESIRED SKILLS	• In-depth knowledge of Civil standards. • Knowledge of safety, environmental, and regulatory requirements in the petrochemical sector • Experience of interpreting and reviewing MIS reports. • Working experience of SAP & related technology platforms. • Ability to control and supervise the construction work of the complete project within the respective disciplines. • Learning agility & good presentation skills. • Demonstrated people management skills. • Ability to adapt to new technology and methods. • A high level of integrity, self-discipline and positive attitude. • Strong written and oral communication skills. • Excellent networking & strong negotiation skills. • Self-motivated and target-oriented to drive results.

	• Proficiency in strategy management and planning. • Proficiency in project management software and tools.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **42** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

PETROCHEMICALS - PROJECT ENGINEER (CIVIL)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Civil Engineering (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories
KEY CHALLENGES AND EXPECTATIONS	Your responsibility areas include the following: • Driving a team of contractors at site during the execution of construction activities • Procurement of the required permits/clearances before starting the job at site • Organization of & toolbox talks (TBT) for briefing workmen about safety aspects of the job & proper safety precautions to be taken during execution of job • Drafting the erection scheme of equipment wherever required and obtaining approvals. • Ensuring that the site job is taking place as per drawings issued for construction with no deviation from the scope. • Regular interaction directly with workmen & supervisors to ensure that the job progresses with no hindrances. • Supervision & recording of site activities. • Driving implementation of the project schedule and ensuring the job progresses according to the set timelines. • Implementation of all the BPCL Standard Procedures at site. • Ensure compliance with all relevant safety, health, and environmental regulations. • Ensuring that all prescribed standard specifications are followed at site and the quality of material used is as per the specifications.

	• Carry out sample checks/inspection of material. • Co-ordination of the movement of ODC Consignment until site & follow-up with contractors/vendors for availability of material at site. • Ensuring that the safety plans are implemented on site, etc. • Monitoring site progress & recording the same in a report periodically. • Timely verification and certification of the measurements mentioned in the Contracts. • Coordinating with local bodies, contractors, statutory authorities, etc. • Monitor and report on project progress
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	**Minimum 7 Years** of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	• In-depth knowledge of Civil standards. • Experience of interpreting and reviewing MIS reports. • Working experience of SAP & related technology platforms. • Ability to control and supervise the construction work of the complete project within the respective disciplines. • Learning agility & good presentation skills. • Demonstrated people management skills. • Ability to adapt to new technology and methods. • A high level of integrity, self-discipline and positive attitude. • Strong written and oral communication skills. • Excellent networking & strong negotiation skills. • Self-motivated and target-oriented to drive results.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.



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RESEARCH & DEVELOPMENT

BPCL has set up state-of-the-art Corporate R&D Centre (CRDC) at Greater Noida (near Delhi) in July 2001 to support business growth. CRDC is one of the leading R&D Centers in the country and recognized by the Dept. of Scientific & Industrial Research (DSIR), Govt. of India. CRDC is actively involved in supporting corporate business through constant advanced technical support and novel product/ process technology development in niche areas leading to new business development. In line with this, CRDC has illuminated paths to engender breakthrough innovations in the energy sector. CRDC's research areas include advanced characterization and evaluation of crude oils, digital tools, catalysis, process simulation and modelling, Process intensification, Energy efficient separation processes, novel reactors configuration, corrosion and fouling, bitumen, residue upgradation, petrochemicals/polymers, alternative fuels/energy, biofuels/biochemicals, green hydrogen, DME, solar photovoltaic etc.

We invite applications for the following profiles:

RESEARCH & DEVELOPMENT - DIGITAL INNOVATION

ESSENTIAL EDUCATIONAL QUALIFICATION	Ph.D. degree in Chemical Engineering / Data Science. The candidate should have secured **minimum 65% *marks*** (*aggregate marks of all semesters/years*) in all Graduate and Post graduate degree examinations, **relaxed to 55%** for SC/ST/PwBD.
KEY CHALLENGES AND EXPECTATIONS	The candidate will work on R&D projects as part of the scientific team. Candidate will be responsible for: • Develop advanced process simulation, data-driven and mathematical models for optimization of refinery & petrochemical units and meeting energy transition needs. • Build, calibrate, and validate process unit models using process simulation software. • Regular update of the process models.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **1 year** research experience from reputed national or international research organization, in the areas of Digital Innovation, AI/ML technologies, data science to develop innovative solutions for informed decision-making, operational optimization, and value creation across the businesses. NOTE: • Teaching Experience will not be considered as relevant work experience. • Vocational / Apprentice Training will not be considered as experience. • Research Work carried out during course of acquiring Ph.D. will not be considered as relevant work experience.

DESIRED SKILLS	• AI / ML, data science, computational science, Internet of Things, Blockchain, Augmented Reality and other capabilities. • Expertise in process modeling, simulation and optimization using software tools (Aspen plus, Hysys, EDR), other programing tools (MATLAB, Python etc.). • Develop sustainability solutions to meet energy transition needs. • Excellent communication skills, highly motivated and goal oriented • Ability to develop new research ideas, pursue research projects and manage its commercialization activities. • Prepare technical research reports, patent new ideas and publish in high-impact peer reviewed journals. • Coordinate and manage administrative and support activities related to R&D and take additional responsibilities as and when assigned.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **35** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT - PROCESS INTENSIFICATION

ESSENTIAL EDUCATIONAL QUALIFICATION	Ph.D. degree in Chemical Engineering with specialisation in the field of Process Intensification/ Separation Technology. The candidate should have secured **minimum 65%** marks (aggregate marks of all semesters/years) in all Graduate and Post graduate degree examinations, **relaxed to 55%** for SC/ST/PwBD.
KEY CHALLENGES AND EXPECTATIONS	The candidate will work on R&D projects as part of the scientific team. Candidate will be responsible for: • Carry out research in the areas of CO2 separation, membrane-based separation process, distillation, extraction, HiGee absorption, adsorption, solvent de-asphalting, and develop advanced separation technologies. Design of experiments, setting up experimental facility, pilot plant, data analysis, kinetic studies, mathematical modeling, simulation, optimization and develop innovative process know-how.

	• Collaborate with cross-functional teams to implement new process intensification technologies and methodologies into production processes.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **1 year** research experience from reputed national or international laboratories, in the areas of Process Intensification / Separation Technology. NOTE: • Teaching Experience will not be considered as relevant work experience. • Vocational / Apprentice Training will not be considered as experience. • Research Work carried out during the course of acquiring Ph.D. will not be considered as relevant work experience
DESIRED SKILLS	• Demonstrate high level of technical proficiency in Process Intensification / Separation Technology. • Sound knowledge of Process Development, Thermodynamics Analysis, Modelling & Simulation, Aspen Plus/Aspen Hysys Modeling, CFD Modeling and statistical methods. • Expertise in setting up bench scale / pilot scale units, reaction engineering, multi-phase flow, numerical methods, separation processes, DoE, data analytics, and modeling of advanced separation systems viz. CO2 separation, membrane based-process, distillation, extraction, solvent de-asphalting and HiGee absorption etc. • Excellent communication skills, highly motivated and goal oriented • Ability to develop new research ideas, pursue research projects and manage its commercialization activities. • Knowledge of relevant industry regulations and standards • Prepare technical research reports, patent new ideas and also publish in high-impact peer reviewed journals. • Coordinate and manage administrative and support activities related to R&D and take additional responsibilities as and when assigned.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **35** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT - COMPUTATIONAL FLUID DYNAMICS

ESSENTIAL EDUCATIONAL QUALIFICATION	Ph.D. degree in Chemical Engineering with specialization of Computational Fluid dynamics from a reputed Institute. The candidate should have secured **minimum 65%** marks (aggregate marks of all semesters/years) in all Graduate and Post graduate degree examinations, **relaxed to 55%** for SC/ST/PwBD.
KEY CHALLENGES AND EXPECTATIONS	The candidate will work on R&D projects as part of the scientific team. Candidate will be responsible for: • Carrying out research in the field of advanced process technology by developing Computational Fluid Dynamics models using commercial CFD software for chemical processes, designing experimental set-ups for validating models and their experimental validation. • Maintain comprehensive records of simulation methodologies, assumptions, and results. Prepare technical reports and presentations for internal and external stakeholders. • Collaborate with cross-functional teams, including engineers, scientists, and product developers, to integrate CFD insights into product design and development processes.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **1-year** hands-on research experience in the area of Computational Fluid dynamics and well versed with writing custom user defined functions. NOTE: • Teaching Experience will not be considered as relevant work experience. • Vocational / Apprentice Training will not be considered as experience. • Research Work carried out during course of acquiring Ph.D. will not be considered as relevant work experience.
DESIRED SKILLS	• Demonstrate high level of technical proficiency in using commercial CFD software such as Ansys / Star CCM. • Sound knowledge of CAD drawing, transport equations, multiphase multicomponent system modeling • Expertise in setting up prototype units to validate CFD models. • Excellent communication skills, highly motivated and goal oriented • Ability to develop new research ideas, pursue research projects and manage its commercialization activities. • Prepare technical research reports, patent new ideas and publish in high-impact peer reviewed journals.

	• Coordinate and manage administrative and support activities related to R&D and take additional responsibilities when assigned.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **35** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT - PETROCHEMICALS

ESSENTIAL EDUCATIONAL QUALIFICATION	Ph.D. degree in Chemistry / Petrochemical / Chemical Engineering with specialization in Organic/Polymers/Petrochemical processes from a reputed Institute. The candidate should have secured **minimum 65%** marks (aggregate marks of all semesters/years) in all Graduate and Post graduate degree examinations, **relaxed to 55%** for SC/ST/PwBD.
KEY CHALLENGES AND EXPECTATIONS	The candidate will work on R&D projects as part of the scientific team. Candidate will be responsible for: • Carrying out research in petrochemicals for development of new products and processes. • Providing advanced technical solutions to BPCL petrochemical business. Identify opportunities for process improvements, cost reduction, and efficiency enhancements in petrochemical manufacturing. • Providing advanced technical solutions to BPCL petrochemical business. • Development and scale-up of niche petrochemical and polymerization processes to add value to BPCL's petrochemical business.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **1-year** hands-on research experience in the area of Petrochemical processes and product development. NOTE: • Teaching Experience will not be considered as relevant work experience. • Vocational / Apprentice Training will not be considered as experience. • Research Work carried out during course of acquiring Ph.D. will not be considered as relevant work experience.

DESIRED SKILLS	• Demonstrate high level of technical proficiency in using commercial CFD software such as Ansys / Star CCM. • Sound knowledge of CAD drawing, transport equations, multiphase multicomponent system modeling • Expertise in setting up prototype units to validate CFD models. • Excellent communication skills, highly motivated and goal oriented • Ability to develop new research ideas, pursue research projects and manage its commercialization activities. • Prepare technical research reports, patent new ideas and also publish in high-impact peer reviewed journals.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **35** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT – POLYMERS

ESSENTIAL EDUCATIONAL QUALIFICATION	Ph.D. degree in Synthetic Polymer Chemistry with specialization in Polyolefins from a reputed Institute. The candidate should have secured **minimum 65%** marks (aggregate marks of all semesters/years) in all Graduate and Post graduate degree examinations, **relaxed to 55%** for SC/ST/PwBD.
KEY CHALLENGES AND EXPECTATIONS	The candidate will work on R&D projects as part of the scientific team. Candidate will be responsible for: • Carrying out research in the area of synthetic polymer chemistry for development of new products and processes • Providing technical solutions to BPCL petrochemical business • Development and scale-up of niche petrochemical and polymerization processes to add value to BPCL's petrochemical business. • Work closely with cross-functional teams, including operations, process and lab team, to support the successful implementation of polymer solution.
	Minimum **1-year** hands-on research experience in the area of Synthetic Polymer Chemistry.

ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	NOTE: • Teaching Experience will not be considered as relevant work experience. • Vocational / Apprentice Training will not be considered as experience. • Research Work carried out during course of acquiring Ph.D. will not be considered as relevant work experience.
DESIRED SKILLS	• Demonstrate high level of technical proficiency in identifying products/processes within the existing petrochemical portfolio. • Conceptualize and establish process schemes for production of new polymers from available feedstock. • Hands-on experience with polymer synthesis, characterization, and testing techniques. • Excellent communication skills, highly motivated and goal oriented • Ability to develop new research ideas, pursue research projects and manage its commercialization activities. • Prepare technical research reports, patent new ideas and also publish in high-impact peer reviewed journals.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **35** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT (RENEWABLES)

As a responsible energy company, BPCL has taken the first big strides towards harnessing renewable energy. BPCL is aspiring to become a NetZero company by 2040 and with this vision, BPCL is targeting to develop a RE portfolio of 1 GW by 2025 and 10 GW by 2040. BPCL has formed a dedicated Renewable Energy business unit for handling Renewable Energy business and is also conducting Research in the areas of Renewables and further exploring various opportunities in the sector to build RE capacity and meet the NetZero targets and opportunities in Green Hydrogen value chain. BPCL is currently executing a few solar and wind projects, and more projects are under evaluation. We have a plethora of opportunities for experienced professionals in various streams for leading interface between R&D Team, Projects, Sales and Operations teams.

We invite applications for the following profiles:

RESEARCH & DEVELOPMENT (RENEWABLE ENERGY - COMMERCIAL & INDUSTRIAL)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech – Electrical/Mechanical) (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments for interface between R&D and Renewable Energy Team. You will be responsible for: • Interaction with potential Commercial & Industrial (C&I) customers exploring RE Power / Tariff trends and understand their requirements to enable research & development work in this field. • Keep a track of RE power purchase tenders and various evaluations of Go/No-Go decisions and study trends. • Enable Renewable team & R&D teams for study technical and financial evaluation in various tenders and execution of PPA documents. • Gather latest market information in the C&I segment. Be updated w.r.t competitor strategies in the segment, prevailing C&I tariffs across states. • Involvement in pre-feasibility and detailed project study of RE Projects. • Estimation of project costings, Technologies vis-à-vis industrial trends. • Understanding the working of basic project financials, IRR sensitivity. • Accustoming with various State and Central regulations/guidelines updating the same in BPCL data base and relating the R&D, project conceptualisation, operation to adhere the same. • Liasoning with all concerned regulatory authorities • Understanding of Hazard and Risk analysis of RE Projects and study of design standards / guidelines to minimise Environmental/Social risks relevant to RE projects and enable in implementation. • Stay updated with local, state, and national regulations related to renewable energy incentives, tax credits, and permitting. Enabling Renewable team for ensuring compliance with all applicable laws and standards.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7** years of overall experience in which **at least 3 years** of experience in sales of Renewable Energy Power to C&I segment and bidding in power purchase tenders floated by SECI/states etc.

DESIRED SKILLS	• Experience in scouting of potential C&I customers, holding discussions with them and concluding the deals. • Experience in working out competitive tariff, calculation of returns and finalisation of PPA documents. • Experience of preparation of bids and participating in RE power purchase tenders floated by SECI/states etc. • Basic knowledge about State and Central regulations, various approval procedures for RE Projects, good liasoning skills. • Proficiency in strategy management and planning. • Experience in project management, including budgeting and scheduling.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT (RENEWABLE ENERGY PROJECTS, OPERATIONS & MAINTENANCE)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech – Electrical/Mechanical) (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments for interface between R&D and Renewable Energy Team. You will be responsible for: • Acquire deep understanding of O&M needs of RE Projects and enable R&D for improvements in these areas. • Enable Renewable Energy Team in Pre-Feasibility and Detailed Project Study for RE Projects. • Research for Optimal Selection of material/resources for RE Projects • Enable interface for Project costing, Preparation of PMC, EPC contract documents, Evaluation of offers after understanding the working of basic project financials, IRR sensitivity.

	• Accustoming with various State and Central regulations/guidelines updating the same in BPCL data base and relating the project conceptualisation and enabling operations to adhere the same. • Liasoning with all concerned regulatory authorities regarding various approval requirements and ensuring adequate development to enable approvals. • Use benchmarks and enable Renewable team for Execution of RE Projects at field for adhering to project schedule and costs. • Leverage benchmarks for enabling Operations and Maintenance of RE assets, liasoning with RE Customers and conduct research to help improve revenue from RE business and optimising operational efficiencies. • Benchmarking and ensuring adherence to safety standards for RE Assets, identifying potential issues and enabling follow up steps. • Improving Quality management of RE Assets • Understanding of Hazard and risk analysis of RE Projects and steps to adhere to design standards / guidelines to minimise Environmental/Social risks relevant to RE projects. • Take part in monitoring of RE assets, periodic reports, and follow ups / ATR monitoring and research for minimising operating losses of RE Assets • Enabling Renewable team for taking charge of emergency situations and providing instructions/guidelines to field staff to overcome emergency situations, trouble shooting, imparting training, etc. • Enable Renewable team in Preparation, Tendering, Evaluation of Offers and Handling O&M Contract efficiently, managing preventive & breakdown maintenance of various RE Assets, maximum utilization of available resources, reducing down time, maintaining safety & quality standards in work. • Enable RE Team in routine maintenance, Turnaround Maintenance/shutdown activities, plant preservation activities, monitoring of RE Assets parameters, feedback on operations to O&M contractors, training and equipping new hires on RE plant SOPS, emergency procedures, etc. • Key role to help Develop and implement O&M strategies to maximize the efficiency and longevity of renewable energy assets. • Key role in ensuring implementation of monitoring systems to track energy generation and equipment performance.

ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7 years** of overall experience in Renewable Energy of which **at least 3 years** is in either Solar / Wind or both.
DESIRED SKILLS	• Experience in designing / execution / commissioning of RE Projects/O&M of Solar/Wind plants. • Basic knowledge about State and Central regulations, various approval procedures for RE Projects, good liasoning skills. • Proficiency in project management software and data analysis tools. • Proficiency in strategy management and planning.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT (RENEWABLE - GREEN HYDROGEN PROJECTS, OPERATIONS & MAINTENANCE)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech – Chemical/Mechanical) (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments for interface between R&D and Renewable Energy Team. You will be responsible for: • Acquire deep understanding of O&M needs of Green Hydrogen Projects and enable R&D for improvements in these areas. • Enable Renewable Energy Team in Pre-Feasibility and Detailed Project Study for Green Hydrogen Projects. • Research for Optimal Selection of material/resources for Green Hydrogen Projects • Enable Renewable team in estimation of Project costing, preparation of PMC, EPC contract documents, Evaluation of offers after understanding the working of basic project financials, IRR sensitivity.

	• Accustoming with various State and Central regulations/guidelines updating the same in BPCL data base and relating the project conceptualisation, and ensuring development to help adherence to the same. • Liasoning with all concerned regulatory authorities • Help Renewable team in Execution of Projects at field, adhering to project schedule and costs and ensuring adherence to latest benchmarks. • Help standardise safety protocols, identifying potential issues and enable Renewable Team for adhering and taking appropriate steps. • Developing protocols for Quality management. • Understanding of Hazard and risk analysis of Hydrogen Projects and enable adhering to design standards / guidelines to minimise Environmental/Social risks relevant to Hydrogen projects. • Enable Field teams in taking charge of emergency situations and providing guidance to field staff to overcome emergency situations, trouble shooting, imparting training, etc. • Enable Renewable Team with study of latest trends and enable preparation, of tenders, evaluation of Offers and other steps to ensure efficient handling of projects and maximum utilization of available resources while maintaining safety & quality standards in work. • R&D to understand production processes for maximizing efficiency and output. • Develop maintenance strategies to minimize downtime and equipment failures and enable implementation of the same.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Overall, **7 years** of experience out of which **minimum 3 years'** experience in Hydrogen production facilities/Projects.
DESIRED SKILLS	• Candidate should have done designing / execution / commissioning / operation of Hydrogen production facilities. • Candidate should have basic knowledge about State and Central regulations, Various approval procedures involved in commissioning of above facilities, good liasoning skills. • Excellent problem-solving and troubleshooting skills. • Proficiency in strategy management and planning.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years.

	Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

RESEARCH & DEVELOPMENT (RENEWABLE ENERGY STORAGE SOLUTIONS)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech – Electrical/Mechanical) (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments for interface between R&D and Renewable Energy Team. You will be responsible for: • Acquire deep understanding of RE Projects involving Energy Storage systems and and enable R&D for improvements in these areas. • Enable Renewable Energy Team in Pre-Feasibility and Detailed Project Study for Energy storage systems. • Research for Optimal Selection of material/resources for Energy storage systems. • Enable Renewable Team in estimation of Project costing, preparation of PMC, EPC contract documents, Evaluation of offers after study of latest trends and understanding the working of basic project financials, IRR sensitivity. • Accustoming with various State and Central regulations/guidelines updating the same in BPCL data base and relating the project conceptualisation, standards for operation to adhere the same. • Liasoning with all concerned regulatory authorities. • Leverage latest trends and benchmarks and enable Renewable team for improving Execution of Projects, Project schedule and costs, Operations and Maintenance of assets. • Liasion with Customers, to acquire deeper understanding of their needs and leverage these insights for further R&D and help Renewable Team in increasing revenue from business and Optimising operational efficiencies

	• Deep work on grid integration strategies to ensure seamless interaction between renewable energy sources and energy storage systems, enabling grid balancing and support during intermittent energy production. • Develop safety standards and enable Renewable team to adhere to safety standards, identifying potential issues and taking appropriate mitigation measures. • Protocols for Quality management to be developed. • Understanding of Hazard and risk analysis and adhering to design standards / guidelines to minimise Environmental/Social risks relevant to energy storage RE projects. • Enable Renewable Energy team to develop benchmarks for Monitoring of energy storage assets, minimizing losses, standardisation of periodic reports, and monitoring of ATR on deviations. • Enable field teams to take charge of emergency situations and providing guidelines to field staff to overcome emergency situations, trouble shooting, imparting training, etc. • Enable Renewable Team with study of latest trends and enable preparation, of tenders, evaluation of Offer, efficient handling of O&M contracts, latest trends in managing preventive & breakdown maintenance, and for safety & quality standards in work. • Other responsibilities include enabling Renewable team for routine maintenance, Turnaround Maintenance/shutdown activities, plant preservation activities, monitoring of Assets parameters, feedback on operations to O&M contractors, training and equipping new hires on plant SOPs, emergency procedures, etc. • Provide technical support for energy storage systems, diagnose and help resolve issues.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Overall, **7 years** of experience **of which minimum 3** years of experience in Renewable Energy Projects with energy storage solutions.
DESIRED SKILLS	• Experience in consultancy services/designing / execution / commissioning/ operation of RE Projects involving energy storage solutions. • Basic knowledge about State and Central regulations, various approval procedures for RE Projects, good liasoning skills. • Excellent problem-solving and communication skills • Proficiency in strategy management and planning.

UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.



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LEGAL

The Bharat Petroleum legal team is responsible for Legal & Compliance functions and plays a crucial role in driving the legal vision of the company, often in advisory capacity to all the businesses and support functions. As a pillar steering the legal function across the Corporation, opportunities are ripe in this field for ambitious professionals looking for challenging roles, handling complex situations relating to strategy and anchoring end-to-end services in cases.

We invite applications for the following profiles:

LEGAL – TEAM LEAD

ESSENTIAL EDUCATIONAL QUALIFICATION	Post Graduate degree in Law (LLM) from university recognized by the Bar Council of India for the purpose of enrolment as an Advocate, with a **minimum of 60%** marks or equivalent in the aggregate of all semesters/years, **relaxed to 50**% for candidates belonging to the SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a Legal professional, you will be responsible for: • Interpreting, handling and adding value to all legal matters related to the Corporation. • You will also be responsible for building up strategy,drafting pleadings, affidavits, documents, appearing in legal proceedings and giving advice to various departments. • As a qualified and experienced legal professional, you will provide legal advice and counselling on all official matters. • Ensuring compliance and correctness of all documents/contracts, Timely submission of all necessary legal paperwork. • Analysis of the actions and decisions of the company in order to identify problem areas, suggest alternative courses of action and mitigate risk as much as possible. • Disseminating knowledge and briefing team of staff members on legal issues, potential liabilities, and possible courses of action. This involves translating complicated legal drafting into language which everyone can understand and taking all possible legal problems into consideration before making recommendations. • Promoting legal, compliance and risk management best practices throughout the organisation; Being an effective bridge between the business and sales teams and the board of directors; sound understanding and knowledge of commercial and corporate laws; excellent communication skills (both oral and written) etc.

ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **25** years of Post qualification relevant work experience as an advocate in a District Court / High Court / Supreme Court or as a legal officer in the legal department of a statutory corporation/ central government / state government / private company of repute of which **2** years should be as Head Legal or currently working as a Partner in a reputed consultancy providing legal advice or combination of the above-mentioned profiles.
DESIRED SKILLS	Applicant should possess: • Experience of managing a team of Law Officers. • Arbitration, Compliance, Contracts, Dispute Resolution, Employment Laws, Mergers and Acquisitions. • Knowledge of all applicable laws, rules, and regulations. • Strong negotiation skills. • A deep understanding of the business and the industry. • Proficiency in strategy management and planning.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **54** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years. However, the maximum age of the candidate should not exceed 58 years, as on 01.10.2023, after all applicable relaxations are accounted for.

LEGAL – TEAM MEMBER

ESSENTIAL EDUCATIONAL QUALIFICATIONS	Bachelor's/ Post Graduate degree in Law (LLM/LLB) from university recognized by the Bar Council of India for the purpose of enrolment as an Advocate, with a **minimum 60%** marks or equivalent in the aggregate of all semesters/years, **relaxed to 50%** for candidates belonging to the SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a Legal professional, you will be responsible for interpreting, handling and adding value to all legal matters related to the Corporation. You will also be responsible for building up strategy, drafting pleadings, affidavits, documents, appearing in legal proceedings and giving advice to various departments. Applicant should have the ability to work with limited supervision in a computerized environment. As a qualified and experienced legal professional, you will provide legal

	advice and counselling on all official matters. You are also responsible for: • Ensuring compliance and correctness of all documents/contracts, Timely submission of all necessary legal paperwork. • Analysis of the actions and decisions of the company in order to identify problem areas, suggest alternative courses of action and mitigate risk as much as possible. • Disseminating knowledge and briefing team of staff members on legal issues, potential liabilities, and possible courses of action. This involves translating complicated legal drafting into language which everyone can understand, as well as taking all possible legal problems into consideration before making any recommendations.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7** years of experience as an Advocate in a District Court/High Court/Supreme Court or as a Law Officer in a Legal Department of a statutory corporation or in a Legal Department of Central/State Government or in a Large Private Company of repute or as an Associate Partner etc., in a reputed Consultancy providing legal advice or combination of the above-mentioned profiles. Candidates must be conversant inter alia with Transfer of Property Act, Local Tenancy Acts, Contract Act, Constitution of India, Civil Procedure Code, Arbitration Act, Corporate Laws, Criminal Procedure Code, Litigation matters before different Courts, Civil, Consumer and Criminal matters, N.I. Act, Commercial Court, IBC and other related acts.
DESIRED SKILLS	Applicant should possess: • Excellent written and verbal communication. • Knowledge of all applicable laws, rules and regulations. • High attention to detail. • Strong negotiation skills. • Ability to prepare complex legal documents.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **35** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.



Bharat Petroleum
energising lives

BRAND & PR

As a Fortune 500 Maharatna company with operations across the entire energy value chain, and pan India network, Brand and PR is a key management function of the company which gets our brand in front, manage our reputation, and help accomplish important goals such as establishing trust among various stakeholders, increasing news media and social media presence, and maintaining a consistent voice across communication channels. It works closely with the leadership of the company to embed the corporate strategy in our communication.

We invite applications for the following profiles:

BRAND & PUBLIC RELATION

ESSENTIAL EDUCATIONAL QUALIFICATION	Masters/PG Diploma in Mass Communication/Advertising / Brand Management. Course duration of 2 years with the **minimum 60%** aggregate percentage (or equivalent CGPA and above), **relaxed to 50%** for SC/ST/PwBD categories.
KEY CHALLENGES & EXPECTATIONS	• Develop brand and marketing strategies and communicate recommendations to executives. • Experience in identifying target audiences and devising effective campaigns. • Dealing with Agencies and get the work delivered. • Develop social media campaigns and define their KPIs. • Utilize social media marketing tools like Hootsuite and Sprout Social. • Monitor Search engine optimization and traffic. • Analyze campaign data and web traffic metrics. • Strengthen relationships with social media influencers. • Optimize content coming from content developers. • Communicate with stakeholders and senior management.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7 years** of post-qualification relevant work- experience **of which** 5 years as Brand Manager / PR Manager
DESIRED SKILLS	• Strategic thinker able to identify long-term opportunities and trends. • Creative thinker and problem solver. • Strong communication skills. • Strong analytical skills partnered with a creative mind. • Excellent understanding of the full marketing mix.

UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

MEDICAL OFFICER

Bharat Petroleum Corporation Limited (BPCL) is renowned for its unwavering commitment to the well-being and health of the nation, and our medical professionals are the cornerstone of this dedication. As a healthcare provider within the BPCL family, you have the unique opportunity to make a profound impact on the lives of our employees and the communities we serve. We intend to engage Doctors- Field Duty Medical officers at our Bina refinery, Bina, Madhya Pradesh.

We invite applications for the following profiles:

GENERAL PHYSICIAN

ESSENTIAL EDUCATIONAL QUALIFICATION	The candidate must have qualification of MBBS and MD (Gen. Medicine) from a duly recognized institute by Medical Council of India (MCI) and UGC. The candidate must have a valid registration by MCI. The qualification of Industrial Health (AFIH) would be preferential qualification.
KEY CHALLENGES & EXPECTATIONS	• Candidates should have rich experience in diagnosis and treatment of various medical conditions. • Common diseases like viral diseases, fever, cough/cold, etc. • Acute illnesses, such as infections, respiratory illnesses, gastrointestinal disorders, and musculoskeletal injuries. Performing physical examinations, review medical histories, order, and interpret diagnostic tests, and develop treatment plans, manage symptoms, and monitor patients' progress until recovery. • Chronic Disease Management such as diabetes, hypertension, heart disease, respiratory disorders, and autoimmune diseases through monitoring patients' conditions, adjusting medications, and provide ongoing care to help patients maintain their health and manage their diseases effectively. • Preventive Care and Health Promotion through vaccinations, screenings, and counseling on lifestyle modifications, such as

	nutrition, exercise, and smoking cessation, to prevent disease and promote overall well-being. • Handling medical emergencies of various nature. • Coordination with various specialists and healthcare professionals for treatment of patients with multiple medical conditions or complex health needs.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	**Minimum 5 years** of post-qualification (MD) experience in any Multi Specialty Hospital, Govt./Private Hospital, any other recognized institution with full time engagement as doctor. **Private practice shall not be considered as experience.**
DESIRED SKILLS	• Proficiency in Physical examinations and assessment of overall health • Accurate interpretation of Diagnostic tests. • Expertise in diagnosis of medical conditions/ abnormalities. • Proficiency in performing common medical procedures, such as suturing, IV insertion, ICU management, etc. • Assessment Skill of efficiency of Hospitals and Process of acquiring International Healthcare quality Standards
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

GENERAL SURGEON

ESSENTIAL EDUCATIONAL QUALIFICATION	The candidate must have qualification of MBBS and MS (Gen. Surgeon) from a duly recognized institute by Medical Council of India (MCI) and UGC. The candidate must have a valid registration by MCI. The qualification of Industrial Health (AFIH) would be desirable qualification.
KEY CHALLENGES & EXPECTATIONS	Candidates should have rich experience in the following areas: • Evaluating patients' medical histories, physical conditions, and test results to determine the appropriate surgical procedures. Informing patients of the risks and benefits of surgery and providing advice and support throughout the process. Developing and implementing surgical plans, including preparing the surgical site and monitoring patients' vital signs. • Performing routine and emergency surgeries.

	• Monitoring patients' recovery after surgery and providing follow-up care. • Collaborating with other healthcare professionals, such as anesthesiologists and nurses, to ensure the best possible outcomes for patients. • Coordination with various specialists and healthcare professionals for treatment of patients with multiple medical conditions or complex health needs. • Preventive Care and Health Promotion through vaccinations, screenings, and counseling on lifestyle modifications, such as nutrition, exercise, and smoking cessation, to prevent disease and promote overall well-being.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	**Minimum 5 years** of post-qualification (MS) experience in any Multi Specialty Hospital, Govt./Private Hospital, any other recognized institution with full time engagement as doctor. **Private practice shall not be considered as experience**.
DESIRED SKILLS	• Accurate interpretation of Diagnostic tests. • Proficiency in various surgical techniques, including suturing, tissue manipulation, and minimally invasive procedures such as laparoscopy. • Proficiency in pre-operative assessments to determine a patient's suitability for surgery. • Highly Skilled in performing surgical procedures with precision, maintaining aseptic conditions, and bleeding control. • Proficiency in Comprehensive post-operative care
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

DIGITAL/INFORMATION SYSTEMS

With Innovation at the core, BPCL's pioneering spirit-adopting and best technologies are leveraged for internal as well as external stakeholders. We strive towards creating digital platforms so that it is unchallenging to do business across all our units. Leveraging these Digital platforms to cross-sell, up-sell our goods and services to customers capturing maximum value per customer. Our customers expect to be treated in a personalized and special way. Through the power of data and artificial intelligence, every touch point will be transformed. This vision also enables resilient workforce,

harnessing core apps, enabling efficient supply chain and rethinking workflows using AI & Automation.

We invite applications for the following profiles:

DIGITAL & EMERGING PAYMENT EXPERT

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's degree (B.E/B.Tech) in Computer Science/ Information Technology (Four Year Course), with a **minimum of 70%** marks or equivalent in the aggregate of all semesters/years **relaxed to 60%** for candidates belonging to the SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a Payment Gateway Expert, you will play a pivotal role in ensuring the seamless integration and optimal functioning of payment gateways within our digital Eco-System. You will work closely with our cross-functional teams to deliver secure and efficient payment processing solutions in line with industry standards and our customers' needs. Key Responsibilities: • **Payment Gateway Integration:** Lead design, develop and maintain the end-to-end integration of payment gateways and others, ensuring compatibility and smooth payment flows for both B2B (high value) and B2C integration. • **Technical Expertise:** Leverage your deep understanding of payment processing technologies, APIs, encryption methods, and tokenization to implement robust and secure payment solutions with a proven data validation and security. • **Troubleshooting and Optimization:** Investigate and resolve complex payment issues, identify bottlenecks, and implement performance optimizations to enhance the payment experience through thorough testing and debugging. • **Security Compliance:** Ensure strict adherence to industry standards and regulations, including RBI guidelines, PCI DSS, and other relevant norms governing payment data security. • **Vendor Collaboration:** Collaborate with payment gateway providers and third-party vendors to maintain relationships, stay updated on platform updates, and troubleshoot technical issues. • **Reporting and Monitoring:** Establish a robust reporting and monitoring mechanism to ensures the seamless reconciliation of payment transactions across payment partners. The system must also provide practical alerts to avoid possible frauds, settlement delays, etc., and a supporting transaction trail/trace to address disputed transactions. • **Payment Analytics:** Analyse payment trends, transaction data, and customer behaviour to provide insights that drive informed business decisions.

	• Document technical specifications, processes, and procedures related to payment integration projects. • Keep up to date with industry trends, emerging payment technologies and provide domain inputs regarding online as well as offline payment processing. Evaluate the feasibility and potential benefits of adopting new payment methods and technologies. • Proven experience in integrating third party payment gateways, APIs and SDKs into various digital platforms, such as e-commerce websites, mobile apps, or point-of-sale (POS) systems. • A good understanding of cybersecurity principles, especially in the context of payment processing, to ensure the security of financial transactions. • **User Training and Support**: Train internal teams and customer support staff on digital payment processes and resolve payment-related inquiries.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum of **10 years** of hands-on experience in payment gateway integration. Proven track record in troubleshooting complex payment issues and optimizing payment flows. Proficiency in programming languages such as Java, Python, PHP, or Ruby. Strong understanding of API integration, RESTful APIs, and webhooks.
DESIRED SKILLS	Applicant should possess: • High attention to detail • Excellent problem-solving abilities and meticulous attention to detail. • Effective verbal and written communication skills. • Excellent analytical skills. • Strong collaborative mindset and the ability to work effectively in a team. • Familiarity with secure coding practices and compliance standards like PCI DSS (Payment Card Industry Data Security Standard). • In-depth knowledge of various payment gateways commonly used in India, such as CCAvenue, BillDesk, Paytm, Razorpay, Instamojo, PayPal, and others.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – GOVERNANCE RISK COMPLIANCE

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech) in Computer Science/ Information Technology (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES & EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Information Security Governance, Risk & Compliance team handling: • Cyber Security Governance, Policies and Procedures. • Information Security Assessment/ Audit/ Risk assessment activities including system Vulnerability Assessment, Penetration Testing, Web Application Security Testing, Mobile App Security Testing etc. • Security incident analysis and forensics. • Cyber security awareness drive to enhance awareness amongst internal stakeholders, third parties/contractors. • Various forms of cyber security awareness campaigns. • Designing/ Architecting of Security controls for business applications (on-premises/ cloud-based/ mobile app based etc.). • Proactive threat & vulnerability detection, risk analysis and mitigation. • Other responsibilities include co-ordination with internal and external stakeholders (Employees, Vendor, OEMs, Auditors, Statutory Agencies, other governing bodies.), audit requirements etc.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **10 years'** experience in IT, majority of it handling Information Security Governance, Risk and Compliance, operations & design of solutions such as firewall/ Unified Threat Management, Virtual Private Network, Identity and Access Management, Web Security, Email Security, Endpoint Security, Cloud Security, Vulnerability management, Application Security, Security in Operations Technology.
DESIRED SKILLS	• Experience and in-depth understanding in conducting and managing information security audit/ assessment activities including system vulnerability assessment, penetration testing, web application & API security, dynamic and static application security testing, mobile apps security etc. • Basic understanding of cyber security standards/ frameworks such as ISO 27001, NIST Risk management framework etc. • At least one vendor-agnostic certificate in the field of cyber security such as CEH, CISSP etc. • Knowledge of data privacy regulations such as GDPR and CCPA • The role profile of employees in these positions requires them to demonstrate technical as well as managerial proficiency and

	expertise in handling Information Security Governance, Risk and Compliance. • As the role involves critical security operations of the Corporation, the candidate should have good knowledge of security operations, Standard security practices, and the latest security threats. • This role demands person should keep him/ her updated with the latest security technologies. • This role also involves in identifying improvement initiatives proactively, take charge of proactive analysis and actions, whilst also being flexible to perform other roles vertically in case situation demands. • Ability to work collaboratively across cross-functional teams. • Excellent interpersonal and communication skills
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – SECURITY

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/ B.Tech) in Computer Science/ Information Technology (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Cyber Security team handling: • Security Infrastructure and operations. • Implementation of Security controls for business applications (on-prem/ cloud-based/ mobile app based). • Evaluation of new security technology solutions and their implementation. • Threat hunting, detection, and mitigation. • Conduct regular security assessments and vulnerability scans to identify potential weaknesses. • Implementation of Security controls for IT –OT integration. • Monitoring of security devices/ solutions for service availability. • Deeper analysis of cyber security incidents and response. • Security of cloud infrastructure.

	• Other responsibilities include routine maintenance and administration of security infrastructure, support to users/ administrators for access requirements, handling security incidents, audit requirements etc.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **10 years'** experience in IT, majority of it in handling security operations & design of solutions such as firewall/Unified Threat Management, Proxy Server, Virtual Private Network, Identity and Access Management, Email Security, Endpoint Security, Cloud Security.
DESIRED SKILLS	• At least one product-specific certificate in any of the security technologies such as firewall, Proxy, Endpoint Security, Cloud Security. • The role profile of employees in these positions requires them to demonstrate technical proficiency and expertise in handling information security operations, incident response, threat detection & analysis. • Experience implementing multi-factor authentication, single sign-on, identity management or related technologies for on-prem, cloud and hybrid solutions. • As the role involves critical security operations of the Corporation, the candidate should have good knowledge of security operation, Standard security practices, and latest security threats. • This role demands person should keep him/ her updated with the latest security technologies. • This role also involves in identifying improvement initiatives proactively, take charge of preventive repair & maintenance, whilst also being flexible to perform other roles vertically in case situation demands. • Ability to work independently and as part of a team. • Strong interpersonal and communication skills.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – SECURITY OPERATIONAL TECHNOLOGY

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/ B.Tech) in Computer Science/ Information Technology (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for

	SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Cyber Security team managing: • Designing, Architecting and implementation of Security controls for IT-OT integration. • Designing, Architecting and implementation of Security controls for new business applications (on-prem/ cloud-based/ mobile app based). • Manging Security posture & compliance for OT and Cloud based systems. • Security assessment of infrastructure at BPCL remote locations. • Co-ordination with respective role holders for security incidents. • Forensic analysis of cyber security incidents and response. • Information Security Assessments/ Audit activities. • Other responsibilities include routine maintenance and administration of security infrastructure, IT-OT integration systems, support to users/ administrators for access requirements, handling security incidents etc. • Conduct training and awareness programs for IT-OT staff and stakeholders to promote cybersecurity awareness and best practices.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **14 years'** experience in IT, majority of it handling security operations & design of solutions such as firewall/ Unified Threat Management, Proxy Server, Virtual Private Network, Identity and Access Management, Email Security, Endpoint Security, Cloud Security, Web Application Firewall, Security solutions of Operational Technology.
DESIRED SKILLS	• At least one product-specific certificate in any of the security technology such as firewall, Proxy, Endpoint Security, Cloud Security etc. Knowledge / Experience in handling security of Operational Technology (OT) systems, Cloud security. • At least one vendor-agnostic certificate in the field of cyber security such as CISM, CISSP etc. • Demonstrate technical proficiency and expertise in handling information security operations, incident response, threat detection & analysis. • Good knowledge of security operation, Standard security practices, and latest security threats. • Updated with the latest security technologies.

	• Identify improvement initiatives proactively, take charge of preventive repair & maintenance, whilst also being flexible to perform other roles vertically in case situation demands. • Proficiency in strategy management and planning. • Familiarity with industry specific regulations • Problem solving and analytical skills
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **42** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – SECURITY OPERATIONS CENTRE

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E./ B.Tech) in Computer Science/ Information Technology (Four Year Course) with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Cyber Security team managing: • Security operation centre (SOC) services. • Security incident life cycle management. • Automation of security incident response. • Planning and setting up IT/ OT SOC services. • Identifying and implementation of new use cases based on threat scenarios. • Co-ordination with respective role holders for security incidents. • Managing threat hunting, detection, and mitigation. • Brand monitoring and coordination for take down of fake websites/ apps. • Dark web monitoring, Digital footprint infrastructure monitoring. • Forensic analysis of cyber security incidents and response. • Contribute to security awareness training and education efforts for employees. • Other responsibilities include routine coordination with BPCL internal and external support teams etc.
ESSENTIAL WORK-EXPERIENCE (AS	Minimum **14 years'** experience in IT, majority of it handling security operations & design of solutions such as firewall/ Unified Threat Management, Proxy Server, Virtual Private Network, Identity and Access

ON 01.10.2023)	Management, Email Security, Endpoint Security, Cloud Security, Web Application Firewall, Security in Operations Technology etc. • Experience in handling security threat monitoring and mitigation OR experience in managing SOC (Security Operations Centre) operations. • Should have at least one product-specific certificate in any of the security technologies such as firewall, Proxy, Endpoint Security, Cloud Security etc. • Should also have one vendor-agnostic certificate in the field of cyber security such as CISM, CISSP etc.
DESIRED SKILLS	• The role profile of employees in these positions requires them to demonstrate technical proficiency and expertise in managing information security operations, incident response, threat detection & analysis. • As the role involves critical security operations of the Corporation, the candidate should have good knowledge of security operations, Standard security practices, and latest security threats. • This role demands person should keep him/ her updated with the latest security technologies. • This role also involves in identifying improvement initiatives proactively, take charge of preventive repair & maintenance, whilst also being flexible to perform other roles vertically in case situation demands. • Proficiency in strategy management and planning. • Excellent communication and teamwork skills. • Ability to work in a fast-paced, 24/7 operational environment.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **42** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – NETWORKS

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E./ B.Tech) in Computer Science/ Electronics and Communications (Four Year Course) with **minimum of 70%** aggregate percentage (or equivalent CGPA & above), **relaxed 60%** for SC/ST/PwBD categories.

KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Corporate Network team: • Network Infrastructure and operations. • Design and Implementation of LAN/WAN/WLAN based on MPLS/Internet Leased Line • Evaluation of new network solutions and their implementation. • Integration of IT –OT network. • Monitoring of network devices/ solutions for service availability. • Troubleshooting and root cause analysis of network issues • Provide technical support to end-users and resolve network-related issues promptly. • Other responsibilities include routine maintenance and administration of network infrastructure, support to users/ administrators for access requirements, audit requirements etc.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **10 years** of experience in IT, **of which** minimum **5** years of experience in handling IT network design and operation solutions such as switches, routers, SDWAN, Data Center core network, DC fabric, WAN Optimization, Virtual Private Network, WLAN, Wired LAN and WAN, etc. Should be CCNA/CCNP/CCIE certified.
DESIRED SKILLS	• Demonstrated technical proficiency and expertise in handling large size enterprise network design and operations. • Good knowledge of communication technologies/solutions and must have handled devices and solution from top OEMs ex. Cisco, Aruba, Juniper etc. • Able to identify improvement initiatives proactively, take charge of preventive repair & maintenance, whilst also being flexible to perform other roles vertically in case situation demands. • Experience working in large scale data center/cloud environment with an understanding of passive components (UTP Cabling, Optical cabling). • Knowledge of TCP/IP and QOS in the LAN, WAN and WLAN • Knowledge of LAN (Layer 2), WAN (Layer 3) networking protocols, VPNs and VPN protocols, and technologies including switching, routing, and network security. • Working Experience of Design, implement and maintain, large spine-leaf data center network architecture using VxLAN. • Experience of managing MPLS based hub and spoke enterprise network. • Working knowledge of design and configuration of SDWAN technologies with MPLS, Internet Lease Line (ILL), Broadband, SIM based connection and secure branch out.

	• Troubleshooting of OSPF, BGP routing and Layer-2/Layer-3 switching. • IP Packet decoding and analysis using TCPDUMP and WIRESHARK. • Designed Wired and Wireless solution and Data Center Infrastructure. • Working experience of Data Center Fabric, ACI etc. • Working experience of WAN optimization solutions. • Experience on Load balancers, IPSEC etc. • Experience working on protocols like EIGRP, OSPF, BGP, HSRP/VRRP, VTP, RIP, SIP etc. • Experience of working on establishing cloud deployments. **Managerial Skills:** • Must have experience of manging team of IT professionals of size 10 or more. • Experience of collaborating within team and with other teams/departments • Experience of Networking with stakeholders and partners.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **42** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – MS APP DEVELOPMENT

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Computer Science / Information Technology with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Information Systems Entity. You will be responsible for: • Independently handling development, enhancement & maintenance of project on various Microsoft technology & other open-source technology like: a. NET Core MVC

	b. Microsoft Web Form c. NET MVC d. Web APIs e. jQuery f. Angular • Coordinating with Business users/Functional Consultants for various business requirements. • Design and architect solution in Microsoft environment and ensure deliver of projects as per agreed milestones. • Design and Development integration scenarios (B2B & B2C) across large enterprise systems using Web APIs/REST APIs. • Prepare detailed technical document and manage large project independently.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Overall Experience – Minimum **4 Years** in Microsoft Application Development along with extensive experience in Microsoft application development programming covering .NET web application with C#, java script, HTML, CSS, LINQ, Web APIs. 1. Experience in working with MS SQL server in designing database, optimised SQL queries and stored procedures. 2. Experience in maintaining & supporting complex .NET application. 3. In-depth knowledge web security to design and develop secured application applying latest available web security standard like OWASP. 4. Experience of designing and developing complex interactive reports using Microsoft Technology. 5. Familiarity with mobile app development (iOS/Android) is a plus.
DESIRED SKILLS	• Possess excellent Microsoft C# programming skills in the technologies areas in various Microsoft web development framework. • Effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Good networking skills with other technology teams within BPCL and with other technology groups outside the organization. • Exposure to Angular, Node.js to design intuitive, responsive, secured web application. • Be able to explore and learn new technologies / frameworks independently.
UPPER AGE LIMIT (AS ON	Upper Age Limit for General and EWS candidates- **28** years. Age relaxations will be applicable to the candidates belonging to

01.10.2023)	different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

INFORMATION SYSTEMS – SAP APP DEVELOPMENT

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Computer Science / Information Technology with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ST/PwBD categories.
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will be responsible for the following in the Information Systems Entity: • Independently handling development project on some of the SAP modules like 1. SAP ECC EHP8 all modules 2. SAP SCM 3. SAP BI/BW 7.4 with HANA 4. SAP Solutions Manager 5. SAP Governance, Risk and Compliance 6. SAP CRM 7. SAP Portal (Internal & External) 8. SAP PO/PI (Middleware) 9. SAP Gateway 10. Other applications and systems developed in-house. • Coordinating with Business users/Functional Consultants for requirements. • Design and architect solution in SAP environment and ensure deliver of projects as per agreed milestones. • Design and Development integration scenarios (B2B & B2C) across large enterprise systems using SAP PI/PO.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Overall Experience – Minimum **4 Years** in SAP ABAP or SAP PI/PO. SAP ABAP: • Experience in ABAP programming covering report programming, module pool programming, BDC programming, OOPs concept, FM/RFC, BAPI, ABAP Web service, Smart forms, SAP Interactive Adobe forms, BADI/User exits etc. • ABAP Web Dynpro programming experience. • Experience of creating and maintaining different ABAP Dictionary Objects.

	SAP PI: • Experience of Designing and maintaining B2B, A2A Integration scenarios. • Capable of designing Graphical Mapping / Java Mapping for integration scenarios. • In-depth knowledge of using IDocs/RFC/REST/SOAP/JDBC/SFTP/MAIL Adaptors in SAP PI. • Experience of designing alerts through automation tools for tracking issues in Integration scenarios. • Troubleshooting integration issues and coordinating with business teams.
DESIRED SKILLS	• Possess excellent ABAP programming skills in the technology areas in various modules of SAP. • Effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Be able to prepare detailed technical document as per template provided by BPCL and also manage large project independently. • Desired Additional Qualification/ Certification/ Specialization: SAP-ABAP Or SAP PI Certification. • Database management skills (e.g., SQL).
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **28** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

ENGINEERING

Bharat Petroleum Corporation Limited (BPCL) is at the forefront of India's energy sector, and its engineering professionals play a pivotal role in driving the nation's growth and energy security. As an integral part of BPCL's dynamic team, engineers have the unique opportunity to shape the future of the energy industry. Whether you are a mechanical, chemical, Instrumentation, electrical, or civil engineer, a career at BPCL offers a challenging and rewarding journey, where innovation, sustainability, and excellence converge to power India's progress. Join us as we embark on a mission to meet the nation's energy needs and build a sustainable and resilient future.

We invite applications for the following profiles:

ENGINEERING - INSTRUMENTATION

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech) in Instrumentation / Instrumentation & Control / Instrumentation & Electronics / Electronics & Instrumentation Engineering (Four Year Course) with **minimum 70% marks** in aggregate **relaxed to 60%** for SC/ ST / PwBD categories.
KEY CHALLENGES & EXPECTATIONS	• Responsible for overall maintenance activities in process instrumentations & control system. • Executes routine maintenance jobs, preventive/predictive maintenance jobs and break down/Plant shut down jobs in cost effective manner. • Responsible for preparation of specification for instrument items procurement. • Responsible for maintaining the DCS/PLC/ESD system. • Responsible to design, procure, install and commission the new instruments through DCS/PLC/ESD. • Maintenance of master calibrators and scheduled calibration of instruments and analyzers. • Responsible to work with DCS/PLC/ESD system to monitor the system performance and troubleshoot the alarm events to identify the root cause of breakdown. • Preparation of maintenance strategies to help with installation and commissioning guideline. • Monitor and control maintenance costs. • Should be able to draft permits and demonstrate understanding of HRA, HAZID and similar risk assessment and their control mechanisms. • Sound knowledge on work prioritization, production critical threats, safety systems management and statutory compliances. • Demonstrate sound knowledge in contracts management, document management, service entries and Site measurements. • Develop work planning through SAP or any other planning tool with clear understanding of all required information and documentation to execute a job in the field. • Should be able to coordinate with Third Party Vendors, OEMs and Service Providers for execution of specific targeted maintenance scopes.

	• Able to initiate a purchase requisition, track material status, find the right material masters and verify the correctness of bills of materials. • Understand the concept of manhour estimation for maintenance activities referring Global norms and best practices etc.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **10 years** of post-qualification experience in maintenance/project execution of Process measuring Instrumentation and Control system, Troubleshooting/problem solving of maintenance activities in Field measuring instruments, Control valves, emission/process analyzers, DCS/PLC/ESD systems in Petroleum Oil & Gas/ Petrochemical / Fertilizer plant.
DESIRED SKILLS	• Candidates should possess detailed knowledge in understanding of P&ID, equipment layouts, isometric, maintenance of DCS/ PLC/ ESD systems and field instrumentation like transmitters/ analyzers/ control valves etc. • Working knowledge of trouble shooting of instrument systems rectification of field instruments / site erection procedure for testing / reconditioning of valves/ spare management / SAP or any other planning tool / turn around planning / vendor /contract management etc.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years**.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

ENGINEERING - MECHANICAL ROTARY MAINTENANCE

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/ B.Tech) in Mechanical Engineering (Four Year Course) with **minimum 70% marks** in aggregate **relaxed to 60%** for SC/ ST / PwBD categories.
KEY CHALLENGES & EXPECTATIONS	As a maintenance rotary engineer, you'll: • Provide day-to-day technical support to Operations and Maintenance to troubleshoot and fix rotating equipment and mechanical systems.

	• Offer day-to-day support for Rotating Equipment and Mechanical systems to the Maintenance & Operations teams, guaranteeing uninterrupted operability of plant equipment. • Deliver advanced diagnostic assistance for swift production recovery in cases of equipment failure and plant outages. • Steer Root Cause Failure Analysis (RCFA) efforts, including the ability to compile summaries with causes and recommendations and present them to relevant parties. • Interpret and assess recommendations from Reliability Technicians on predictive programs. • Aid the Maintenance team in Turnaround planning and execution. • Facilitate availability tracking and bolstering overall reliability of plant equipment. • Assess workflow processes, identifying critical spares, and determining storage and preservation requirements for Rotating Equipment systems across the plant. • Load initiatives to refine and enhance existing Maintenance practices through Reliability Centered Maintenance (RCM) methodologies. • Be responsible in preparing/developing work plan from overhaul reports, maintenance reports, general task list, equipment specific task lists, spare part list, equipment drawings, circuit diagrams, P&IDs, operation and maintenance manuals of OEMs, Asset best practices etc., for heavy duty rotary equipment like pumps, compressors, turbines, engines, fans, soot blowers, mixers, agitators, gas turbines etc. • Develop work lists that include detailed description of the tasks that need to be performed for overhauling / maintenance of each machine, parts required, resources, tools required, and time required. • Plan & Execute Preventive Maintenance & Condition monitoring work orders generated in SAP or any other planning tool which includes detailed description of the tasks that need to be performed for time & condition-based maintenance, breakdown maintenance, ordering parts required, service or tools required, estimating time required, Estimating cost of work order. • Use planning tools such as SAP or any other planning tool, vibration analysis, spectrum analysis, system-1 etc., • Identify the system condition for each operation activity task should be ascertained about the shutdown windows availability or suitable opportunities for maintenance activities. • Plan of end-to-end work orders to enable efficient scheduling and ensure compliance of executable work orders. • First level diagnosis of damage history, determining the failure mode based on anomaly reports and information given in corrective maintenance work request/ notification.

	• Investigate and do analysis of Condition Monitoring work request to identify the true cause of the problem and prepare work orders with the detailed tasks to repair the damage with as much as detailed information required to complete the job effectively including procedures, sketches, specifications, or drawings deemed necessary. • Improve productivity by ensuring the resource, special tool, material and service requirements availability before the job begins. • Anticipate & plan for mandatory spares, tools and tackles and manpower required for the heavy-duty equipment based on the information extracted from maintenance manuals. • Interact and communicate with the site team for Preventive Maintenance strategies, understanding the intricacies about how the actual maintenance activities for heavy duty rotating equipment and other machinery have been planned and performed. • Need to have sound knowledge on work prioritization, production critical threats, safety systems management and statutory compliances. • Analyze system performance and find solution for energy saving. • Ensure quality, cost-effective, and timely solutions to any upgrade. • Draft permits and demonstrates understanding of HRA, HAZID and similar risk assessment and their control mechanisms. • Initiate a purchase requisition, track material status, find the right material master's and verify the correctness of bills of materials. • Develop work planning through SAP or any other planning tool with clear understanding of all required information and documentation to execute a job in the field. • Coordinate with OEMs and Service Providers for execution of specific targeted maintenance scopes. • Demonstrate sound knowledge in contracts management, document management.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7 years** of experience in Petroleum Oil & Gas/ Petrochemical / Fertilizer plants in Rotary Maintenance jobs.
DESIRED SKILLS	• Candidates should possess detailed knowledge in understanding of P&ID, equipment layouts, isometric, maintenance /overhauling of rotary machines/pumps/compressors/ blowers / diaphragm/ metering pumps etc. • Working knowledge of vibration monitoring/ condition monitoring / RCM / spare management / SAP or any other planning tool / turn around planning / vendor /contract management etc.

UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

ENGINEERING - MECHANICAL STATIC MAINTENANCE

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B. E/ B.Tech) in Mechanical Engineering (Four Year Course) with **minimum 70%** marks in aggregate **relaxed to 60%** for SC/ ST / PWBD categories
KEY CHALLENGES & EXPECTATIONS	As a maintenance engineer, you'll: • Have primary responsibility in preparing/developing work plan from overhaul reports, maintenance reports, general task list, equipment specific task lists, spare part list, equipment drawings, P&IDs, operation and maintenance manuals of OEMs, Asset best practices etc., for static equipment like columns, Heaters, reboilers, Reactors, safety valves, valves, pressure vessels, Boilers, tanks, heat exchangers & piping etc., • Be responsible for all overall maintenance activities of all static equipment's and are operating at optimum condition. • Carry out routine maintenance work and respond to equipment faults. • Liaise with Inspection, design departments, customers and other engineering and production departments. • Ensure all spares/equipment's are available to maintain uptime of refinery. • Monitor and control maintenance costs. • Deal with emergencies, unplanned problems, and repairs • Improve health and safety policies and procedures. • Ensure all maintenance jobs are carried out by contractor personnel are done safely with BPCL safety standards. • Draft permits and demonstrate understanding of HRA, HAZID and similar risk assessment and their control mechanisms. • Have sound knowledge on work prioritization, production critical threats, safety systems management and statutory compliances. • Demonstrate sound knowledge in contracts management, document management, service entries and Site measurements.

	• Develop work planning through SAP or any other planning tool with clear understanding of all required information and documentation to execute a job in the field. • Coordinate with Third Party Vendors, OEMs and Service Providers for execution of specific targeted maintenance scopes. • Initiate a purchase requisition, track material status, find the right material masters and verify the correctness of bills of materials. • Understand the concept of manhour estimation for maintenance activities referring Global norms and best practices etc.,
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7 years** of experience in Static Maintenance jobs/ Project execution of static equipment's in Petroleum Oil & Gas/ Petrochemical/ Fertilizer plant.
DESIRED SKILLS	• Candidates should possess detailed knowledge in understanding of P&ID, equipment layouts, isometric, maintenance of static equipment's like column, heaters, reboilers, reactors, safety valves, valves, pressure vessels, boilers, tanks, heat exchangers and piping etc. • Working knowledge of rectification of static equipment's/ procedure for welding, fabrication, testing, erection / reconditioning of valves/ spare management / SAP or any other planning tool / turn around planning / vendor /contract management etc.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **34** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

ENGINEERING – CHEMICAL TECHNOLOGY

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E /B.Tech) in Chemical Engineering with **minimum 70%** marks in aggregate **relaxed to 60%** for SC/ ST / PWBD categories.
KEY CHALLENGES & EXPECTATIONS	• Plant monitoring and technical support to operations. • Trouble shooting and root cause analysis. • Developing process improvement schemes and conducting HAZOP. • Identification of plant revamps.

	• Process simulation / design / optimization • Cost benefit analysis of process proposals. • Maintaining Data Historian of the process plants. • Preparing development reports. • Turn around / shut down inspection and report generation. • PFD and P&ID review and up-dation. • Review of Heat & Material balances of design packages. • Plant performance test runs. • Crude oil evaluations • Pre-commissioning / commissioning checks. • Start up and shut down support and supervision of catalyst loading unloading operations. • Techno-Commercial evaluation of Catalyst, Chemicals and Mass Transfer internals. • Coordination with process licensors. • Tracking industry developments.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **10 years** of post-qualification experience in Petroleum Refinery / Petrochemical manufacturing organizations in domains such as Manufacturing / Operations / Technical Services.
DESIRED SKILLS	• Basic understanding of operations in Petroleum Refinery / Petrochemical units. • Experience in operation/technical service of process equipment such as distillation columns, pumps, compressors, heaters, reactors etc. • Knowledge of process simulation and other design software. • Expertise in Process Safety Management and failure analysis techniques like HAZOP. • Basic understanding of Process control systems, DCS, PLC, Process Historian and optimization packages. • Learning agility • Communication skills and people management. • Integrity and self-discipline • Awareness of Energy optimization techniques and benchmarks. • Awareness of applicable statutory regulations in Health Safety and Environment.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.

	Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

ENGINEERING - HEALTH, SAFETY & ENVIRONMENT (HSE)

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/ B.Tech) in Chemical Engineering (Four Year Course) with **minimum 70% marks** in aggregate **relaxed to 60%** for SC/ ST / PwBD categories.
KEY CHALLENGES & EXPECTATIONS	As a safety professional in BPCL, which strongly advocates 'Safety First, Safety Must', the safety officer shall deal with all the Health, Safety and Environment (HSE) related aspects at the site, which includes implementation of Process Safety Management (PSM), monitoring and coordinating implementation of PSM elements, anchoring safety audits, safety meetings, etc. Your key responsibilities include: • Monitoring and coordinating implementation of Process Safety Management across the refinery including monitoring of PSM KPIs, audits, liaison with various unit level element champions etc. • Conducting various campaigns to strengthen the PSM in the refinery, participating in investigation of process safety events, conducting PSM apex review meetings, preparing job safety analysis for critical jobs, reviewing SOPs, HIRA, MSDS, work permit system, participating in HAZOPs etc. • Reporting to Head of Department of HSE & playing a role in everyday activities, safety rounds, audits, field survey, interaction with field personnel including safety observers of contractors, contractor sitesupervisors and Project Construction Engineers. • Creating a safety culture and propagating the safety first, safety must agenda in the plant. • Ensuring record of accidents statistics with a follow up for accident reports, FIR investigations • Conducting surprise checks at work sites to identify unsafe acts if any and ensuring that the safety recommendations are implemented. • Safety Meetings: Coordinating periodic safety meetings/safety award functions with contractors at site as per schedule and

	preparing the agenda for safety meeting/safety award functions. • Providing safety coverage during critical activities at site as per requirements. • Drafting safety procedures for any new process/activity to be carried out at site as per BPCL Safety manual with guidance to contractors as & when necessary. • Updating safety procedures as per new standards & facilities & imparting safety training to BPCL & contractor employees. • Monitoring and preparing status of internal & external safety auditjobs & inspection of emergency safety appliances at project site. • Consolidation and playing an advisory role.
ESSENTIAL WORK EXPERIENCE (AS ON 01.10.2023)	**Minimum 10 years** of post-qualification experience in a Petroleum / Oil & Gas / Petrochemical / Manufacturing industry with minimum **3** years' of experience in Process Safety Management / Industrial Safety.
DESIRED SKILLS	• Diploma in Industrial Safety Recognized by any State / Central Government approved institutions or CCPS Process Safety Professional Certification is a desirable qualification. • In-depth knowledge of International Fire & Safety Standards &specifications • Ability to independently carry out the HSE jobs at site during theconstruction activities. • Learning agility • People Management skills • A high level of integrity, self-discipline and positive attitude Strong written and Oral Communication Skills • Strong commitment towards work • Self-motivated and target-oriented to drive results
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.



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FUNCTIONAL EXPERTS

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E/B.Tech) in Mechanical / Electrical / Instrumentation / Electronics/ Civil / Chemical Engineering with **minimum 70%** aggregate percentage (or equivalent CGPA & above), **relaxed to 60%** for SC/ ST/ PwBD categories
KEY CHALLENGES AND EXPECTATIONS	As a professional employed in BPCL, you will work on exciting assignments as part of the Functional team in Corporate Information technology of the organization responsible for designing digital solutions. The Job role involves: • Understanding Business requirements. • Conceptualizing and designing system solutions for business requirements. • Creation of prototypes using Pencil / other software. • Creation of functional specifications for development. • Maintain required configuration in SAP / other systems in development system. • Configuration Documentation/ Process Documentation. • Quality assurance of the solution (Testing). • Testing of scenarios after configuration/development in development and quality systems. • Project Management • Change Management • Imparting Role based End User Training. • Support to technical upgrades / support packs. • Support to Functional upgrades / Business Functions.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **7 years** of continuous post-qualification relevant work- experience in Oil & Gas major having a turnover of minimum Rs.1000 crore in any of the following profiles: • Sales & Marketing roles • Production / Logistics / Supply chain management roles. • Operations/Maintenance/Engineering/Project • Procurement specialists
DESIRED SKILLS	• Have good understanding of the Business processes along with associated guidelines, policies, procedures, accounting standards. • Ability to model new business processes taking into consideration various business realities and needs.

	• Ability to do Root Cause Analysis. • Have a process thinking orientation. • Have flair for designing applications with focus on creative design thinking and enhanced user experience. • Ability to interact effectively with key role-holders for implementing changes in processes. • Passion for continuous learning and skill upgradation • Have good oral and written communication skills. • SAP Certification in relevant module will be desirable. • Experience as end user in relevant SAP module will be added advantage.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **38** years. Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years

HUMAN RESOURCES

For BPCL, employees are the most valued assets and our continuous investment in employees' growth and development defines our core value of "Development of People". With numerous awards and accolades from organizations like Confederationof Indian Industry, Employers Federation of India, Business World etc., BPCL has always stayed ahead in terms of people practices. Our HR strategy is focused on strengthening the leadership pipeline and grooming the future generations through our philosophy of development. We are looking for bright talent to join hands with usto craft a beautiful future for the company!

We invite applications in the following profile:

HR (TEAM LEADER)

ESSENTIAL EDUCATIONAL QUALIFICATION	Two-year MBA (HR) / MA (PM&IR) / Post-Graduate Diploma in (HR / PM&IR) / MMS (HR/ Personnel)/ Masters in Labour Studies courses with **minimum 65%** marks in aggregate, **relaxed to 60%** for SC/ ST / PwBD categories.
KEY CHALLENGES & EXPECTATIONS	Team Lead, HR, is a senior role responsible for overseeing the HR function, driving the development and implementation of HR strategies, and providing leadership to the HR team. With extensive experience in HR, this individual will contribute to the organization's overall success by fostering a positive workplace culture, supporting talent acquisition, employee development, and ensuring

	compliance with labour laws and company policies. Additionally, this role places a strong emphasis on career development and talent management to nurture the organization's human capital. • Leadership and Strategy - Develop and implement HR strategies aligned with the organization's goals and values and provide leadership and guidance to the HR team, ensuring their professional growth and effectiveness. • Talent Acquisition and Recruitment - Oversee the recruitment process, from job posting to onboarding, to attract and retain top talent and develop and maintain effective relationships with recruitment agencies, universities, and industry networks. • Employee Relations and Engagement - Foster a positive work environment through initiatives that promote employee engagement, satisfaction, and well-being and manage and resolve complex employee relations issues, ensuring fair and consistent HR practices. • Performance Management and Development -Lead the performance management process, including goal setting, performance evaluations, and development plans and identify training and development needs and facilitate training programs for staff. • Career Development and Talent Management- Create and implement career development programs that support employees' growth within the organization, identify high-potential employees and develop succession plans and establish mentoring and coaching programs to facilitate career progression. • Compensation and Benefits - Oversee compensation and benefits programs, ensuring they remain competitive and aligned with industry standards and review and recommend improvements to the compensation structure and benefit offerings. • Legal Compliance - Stay updated on labour laws and regulations and ensure the organization's compliance and provide guidance and training to managers and employees on HR-related legal matters. • HR Metrics and Reporting - Implement and maintain HR metrics and reporting systems to assess the effectiveness of HR programs and initiatives and use data to drive evidence-based decision-making. • Policy Development and Implementation - Develop and update HR policies, procedures, and employee handbooks and ensure consistent enforcement and understanding of company policies. • HR Technology - Stay current with HR technology trends and oversee the implementation of relevant HR software systems.

ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **21 years** of post-qualification experience in Human resource domain such as Learning & Development/ Talent Management / Employee Relations/Industrial Relations/Talent Acquisition/ Performance Management/ Workforce Management/ HR Business Partner role in Petroleum Oil & Gas/ manufacturing organizations.
DESIRED SKILLS	• The ability to align HR initiatives with BPCL's business strategy and long-term goals. • Demonstrate strong leadership and team management skills to lead and motivate the HR team effectively. • Proficiency in guiding employees through organizational changes and ensuring smooth transitions. • Proficiency in HR technology solutions, including but not limited to HRIS (Human Resources Information Systems), ATS (Applicant Tracking Systems), and data analytics tools, to drive process efficiency, data-driven decision-making, and seamless employee experience management. • Knowledge and experience in managing labor relations, including negotiations and conflict resolution. • Expertise in recruitment strategies, including sourcing, selection, and onboarding of top talent. • Excellent verbal and written communication skills to convey HR policies, changes, and initiatives clearly to employees and stakeholders. • Experience in designing and implementing training and development programs to enhance employee skills and career growth. • Proficiency in resolving workplace conflicts and addressing employee grievances. • Familiarity with the oil and gas industry or a willingness to learn about its unique challenges and regulations.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **50 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years. However, the maximum age of the candidate should not exceed 58 years, as on 01.10.2023, after all applicable relaxations are accounted for.



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HR (TEAM MEMBER)

ESSENTIAL EDUCATIONAL QUALIFICATION	Two-year MBA (HR) / MA (PM&IR) / Post-Graduate Diploma in (HR / PM&IR) / MMS (HR/ Personnel)/ Masters in Labour Studies courses with **minimum 65%** marks in aggregate **relaxed to 60%** for SC/ ST / PWBD categories.
KEY CHALLENGES & EXPECTATIONS	As an HR professional, you will be accountable for executing a range of essential duties and promoting growth at BPCL. These include: • Developing and executing effective recruitment and selection processes, defining staffing needs and job descriptions, mediating and resolving workplace conflicts, managing employee grievances and complaints, fostering a positive and inclusive workplace culture, enforcing company policies. • Identifying training needs & implementing training programs, monitoring training effectiveness, creating career development programs. • Capability building – As a vital member of our HR team, you will play a pivotal role in fostering a culture of continuous learning and development within our organization. • As a key member of our HR team, you will be responsible for building and maintaining positive industrial relations within our organization. • Establishing performance appraisal systems and improvement plans, conducting performance reviews and recognition for high-performing employees, administering compensation and benefits. ensuring legal compliance, tracking HR metrics, promoting workplace health and safety, contributing to strategic HR planning, utilizing HR technology, resolving conflicts, overseeing HR staff, facilitating employee communication, and complying with labor laws and regulations while handling legal issues.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2023)	Minimum **10 years** of post-qualification experience in Human resource domain such as Learning & Development / Talent Management / Employee Relations / Industrial Relations/ Talent Acquisition/ Performance Management/ Workforce Management/ HR Business Partner role in Petroleum Oil & Gas/ manufacturing organizations.
DESIRED SKILLS	• Ability to take the lead & initiative to champion process improvements. • Sharp business acumen. • Ability to manage time & sustain effective relationships. • Understanding of SAP-HCM. • Proficiency in Microsoft Office applications.

	• Exceptional analytical skills. • Ability to thrive in an ambiguous, fast-paced work environment with changing priorities. • Excellent verbal and written communication & presentation skills to explain ideas succinctly and build consensus across teams. • Proficiency in strategy management and planning.
UPPER AGE LIMIT (AS ON 01.10.2023)	Upper Age Limit for General and EWS candidates- **42 years.** Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.

APPLICATION PROCESS

Online applications will be accepted from **1st November 2023 to 26th November 2023 23:59 hours** and no other mode of application will be accepted.

Interested and eligible candidates are requested to apply **ONLINE only** on https://www.bharatpetroleum.in under Careers → Job Opportunities, after reading detailed advertisement.
Please follow the steps mentioned below, before filling the online application form:

STEP 1: Applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves of the same before applying. No enquiry asking for advice on eligibility will be entertained.

STEP 2: Applicants are advised to keep legible scanned copies of the below mentioned documents (PDF documents) ready and upload them in the online application form at place(s) designated for the same.

i. Date of Birth Proof (Class 10th / 12th pass certificate/ DOB Certificate).

ii. Educational Qualification Proof (Consolidated Marksheet & Degree/ Diploma Certificate). The documents pertaining to the highest relevant degree/diploma should be uploaded. The candidate must have successfully passed such degree/ diploma and should have relevant work experience after such degree/ diploma as stipulated in the section above.

iii. Service Certificate/ Work-Experience Certificates (issued by respective organizations on their letterhead) clearly showing:

   a. Details of Employee (showing Name, Designation, Length of Service, Date of Joining and Date of Separation (if applicable, etc.)
   b. Nature of Employment – Full time/Part Time etc.

c. Detailed Nature of Work
d. Job site
e. Current Basic Salary and CTC.

The Work Experience / Service certificate should necessarily be on the letter head of the organization and should be signed/ stamped by authorized representative of such organization. Such Work Experience/ Service Certificate should necessarily be provided for each organization mentioned in the candidates' application form. In case of absence of any of the aforesaid data in the Work Experience/ Service Certificate, BPCL shall be at liberty to take a final decision on the basis of the information furnished by the candidate.

iv. Relevant Category/ Caste Certificate (applicable only for SC / ST/ OBC-Non-Creamy Layer/ EWS/ PwBD, Ex-Servicemen).

v. Recent Color Passport Size Photograph, not older than July 2023.

vi. Scanned copy of Signature. Signature in CAPITAL LETTERS will NOT be accepted.

vii. Annual PF Statement equivalent to the number of years of work experience stated in the application, scanned together in a single PDF file.

viii. Latest three salary slips from their current organization scanned together in a single pdf file.

Any mismatch in name, qualification, experience, etc., from original documents and the data submitted in the online application form will lead to disqualification at any stage.

STEP 3: APPLICATION REGISTRATION

- Candidates to go to the BPCL Website click on the option "APPLY ONLINE" which will open a new screen.
- To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidates should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.
- In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.
- Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.

- The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.
- Validate your details and save your application by clicking the 'Validate your details' and "SAVE & NEXT" button.
- Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".
- Candidates can proceed to fill in other details of the Application Form.
- Click on the Preview Tab to preview and verify the entire application form before COMPLETE REGISTRATION.
- Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded, and other details filled by you are correct.
- Click on the 'Payment' Tab and proceed for payment.
- Click on the 'Submit' button.

STEP 4: APPLICATION FEES

- The application fee is applicable for all positions.
- SC, ST & PwBD candidates are exempted from payment of application fee.
- UR, OBC-NCL and EWS candidates are required to pay a Non-Refundable Amount of ₹590/- + payment gateway charges if any (Application fee of ₹500/- + GST@18% i.e. ₹90/- + payment gateway charges if applicable).
- Payment Mode: Debit / Credit card/UPI/Net Banking: On paying application fee online, the payment status will automatically change to "Your Transaction is successfully completed", on successful receipt of fees.
- All the candidates must ensure that the payment status is "Completed" as the transaction will be considered "incomplete" in case of any other payment status. Once the payment is done, candidates are required to take print of acknowledgment of payment and preserve the same for future reference.
- No other mode of payment than those mentioned above will be accepted.
- Application fee once paid will not be refunded under any circumstances. Also, chargeback cannot be claimed for any reason.
- The fee being paid is only towards the submission of application and does not in any way guarantee issuance of interview call letter etc. **Candidates are NOT required to send printout of application or any other documents in hard copy to BPCL**.

For clarifications, if any, reach out to us by writing an email to

z_hrd_co_recruit@bharatpetroleum.in. The subject of the email must clearly mention the Application ID.

Kindly note:

1. Applications with incomplete / wrong particulars will not be considered.
2. The email id and mobile number provided in online application should remain valid for at least one year. Candidates must use proper e-mail ids created in their names. Applications with pseudo / fake email ids will attract appropriate action under the law.
3. Communications to the candidates shall be made on their registered email id and/or mobile number. Post registration of email id and mobile number, request for change of e-mail ID and mobile number will not be entertained.
4. All the details given in the online form will be treated as final and no changes will be entertained.
5. In the event of non-submission of completed application/ requisite application fees by candidate, for whatsoever reason, his/ her candidature will stand cancelled and no further communication/consideration on the same will be entertained.
6. No email confirmation will be sent to the candidates on successful registration or on successful payment of application fees.

Candidates are advised in their own interest to apply online before the closing date and not to wait till the last date for depositing the fee to avoid the possibility of disconnection/ inability / failure to log on to the website on account of heavy load on internet or website jam.

SELECTION METHODOLOGY

1. The multi-stage selection process may comprise of various shortlisting tools like Application Screening (on basis of number of years of relevant work-experience, educational qualification, etc.), Written/Computer Based Test, Case Based Discussion, Group Task, Personal Interview etc. The selection process adopted will depend on the number of applications received for a particular profile.
2. The provisional selection of the candidate will be based on multiple parameters, such as, Relevant work- experience, Significant on-the-job achievements, Performance in various selection processes.
3. Please note that application for this profile and/or participation in any stage of recruitment i.e., Written /Computer Based Test / Case Based Discussion / Personal Interviews / any other tests / Pre-Employment medical examination etc., does not confer any right to an individual for employment with BPCL.

MEDICAL STANDARDS

1. Candidates provisionally selected by BPCL will have to clear a Pre-Employment Medical Examination before joining. Company's Authorized Doctor/ nominated hospitals will assess the health of such candidates and the final appointment will be subject to them meeting the medical standards prescribed by the Company. The decision on medical fitness by Company Doctor/ Company Authorized Doctor would be final and binding on all

candidates. No correspondences or queries in this regard shall be entertained by the Corporation.

2. Candidates selected under Persons with Benchmark Disability (PwBD) category, except for the handicap for which relaxation is acceptable and extended, must be within the prescribed normal range for all other physical standards.
3. Reference for a medical examination does not mean final selection.

EMOLUMENTS

The advertisement is for recruitment of candidates with varying educational qualifications and experience ranging from 1 year to 25+ years. Selected candidates will be placed in appropriate grades and pay points within the pay scales mentioned below:

DPE Pay scale	Pay Scale	Approx CTC at minimum of the pay scale
E2	50,000 – 1,60,000	Rs. 20 Lakhs per annum at minimum of the pay scale
E3	60,000 – 1,80,000	Rs. 23.71 Lakhs per annum at minimum of the pay scale
E4	70,000 – 2,00,000	Rs. 28.67 Lakhs per annum at minimum of the pay scale
E5	80,000 – 2,20,000	Rs. 32.67 Lakhs per annum at minimum of the pay scale
E6	90,000 – 2,40,000	Rs. 37.80 Lakhs per annum at minimum of the pay scale
E7	1,00,000 – 2,60,000	Rs. 43.12 Lakhs per annum at minimum of the pay scale
E8	1,20,000 – 2,80,000	Rs. 52.81 Lakhs per annum at minimum of the pay scale

Please note that the CTC mentioned in the table above has been calculated at the minimum base level of the pay Scale for candidates posted in metro cities and may vary for other locations.

CTC indicated in the table above includes Basic Pay, Dearness Allowance (DA) based on the IDA pattern, House Rent Allowance (HRA), Perks & Allowances, Retirement Benefits in line with DPE guidelines, and Performance-Related Pay (calculated at the maximum) which is dependent on multiple factors and is payable as per the Corporation's policy. Retirement benefits are admissible upon separation or retirement as per the Corporation's policy prevailing at that time.

The CTC of selected candidates will vary based on the basic salary offered to them, which in turn will depend on various factors, such as, profile applied against, educational qualification, number of years of experience, quality of previous experience, performance in the selection process, etc.

PROBATION & PLACEMENT

Selected candidates would be on probation for one year from the date of joining (extendable in case of non-satisfactory performance). Upon successful completion of the probation period,

they will be considered for confirmation as per company policy.

Such candidates shall be posted across the country, in any of the existing/future BPCL locations and their services will be transferable as per the requirement of the Corporation.

RESERVATION, CONCESSIONS AND RELAXATIONS

1. Reservations of posts for SC, ST, OBC-NCL, EWS and PwBD (Persons with benchmarked disabilities –with degree of disability 40% or above) are as per Government/Presidential Directives.
2. Candidates seeking reservation as SC/ST/OBC-NCL, shall have to produce a certificate in the prescribed proforma, meant for appointment to posts under the Government of India, from the designated authority indicating clearly the candidate's caste, the Act/Order under which the caste is recognised as SC/ST/OBC and the Village/Town the candidate is ordinarily a resident of. They must also ensure that the name of their caste/community and its spelling in their caste/community certificate should be exactly as mentioned in the lists notified by the Central Government from time to time (for OBC category list of castes recognized by the Govt. of India as OBC castes in the central list is available on the site http://www.ncbc.nic.in, for ST category the list of castes for each state is available on the site www.ncst.nic.in and for SC category the list of castes for each state is available on the site http://www.socialjustice.nic.in). A certificate containing any variation in the caste name will not be accepted. Further the OBC certificate should also clearly indicate that the candidate does not belong to Creamy Layer as defined by the Government of India for applying to posts and services under the Central Government.
3. The OBC claim of a candidate will be determined in relation to the State (or part of the State) to which his/her father originally belongs. A candidate who has migrated from one State (or part of the State) to another should, therefore, produce an OBC certificate which should have been issued to him/her based on his/her father's OBC certificate from the State to which he (father) originally belongs.
4. 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'. Further the OBC- NCL candidates will have to give a self-undertaking, at the time of Personal Interviews (if shortlisted), in terms of DOPT memo No. 36012/22/93-Extt. (SCT) dated 08.09.1993, indicating that they belong to OBC- Non Creamy Layer).
5. A person who wants to avail the benefit of PwBD reservation will have to submit a disability certificate issued by a Competent Authority as prescribed in RPwBD Act, 2016. PwBD candidates will be considered after taking into account the nature of duties & responsibilities of the job, location, hazard, strain & other factors, also considering that the condition is not likely to interfere with the performance of duties of the post with reasonable efficiency and without possible deterioration of his/her health. The final appointment would be based on candidate's medical fitness with respect to job profile of the identified post.

6. For availing Economically Weaker Section (EWS) reservation the conditions and format of the certificate will be followed as per DOPT Office Memorandum No. 36039/1/2019 – Estt (Res) dated 31/01/2019. Applicant's photo on the certificate should be duly signed and stamped by the Competent Authority.
7. The appointment of candidates selected under EWS category will be provisional and will be subject to the Income & Asset certificate being verified through proper channels. Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' valid for Financial Year 2023-24 issued by a Competent Authority based on gross annual income of FY 2022-23 in the format prescribed by Government of India. Candidates are advised to be in possession of "Income and Assets Certificate" as mentioned above issued on or after 01.04.2023 at the time of selection process. 'Income and Asset Certificate' shall be submitted by such candidates at the time of selection process (if called). No request for extension of time for production of 'Income & Asset Certificate' beyond the said date shall be entertained. Candidates failing to produce the same will not be allowed to appear for the selection process. Further, their request for interview under General category will also not be entertained.
8. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBC-NCL, 10 years for PwBD candidates.
9. Maximum age relaxation by 5 years is applicable for Ex-servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to them rendering minimum 5 years' service in Armed Forces and fulfilment of other conditions prescribed by the Govt. of India.
10. However, cumulative relaxation in age for one/more than one category (mentioned above in pt. 8 to 10) taken together shall be limited to a maximum of 10 years.
11. If the SC/ ST/ OBC-NCL/ PwBD/ EWS certificate has been issued in a language other than English/ Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
12. Relaxed standards in assessment/selection will be applicable for SC, ST and PwBD candidates. Relaxation might be extended to OBC- NCL candidates also.
13. Any request for change in Category (Gen./SC/ST/OBC-NCL/EWS/PwBD) once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.

GENERAL INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. The last date for reckoning age and all other eligibility criteria shall be **1st October 2023**.
3. Only post qualification relevant work experience will be considered.
4. All the qualifications should be regular course/s from AICTE approved / UGC recognized University/Deemed University. The courses offered by Autonomous Institutions should be

equivalent to the relevant courses approved / recognized by Association of Indian Universities (AIU/UGC/AICTE).

5. Calculation of percentage of marks should be based on total marks obtained in all semesters/ years in all subjects. Rounding off percentage is not allowed.

6. Wherever CGPA/OGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. Please also obtain a certificate to this effect from University / Institute which shall be required at the time of selection process (if shortlisted).

7. Corrigendum/ Addendum etc. with regard to this advertisement, if any, will be made available on the Careers page of our official website https://www.bharatpetroleum.in/ only. All the candidates are requested to remain updated regarding each step of the selection process by visiting the aforementioned page. Candidates may please note that personal calls and/or interaction with any of the BPCL officials during recruitment drive is discouraged, except when necessary/critical.

8. All future communications with the candidates regarding further selection process and shortlisting will be through e-mail ONLY. BPCL will not be responsible for any loss/ non-delivery of email/admit card/ any other communication sent, due to invalid/incorrect email id.

9. Candidates presently employed in Central/ State Government, Autonomous bodies, and PSUs, should submit their application through proper channel. They must produce 'No Objection Certificate' from their employer at the time of selection process, failing which they will not be allowed to appear for the selection process and their candidature will not be entertained.

10. Shortlisting will be provisional without verification of documents. Candidature will be subject to verification of all details/ documents with the originals when a candidate reports for further selection process (if shortlisted). In case a candidate is called for selection process and is found to be not satisfying the eligibility criteria (Age, Educational Qualification, Work Experience, etc.) he/ she will not be allowed to appear for any selection process(s).

11. Candidates are advised to submit only one application. In case of multiple applications from a candidate, the latest one shall be considered as final, and the older applications shall be rejected without any notice.

12. Reimbursement of 3rd AC train fare by the shortest route to the selection venue is admissible only for outstation SC, ST and PwBD candidates appearing for the selection process, provided the distance travelled is not less than 30 km. Local transportation will not be reimbursed.

13. The candidates will be required to fill in the Travel Allowance (TA) Form, which will be made available during the selection process, and submit it along with Proof for travel undertaken and valid Category Certificate.

14. Detailed instructions pertaining to mode of travel reimbursement will be made available in the Admit Card/ Call Letter for selection process.

15. In case a candidate is called for the selection process and is found to be not satisfying the eligibility criteria (Age, Educational Qualification, Work Experience, etc.) he/ she will not be entitled for reimbursement of any travelling expenses.

16. BPCL reserves the right to cancel / restrict / enlarge / modify / alter the recruitment process and/or the selection process thereunder, without issuing any further notice or assigning any reasons.

17. The Corporation also reserves the right not to fill the advertised post at any stage of selection.

18. BPCL reserves the right to take a final decision to assign/offer any suitable job/role/profile to the candidates found suitable as per the Corporation's requirements.

19. If any candidate attempts to use external influence for the purpose of facilitating his/her selection, his/her candidature will automatically be cancelled.

20. Furnishing of wrong/false information will lead to disqualification and BPCL will not be responsible for any of the consequences of furnishing such wrong/false information. Since all the online applications will be screened without documentary evidence, the candidates must satisfy themselves of the suitability for the position to which they are applying. If at any stage during the recruitment and selection process, it is found that the candidate has furnished false or inaccurate information or is found ineligible with respect to any of the eligibility parameters, his/her candidature will be rejected. If any of the above discrepancies w.r.t. to eligibility parameters, furnishing of wrong information and or suppressing of any material fact is detected / noticed even after appointment, his/her services will be liable for termination without any notice, as the appointment would be deemed to be void ab initio.

21. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.

22. Court of jurisdiction for any dispute will be at Mumbai.

23. The general public is hereby informed that all applications are accepted through our online portal only and the said activity is not outsourced by BPCL to any agency/individual. Applicants are advised to beware of such fraudulent agency/individual.