



TAKE PRIDE IN ENERGISING THE NATION WITH BPCL

GOOD PEOPLE SPREAD GOOD ENERGY

BHARAT PETROLEUM CORPORATION LIMITED RECRUITMENT OF EXPERIENCED PROFESSIONALS

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

Bharat Petroleum's Refineries at Mumbai, Kochi and Bina have a combined refining capacity of around 35.3 MMTPA. Its marketing infrastructure includes a network of installations, depots, fuel stations, aviation service stations and LPG distributors. Its distribution network comprises over 23,500+ Fuel Stations, over 6,200+ LPG distributorships, 500+ Lubes distributorships, 80 POL storage locations, 54 LPG Bottling Plants, 79 Aviation Service Stations, 5 Lube blending plants and 5 cross-country pipelines.

Bharat Petroleum is integrating its strategy, investments, environmental and social ambitions to move towards a sustainable planet. The company has Electric vehicle charging stations at 6500+ Fuel Stations.

With a focus on sustainable solutions, the company is developing an 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 several 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 an admired global energy company leveraging talent, innovation & technology.

IMPORTANT DATES	
Commencement of online application	21 st May 2025
Last Date of Online application	20 th June 2025



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. HR
2. WAY SIDE AMENITIES
3. CONSUMER RETAILING
4. DIGITAL BUSINESS
5. BRAND/ PUBLIC RELATIONS
6. INFORMATION SYSTEMS
7. FINANCE
8. LEGAL
9. BHARAT PETRORESOURCES LTD
10. CORPORATE STRATEGY
11. COMPANY SECRETARY
12. RENEWABLES
13. RESEARCH & DEVELOPMENT
14. PETROCHEMICALS
15. BIOFUELS
16. NEW PROJECTS - REFINERY
17. MEDICAL OFFICER

Prospective candidates must possess 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. Those who fulfil the eligibility criteria and possess relevant experience only would be considered for further selection process.



Bharat Petroleum Corporation Limited - Profiles on Offer

Table of Contents

HUMAN RESOURCES	6
HUMAN RESOURCE EXECUTIVE – TEAM MEMBER/TEAM LEADER.....	6
WAY SIDE AMENITIES (WSA).....	10
HEAD - ENGINEERING & PROJECTS (WSA)	10
HEAD - MARKETING & OPERATIONS (WSA).....	14
TEAM LEAD - STATE MARKETING & OPERATIONS (WSA).....	18
SITE MANAGER (WSA).....	23
CONSUMER RETAILING	28
TEAM MEMBER - RETAIL STORE OPERATIONS & TRAINING	29
TEAM MEMBER – MARKETING	31
TEAM MEMBER – BUYING & MERCHANDISING (B&M).....	34
TEAM MEMBER – SUPPLY CHAIN MANAGEMENT	38
TEAM MEMBER – PLANNING & MIS	40
DIGITAL BUSINESS.....	42
TEAM MEMBER - RISK MANAGEMENT	43
TEAM MEMBER - SOLUTION ARCHITECT	44
TEAM MEMBER - DATA ARCHITECT	46
TEAM MEMBER - FRONT END (MOBILE APP/ WEB PORTAL).....	47
TEAM MEMBER - DIGITAL MARKETING	49
TEAM MEMBER – LPG APPLICATION	50
TEAM MEMBER – RETAIL APPLICATION	52
TEAM MEMBER – SYSTEM ADMIN	54
TEAM MEMBER – INFORMATION SYSTEM SECURITY	55
BRAND & PR.....	57
TEAM MEMBER, BRAND & PR.....	57
INFORMATION SYSTEMS	58
INFORMATION SYSTEMS – SENIOR TEAM MEMBER - SECURITY	59
INFORMATION SYSTEMS – TEAM MEMBER - SECURITY	61
INFORMATION SYSTEMS – GOVERNANCE RISK COMPLIANCE.....	63
INFORMATION SYSTEMS – MS APP DEVELOPMENT	64
INFORMATION SYSTEMS – SAP APP DEVELOPMENT	66
FINANCE	68
TEAM MEMBER - FINANCE.....	69



LEGAL	70
HEAD - LEGAL	70
LEGAL – TEAM MEMBER	72
BHARAT PETRORESOURCES LTD.	74
TEAM MEMBER – ASSET MANAGER	74
TEAM MEMBER - DRILLING ENGINEER.....	77
TEAM MEMBER - RESERVOIR ENGINEER	79
CORPORATE STRATEGY	81
TEAM LEADER - CORPORATE STRATEGY	81
TEAM MEMBER - CORPORATE STRATEGY	84
COMPANY SECRETARY	87
COMPANY SECRETARY – SENIOR MEMBER	87
COMPANY SECRETARY - JUNIOR MEMBER	89
RENEWABLES	91
TEAM MEMBER (RENEWABLE ENERGY - COMMERCIAL & INDUSTRIAL)	91
TEAM MEMBER (RENEWABLE ENERGY - UTILITY SEGMENT).....	93
PROJECT MANAGER (RENEWABLE ENERGY -SOLAR/WIND PROJECTS)	94
PROJECT MANAGER (RENEWABLE ENERGY – GREEN HYDROGEN PROJECTS)	96
TEAM MEMBER (RENEWABLE ENERGY - BUSINESS DEVELOPMENT)	97
RESEARCH & DEVELOPMENT.....	99
ALTERNATE FUELS – GREEN HYDROGEN	99
PETROCHEMICALS.....	101
HEAD- SALES & MARKETING, PETROCHEMICALS	101
CHIEF MANAGER – PETROCHEMICALS, PADC	104
BUSINESS DEVELOPMENT MANAGER - POLYPROPYLENE / POLYETHYLENE.....	106
BUSINESS DEVELOPMENT MANAGER -TECHNICAL - POLYPROPYLENE / POLYETHYLENE.....	109
BIOFUELS – COMPRESSED BIO-GAS	111
TEAM LEADER (CBG PROJECTS – ENGINEERING & TECHNOLOGY)	112
TEAM LEAD (BIOFERTILISERS – DEVELOPMENT & MARKETING)	113
TEAM MEMBER (CBG PROJECTS – ENGINEERING & TECHNOLOGY).....	115
TEAM MEMBER (BIOFERTILISERS – DEVELOPMENT & MARKETING).....	116
TEAM LEAD (CBG PLANTS OPERATIONS & MAINTENANCE).....	118
TEAM MEMBER (CBG PLANTS OPERATIONS & MAINTENANCE)	120
TEAM LEAD (MAINTENANCE – BIOREFINERY).....	122
TEAM MEMBER (STATIC, ROTARY AND MATERIAL HANDLING).....	124
TEAM MEMBER (BOILER COMPETENCY)	127



NEW PROJECTS – REFINERY	128
PROCESS MANAGER	129
PROCESS ENGINEER	131
PROJECT MANAGER (MECHANICAL)	134
PROJECT ENGINEER (MECHANICAL)	137
PROJECT MANAGER (CIVIL)	139
PROJECT ENGINEER (CIVIL)	141
PROCUREMENT LEADER	143
PROCUREMENT MANAGER	145
MANAGER - ELECTRICAL	148
MANAGER - INSTRUMENTATION	151
MEDICAL OFFICER	152
GENERAL PHYSICIAN	153
GENERAL SURGEON	154
APPLICATION PROCESS	156
SELECTION METHODOLOGY	159
MEDICAL STANDARDS	159
EMOLUMENTS.....	160
PROBATION & PLACEMENT.....	160
RESERVATIONS, CONCESSIONS AND RELAXATIONS	161
GENERAL INSTRUCTIONS.....	162



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 Confederation of 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 us to craft a beautiful future for the company!

We invite applications in the following profile:

HUMAN RESOURCE EXECUTIVE – TEAM MEMBER/TEAM LEADER

BPCL offers a variety of roles within HR. BPCL reserves the right to assign the role of HR Team Member/HR Team Leader depending on various factors, viz. business requirements, experience, suitability, etc.

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>MBA (HR) / MA (PM & IR)/ Post Graduate Diploma in HR/ PM & IR / Personnel Management/ Masters in Labour Studies/ MMS (HR)/ (PM & IR) (2-year full time course) with minimum 60% marks in aggregate (or equivalent CGPA), relaxed to 50% for SC/ ST / PWD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specialization in the aforementioned streams should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES & EXPECTATIONS	<p>BPCL offers a variety of roles within HR. The profiles mentioned below are some indicative HR roles. BPCL reserves the right to assign the role of HR Team Member/HR Team Leader depending on various factors, viz. business requirements, experience, suitability, etc.</p> <ul style="list-style-type: none"> • 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.



	<ul style="list-style-type: none"> • Manpower Planning & Talent Acquisition – Forecasting an organization's future workforce needs, ensuring the right number of people with the right skills are available at the right time. This role requires analyzing current staff & predicting future requirements and overseeing 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 - Driving and maintaining effective relationships between BPCL and trade unions to achieve better dynamics across the organisation. Managing spectrum of activities related to employee/labour relations & clerical/labour staffing functions along with the Contract Labours and its associated compliances. Foster a positive work environment through initiatives that promote employee engagement, satisfaction, retention and well-being and manage and resolve complex employee relations / IR issues, ensuring fair and consistent HR practices. This role is a key liaisoning role with govt. departments, advocates, statutory bodies and represent the company in various Industrial Tribunals. • Performance Management and Development - Lead the performance management process, proactively analyzing and evaluating its effectiveness in goal setting, performance evaluations, and development planning. and identify training and development needs and facilitate training programs. • Talent Management & Career Development- Ensure translation of the Organisation talent philosophy into effective initiatives and interventions to ensure employees reach their true potential. Driving the complete spectrum of design and delivery of key talent management processes and enabling cross-functional opportunities for personal development. Implementing comprehensive assessment and development centers to accurately measure and evaluate leadership competencies across the organization. Provide strategic input to the Learning & Development (L&D) team, enabling the development of targeted programs to enhance leadership capabilities. This role will be a custodian of the Leadership Competencies Dictionary; conducting periodic reviews to ensure alignment with current and future organizational strategies.
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	<ul style="list-style-type: none"> • Learning & Development - Designing and steering end-to-end learning & development for the entire corporation and play a crucial role in capability building to meet the targets and venture into new businesses. Designing and deployment of learning opportunities to enable employees to realise their potential and support their developmental journey. • 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 - Support evidenced-based decision making on talent, bringing perspectives on HR processes. Driving data analysis and research to build transformational processes within HR, also contributing to measuring effectiveness of existing HR processes. This role includes identifying issues, forming & testing hypotheses, and synthesizing conclusions into recommendations. These insights would drive changes in the complete cycle of talent analytics, from sourcing & development to managing attrition. This role involves partnering closely with HRIS and IT teams to build the required system functionality to collect, analyze and present data. This role would facilitate increased efficiency of HR & ER process, executing the HR vision and strategy in alignment with leadership priorities, business stakeholder requirements, and business unit requirements
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 4 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/ HR Analytics/ HR Systems/ HR Functional Experts.



	<p>These domains are not exhaustive and are indicative in nature. The Corporation reserves the right to take a final decision for considering/ not considering an experience as a valid experience for the post.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • The ability to align HR initiatives with BPCL's business strategy and long-term goals. • 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. • Understanding of SAP-HCM. • Proficiency in Microsoft Office applications. • Ability to thrive in an ambiguous, fast-paced work environment with changing priorities. • Experience in designing and implementing training and development programs to enhance employee skills and career growth. • 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 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 50 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p>



	<p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p> <p>However, the maximum age of the candidate should not exceed 58 years, as on 01.04.2025 after all applicable relaxations are accounted for.</p>
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WAY SIDE AMENITIES (WSA)

Way Side Amenities (WSAs) are rapidly transforming the landscape of India's highways, evolving from basic rest stops to comprehensive service hubs that cater to the diverse needs of travelers. These facilities offer a range of amenities, including fuel stations, restaurants, retail outlets, lodging, and recreational areas. The government's ambitious infrastructure development plans, such as the Bharat Mala project and various Greenfield expressway projects, prioritize the development of WSAs to enhance the overall highway experience, boost economic activity, and improve freight and passenger movement.

We invite applications for the following profiles:

HEAD - ENGINEERING & PROJECTS (WSA)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's degree (B.E / B.Tech) in Civil Engineering with a minimum aggregate of 60% (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>1. Project Planning & Strategy</p> <ul style="list-style-type: none"> Provide overview of sites, expected area for construction, Zoning placements for Fuel, mandatory and permissible facilities along with required infrastructure



	<ul style="list-style-type: none"> • Identify key locations and drive expansion plans for new WSA sites in collaboration with infrastructure, real estate, and government agencies • Developing standardized layout designs by WSA site type in consultation with other internal functions • Develop comprehensive master plans for Wayside Amenities (WSAs), including feasibility studies, budgeting, resource planning, environmental impact and risk assessment. • Oversee architectural, structural, and MEP (Mechanical, Electrical, Plumbing) design optimization to ensure cost-effectiveness and compliance with safety and regulatory standards. • Incorporate sustainable design principles, energy-efficient systems, and renewable energy solutions (e.g., solar power, rainwater harvesting). • Boundary management, knowledge of statutory approval requirements, local laws, liasioning with local administration and statutory bodies, etc. <p>2. Project Execution & Coordination</p> <ul style="list-style-type: none"> • Vendor & Contractor Management: <ul style="list-style-type: none"> • Lead the selection, negotiation, and onboarding of contractors, consultants, and service providers. • Monitor vendor performance, ensuring compliance with contractual obligations, SLAs (Service Level Agreements), and timelines. • Construction Oversight: <ul style="list-style-type: none"> • Ensure preparation of drawings necessary for statutory approvals and ensure compliance with PESO, codes, standards and legislation, as applicable • Supervise on-site activities to ensure adherence to engineering standards, safety protocols, and environmental regulations. • Implement proactive risk management strategies to mitigate potential project delays, cost and time overruns.
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	<ul style="list-style-type: none"> • Stakeholder Coordination: <ul style="list-style-type: none"> • Engage with internal teams (e.g., field operations, legal, marketing, finance) to align project goals. • Check and approve shop drawings submitted by the contractor/ vendors. • Facilitate collaborations with government bodies and NHAI/ NHLML to obtain necessary approvals, permits, and regulatory clearances. <p>3. Quality Assurance & Compliance</p> <ul style="list-style-type: none"> • Establish and enforce Health, Safety, Security, and Environment (HSSE) protocols across all projects. • Implement rigorous quality control measures at each stage of construction, ensuring compliance with industry standards and project specifications. • Compliance of CPCB, PESO, Food & drug and other regulatory authorities <p>4. Financial Management & Budget Control</p> <ul style="list-style-type: none"> • Monitor project expenditures and drive cost optimization strategies without compromising quality. • Maintain transparent financial records, track project variances, and provide timely progress reports to senior management. <p>5. Technology Integration & Smart Infrastructure</p> <ul style="list-style-type: none"> • Leverage digital project management tools (e.g., Primavera, MS Project, BIM) for real-time monitoring of budgets, timelines, and resource utilization. • Explore smart infrastructure solutions to enhance operational efficiency, safety, and long-term asset sustainability. <p>6. Post-Construction Support & Maintenance</p> <ul style="list-style-type: none"> • Oversee commissioning and handover of completed WSAs to the operations team.
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	<ul style="list-style-type: none"> • Oversee equipment maintenance on sites via locally empaneled contractors and state Engineering • Develop preventive maintenance strategies to ensure long-term durability and optimal performance of assets.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 21 years of post-qualification experience in infrastructure development and construction project management of which at least 5 years in a leadership role, managing large-scale, multi-location projects.
DESIRED SKILLS	<ul style="list-style-type: none"> • Proven expertise in managing multidisciplinary teams, vendors, and contractors. • Strong technical knowledge of construction methodologies, engineering standards, and project management best practices. • Experience in infrastructure projects within retail, hospitality, transportation, or fuel sectors. • Excellent leadership and team management skills to drive execution and performance. • Strong stakeholder management and communication abilities for internal and external coordination. • Financial acumen to manage project budgets, costs, and contracts effectively. • Awareness of sustainable building practices and energy-efficient technologies. • Postgraduate qualifications in Project Management or Construction Management will be an added advantage. • Relevant certifications in Project Management methodologies (e.g., PMP, PRINCE2) is desirable.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 50 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



HEAD - MARKETING & OPERATIONS (WSA)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>MBA / PG Diploma in Marketing, Retail Management, or Operations Management with a minimum aggregate of 60% (or equivalent CGPA), relaxed to 50% for SC/ST/ PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>1. Business Development & Revenue Growth</p> <ul style="list-style-type: none"> • Strategic Planning: <ul style="list-style-type: none"> • Define the WSA strategy and vision ensuring their alignment with short-term and long-term objectives of BPCL • Oversee all operations and business activities to ensure they produce the desired results and are consistent with the WSA strategy and mission • Develop the WSA site acquisition strategy basis corridor plan, future infrastructure developments and build WSA site potential assessment (Fuel and Non-Fuel) • Develop WSA site archetypes basis type of expected vehicle footfall and arrive at NFR theme mix • Guide state teams in executing non-fuel revenue (NFR) projects at WSAs. • Develop policies and guidelines in response to regulatory changes and industry trends. • Collaborate with OMC NFR teams to align with evolving policies affecting non-fuel services. • Define WSA operating models, operational guidelines, policies and workflows for seamless execution across RO archetypes • Expand footprint within the RO network, ensuring optimal coverage and accessibility



	<ul style="list-style-type: none"> • Market Research & Competitive Analysis: <ul style="list-style-type: none"> • Stay updated with industry trends and evolving consumer demands to drive innovation and growth • Conduct in-depth market analysis to assess customer preferences, emerging trends, and competitor strategies. • Use insights to refine business models, optimize service offerings, and introduce new revenue streams. • Partnerships & Collaborations: <ul style="list-style-type: none"> • Forge strategic alliances with global and national food & beverage chains, retail brands, and service providers to expand the WSA portfolio. • Identify and onboard new partners to drive diversified revenue streams beyond traditional offerings. <p>2. Operations & Facility Management</p> <ul style="list-style-type: none"> • Operational Excellence & Standards: <ul style="list-style-type: none"> • Define and implement high-quality standards for WSA facilities, ensuring customer satisfaction, safety, and operational efficiency. • Establish operational guidelines for facility operations, ensuring consistency across locations. • Define scope of facility management, soft and technical services, Net zero practices, waste management, consumer and workmen safety, security, etc. for tendering and execution. • Supply Chain & Vendor Coordination: <ul style="list-style-type: none"> • Oversee contract negotiations and vendor partnerships to ensure seamless supply chain operations for in-house and third-party brands. • Ensure uninterrupted service delivery across all WSAs. • Quality Assurance & Compliance: <ul style="list-style-type: none"> • Develop and enforce quality benchmarks through periodic audits, assessments, and feedback loops. • Ensure alignment with regulations related to PESO, municipal corporations, local panchayats, etc.
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	<ul style="list-style-type: none"> • Ensure regulatory compliance, safety protocols, and hygiene standards at all locations. <p>3. Financial Management & Governance</p> <ul style="list-style-type: none"> • Revenue Tracking & Financial Analysis: <ul style="list-style-type: none"> • Analyze monthly and quarterly financial performance to assess profitability, growth potential, and cost efficiency. • Guide field teams in optimizing revenue streams and improving financial performance. • Budgeting & Cost Control: <ul style="list-style-type: none"> • Establish financial controls to maximize ROI while maintaining service excellence. • Identify cost-saving opportunities without compromising on customer experience. • Audits & Compliance: <ul style="list-style-type: none"> • Conduct regular financial and operational audits to ensure financial discipline, asset security, and adherence to governance standards. <p>4. Customer Experience & Engagement</p> <ul style="list-style-type: none"> • Customer-Centric Strategy: <ul style="list-style-type: none"> • Develop and implement customer engagement programs, including loyalty schemes, rewards, and personalized promotions. • Activations, designing and implementing cross promotion schemes amongst, festival campaigns, etc. • Introduce service innovations to enhance customer retention and satisfaction. • Feedback Mechanisms & Service Optimization: <ul style="list-style-type: none"> • Implement real-time digital feedback channels to capture customer insights. • Empower field teams to act on customer feedback for continuous service improvement.
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	<p>5. Digital Transformation & Technology Integration</p> <ul style="list-style-type: none"> • Technology-Driven Operations: <ul style="list-style-type: none"> • Drive the adoption of digital solutions to streamline operations and improve service delivery by developing the overall Operations Control Centre per site. • Implement POS systems, digital payments, and AI-driven analytics for better customer insights. • Data Analytics & Decision-Making: <ul style="list-style-type: none"> • Utilize data analytics tools to track customer behavior, optimize inventory, and make data-driven marketing decisions. <p>6. Brand Building & Marketing Strategy</p> <ul style="list-style-type: none"> • Brand Positioning & Value Proposition: <ul style="list-style-type: none"> • Align WSA offerings with the company's broader brand vision and customer promise. • Position WSAs as a differentiated retail and service destination. • Marketing Campaigns & Promotions: <ul style="list-style-type: none"> • Design and execute targeted marketing campaigns to promote new facilities, special amenities, and seasonal offers. • Leverage omnichannel marketing strategies (digital, offline, social media) to maximize reach and customer engagement.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 21 years of post-qualification experience in retail operations, business strategy, or revenue management within:</p> <ul style="list-style-type: none"> • Convenience retail (Multi-store/Multi-city Brands) and • Food & beverage (QSR, hospitality) <p>Out of the total experience, at least 5 years in a leadership role in a retail (Multi-store and/or multi-city), managing complete P&L for a state or larger geography</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Expertise in non-fuel revenue models and retail business strategy. • Strong background in market research, competitive benchmarking, and new business development.



	<ul style="list-style-type: none"> • Proven ability to manage large-scale projects, from strategy formulation to execution. • Excellent leadership and stakeholder management skills, with experience in cross-functional collaboration. • Financial acumen, including P&L management, business modeling, and investment assessment. • Familiarity with modern retailing trends, consumer behavior insights, and omnichannel retail strategies. • Ability to identify long-term growth opportunities within the non-fuel retail space. • Passion for customer experience innovation and differentiated service offerings. • Strong analytical skills to assess market trends and drive data-backed decision-making.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 50 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM LEAD - STATE MARKETING & OPERATIONS (WSA)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>MBA / PG Diploma in Marketing, Retail Management, or Operations Management with a minimum aggregate of 60% (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
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<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>1. Operational Management & Service Excellence</p> <ul style="list-style-type: none"> • End-to-End Non-Fuel facilities including WSA Setup and Operations Oversight: <ul style="list-style-type: none"> • Track current & future WSA sites being tendered by NHLML/ NHAI and state govt. and make fuel & non-fuel revenue projections for the sites • Prepare WSA bid submission documents and ensure timely submission of bids for the WSA sites • Oversee and manage the setup, operations and performance of all NFR facilities at Retail Outlets and WSA sites within the assigned state(s) • Ensure operational efficiency, safety compliance, and service quality across all sites • Operational Guidelines: <ul style="list-style-type: none"> • Develop and enforce guidelines for service delivery, hygiene, safety, and security. • Conduct regular site inspections to maintain high standards of cleanliness, customer service, and facility maintenance. <p>2. Revenue Growth & Profitability</p> <ul style="list-style-type: none"> • Non-Fuel Revenue (NFR) Expansion: <ul style="list-style-type: none"> • Drive monetization strategies for all potential retail outlets of the state including WSA facilities, focusing on food courts, retail stores, QSRs, rest areas, and additional service offerings, Alliances management and inhouse offerings like In & Out, BeCafe, etc. • Identify and implement new revenue streams based on customer demand and market trends • Footfall & Sales Maximization: <ul style="list-style-type: none"> • Work with WSA site managers and local teams to boost footfall and customer retention at all Retail Outlets with Non Fuel offerings • Optimize pricing strategies, promotions, and seasonal offers to maximize profitability
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	<ul style="list-style-type: none"> • Performance Monitoring: <ul style="list-style-type: none"> • Track KPIs for revenue, occupancy, and customer satisfaction regularly, ensuring alignment with business goals <p>3. Partnerships & Vendor Management</p> <ul style="list-style-type: none"> • Strategic Alliances: <ul style="list-style-type: none"> • Build and maintain partnerships with QSR chains, retail brands, service providers, and other strategic partners for all Retail outlets having NFR potential. • Ensure initial partner visits, scope alignment & agreement signing for 3rd Party alliances and undertaking Potential analysis for inhouse offerings like In & Out, BeCafe, etc. • Ensure that all partners align with company standards, service expectations, and brand positioning. • Ensure that all branding of Non-Fuel offerings whether inhouse of third party driven are as per standards at all times • Vendor Contract Management: <ul style="list-style-type: none"> • Oversee vendor selection, contract negotiations, and performance monitoring. • Ensure vendors comply with service-level agreements (SLAs), safety regulations, and operational standards. <p>4. Localized Marketing & Brand Building</p> <ul style="list-style-type: none"> • Regional Marketing Strategies: <ul style="list-style-type: none"> • Develop and execute state-level marketing campaigns to promote Non-Fuel offerings including WSA facilities and drive footfall. • Leverage customer insights, seasonal trends, and competitive analysis to refine marketing efforts. • Community & Customer Engagement: <ul style="list-style-type: none"> • Implement customer engagement programs, including loyalty schemes, membership benefits, and targeted promotions. • Establish feedback loops to capture customer preferences and improve service offerings.
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	<ul style="list-style-type: none"> • Digital & Social Media Activation: <ul style="list-style-type: none"> • Work with the central marketing team to integrate digital marketing, social media promotions, and localized online campaigns. <p>5. Financial Oversight & Governance</p> <ul style="list-style-type: none"> • Revenue & Expense Management: <ul style="list-style-type: none"> • Monitor monthly financial reports, identify profitability gaps, and take corrective actions. • Ensure timely and correct recoveries from Alliance Partners and monitor Real estate contracts and booking of Non-Fuel Income • Ensure adherence to budgetary controls and cost optimization without compromising service quality. • Financial Compliance & Audits: <ul style="list-style-type: none"> • Conduct regular financial audits to ensure transparency, accountability, and governance standards. • Ensure accurate billing, vendor payments, and revenue tracking across all Non-Fuel Retail Outlets and WSAs. <p>6. Team Leadership & Stakeholder Management</p> <ul style="list-style-type: none"> • People Management & Performance Optimization: <ul style="list-style-type: none"> • Lead and mentor field teams and WSA site managers, ensuring alignment with business objectives. • Conduct regular training programs on customer service, operational excellence, and safety protocols. • Cross-Functional Collaboration: <ul style="list-style-type: none"> • Coordinate with central Non Fuel & WSA teams, marketing teams, legal teams, and government authorities for timely setup of the sites and smooth operations. • Work closely with local government bodies to secure necessary approvals and regulatory clearances.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 14 years of post-qualification experience in retail operations, business strategy, or revenue management within:</p> <ul style="list-style-type: none"> • Convenience retail (Multi-store/Multi-city Brands) and • Food & beverage (QSR, hospitality)



	<p>Of the total experience, at least 3 years in a leadership role in a retail (Multi-store and/or Multi-city), managing complete P&L for a state or larger geography.</p> <p>Experience with retail technology solutions, including:</p> <ul style="list-style-type: none"> • POS systems • Digital platforms • Customer engagement tools
DESIRED SKILLS	<ul style="list-style-type: none"> • Expertise in retail and non-fuel revenue models. • Strong knowledge of market research, competitor benchmarking, and business expansion strategies. • Proven ability to execute complex projects and manage cross-functional teams. • Financial acumen, including P&L management, business modeling, and investment assessment. • Strong interpersonal and stakeholder management skills, with the ability to negotiate contracts and resolve conflicts. • Ability to work in a fast-paced, field-intensive environment, balancing multiple priorities. • Hands-on problem-solving approach, with the ability to make quick, data-driven decisions.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

SITE MANAGER (WSA)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's degree (B.E / B.Tech) with a minimum aggregate of 60% (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories <u>AND</u></p> <p>Masters/ Post Graduate Diploma in Hospitality with a minimum aggregate of 60% (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">OR</p> <p>Masters/ Post Graduate Diploma in Business Administration with a minimum aggregate of 60% (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>1. End-to-End Site Setup and Operational Management</p> <ul style="list-style-type: none"> • Site Setup & Development Oversight: <ul style="list-style-type: none"> • Co-ordinate with WSA State Marketing & Operations Lead to recommend NFR themes to maximize site income potential • Assist WSA State Marketing & Operations Lead in the site tendering process • Oversee smooth handover of land parcel from NHAI/ relevant authority and consequent handover to engineering team for site development • Ensure civil and construction works are executed in a smooth and timely manner • Facilitate Alliance partner visits to jointly decide site layout options • Daily Operations Oversight: <ul style="list-style-type: none"> • Manage day-to-day operations of the assigned WSA, ensuring high service standards, operational efficiency, and safety and security compliance.

	<ul style="list-style-type: none"> • Conduct daily site inspections covering food courts, retail outlets, restrooms, parking areas, and other amenities to ensure functionality and cleanliness. • Implement Standard Operating Procedures (SOPs) to maintain service consistency and efficiency. • Maintenance & Facility Upkeep: <ul style="list-style-type: none"> • Ensure all amenities are well-maintained, fully functional, and meet safety standards. • Coordinate with maintenance teams to address infrastructure repairs and service disruptions promptly. • Monitor waste management, hygiene, and sanitation protocols for a clean and welcoming environment. • Crisis Management & Issue Resolution: <ul style="list-style-type: none"> • Act as the first point of escalation for customer complaints, service failures, and emergency situations. • Work with security teams to ensure safety measures are followed at all times. <p>2. Customer Experience & Engagement</p> <ul style="list-style-type: none"> • Customer Satisfaction & Service Quality: <ul style="list-style-type: none"> • Foster a welcoming, customer-friendly atmosphere to enhance visitor experience and drive repeat business. • Ensure customer service staff are well-trained to handle queries, complaints, and special requests professionally. • Implement feedback mechanisms (surveys, suggestion boxes, digital reviews) and take corrective actions based on insights. • Loyalty & Engagement Programs: <ul style="list-style-type: none"> • Execute local promotions, loyalty schemes, and membership benefits to increase customer retention. • Develop and maintain relationships with regular customers, transporters, and fleet operators to encourage repeat visits. <p>3. Revenue Growth & Profitability</p> <ul style="list-style-type: none"> • Non-Fuel Revenue Optimization: <ul style="list-style-type: none"> • Drive revenue growth through food courts, retail stores, QSRs, rest areas, and additional service offerings.
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	<ul style="list-style-type: none"> • Identify opportunities to introduce new revenue streams based on customer preferences and competitor analysis. • Sales & Pricing Strategy: <ul style="list-style-type: none"> • Monitor daily sales performance and adjust pricing/promotions to maximize revenue. • Ensure that POS systems are used efficiently to track sales, manage discounts, and prevent revenue leakage. • Inventory & Stock Management: <ul style="list-style-type: none"> • Work with alliances to ensure the NFR facility operators maintain optimal stock levels for retail and food outlets to avoid shortages or overstocking. • Work with vendors and supply chain teams to ensure timely restocking of essential items for any own branded products/ services <p>4. Vendor & Stakeholder Coordination</p> <ul style="list-style-type: none"> • Vendor Performance Management: <ul style="list-style-type: none"> • Manage relationships with QSR chains, retail partners, and service providers to ensure smooth operations. • Monitor vendor performance against service-level agreements (SLAs) and negotiate terms as necessary. • Local Authority & Compliance Management: <ul style="list-style-type: none"> • Liaise with local authorities and regulatory bodies to ensure the facility meets all legal and compliance requirements. • Secure necessary licenses and permits for uninterrupted operations. • Stakeholder Coordination: <ul style="list-style-type: none"> • Facilitate alliance partner visits to sites for site selection • Monitor site progress for any civil/ electrical work being done for alliance store setup <p>5. Team Leadership & Workforce Management</p> <ul style="list-style-type: none"> • Staff Supervision & Training: <ul style="list-style-type: none"> • Lead and manage on-site teams, including customer service staff, security personnel, housekeeping, and vendors. • Conduct regular training programs on customer service, safety protocols, and operational best practices.
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	<ul style="list-style-type: none"> • Ensure proper scheduling and task allocation to optimize workforce productivity. • Performance Monitoring & Motivation: <ul style="list-style-type: none"> • Conduct daily briefings and performance reviews to ensure alignment with business goals. • Foster a culture of teamwork, accountability, and continuous improvement. • Regular audits of Statutory bodies, QSR inspection teams, grading, food compliance audits by third party, resulting in overall improvement <p>6. Financial Oversight & Reporting</p> <ul style="list-style-type: none"> • Revenue & Cost Control: <ul style="list-style-type: none"> • Track daily, weekly, and monthly revenue performance and identify areas for improvement. • Optimize cost structures by controlling expenses related to utilities, maintenance, and vendor payments. • Compliance and Reporting: <ul style="list-style-type: none"> • Ensure adherence to company policies, local regulations, and safety standards at all times. • Prepare and submit daily, weekly, and monthly reports on operational performance, revenue, and customer feedback. • Reporting & Data Analysis: <ul style="list-style-type: none"> • Prepare and submit detailed reports on sales, footfall, operational issues, and customer feedback to the WSA State Marketing & Operations Head. • Utilize data analytics tools to monitor trends and improve decision-making. <p>7. Marketing & Local Promotions</p> <ul style="list-style-type: none"> • Site-Level Brand Building: <ul style="list-style-type: none"> • Execute localized marketing campaigns to increase awareness and footfall at the WSA by working with local authorities • Organize seasonal events, promotional offers, and partnerships to attract more visitors.
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	<ul style="list-style-type: none"> • Community Engagement & Outreach: <ul style="list-style-type: none"> • Build strong relationships with local businesses, transport associations, and fleet operators to drive consistent traffic. • Engage with the local community through CSR initiatives, sponsorships, or special events. <p>8. Technology & Process Optimization</p> <ul style="list-style-type: none"> • Digital & POS System Management: <ul style="list-style-type: none"> • Ensure seamless operation of digital tools, including POS systems, mobile payment solutions, and CRM software. • Leverage data analytics to track sales trends, customer preferences, and inventory levels. • Process Improvement & Automation: <ul style="list-style-type: none"> • Identify opportunities for process automation to enhance operational efficiency and reduce manual workload. • Stay updated on new retail technologies that can improve customer experience and revenue generation. • Study, adopt partner positioning, activations, local artisans promotion, social media engagement and management
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of post-qualification experience in:</p> <ul style="list-style-type: none"> • Facility management (or) • Retail Store Operations (Multi-Store brand) (or) • Hospitality management
DESIRED SKILLS	<ul style="list-style-type: none"> • Strong leadership & interpersonal skills to manage diverse teams and engage with customers effectively. • Ability to handle peak-time rush, operational challenges, and emergency situations. • Excellent organizational & multitasking skills to manage multiple facility areas simultaneously. • Proven ability to manage on-ground teams, handle customer interactions, and resolve operational challenges.



	<ul style="list-style-type: none"> • Hands-on experience with POS systems, inventory management, and digital tools for operational efficiency. • Financial acumen to track budgets, control costs, and drive profitability. • Familiarity with marketing strategies to execute localized campaigns and build community engagement. • Experience in high-footfall environments such as malls, highway rest stops, QSR chains, or convenience stores is preferred. • A Diploma/Certification in Retail or Hospitality Management is preferred.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

CONSUMER RETAILING

BPCL's Consumer Retailing Business Unit is driving the expansion of fuel and non-fuel retailing across India's small towns and rural/urban markets. This modern phygital retail model combines walk-in stores with digital platforms, offering seamless shopping experience for fuel and non-fuel products at BPCL Fuel Stations and LPG distributorships.

We aim to create a sustainable retail business model, create new revenue streams and reinforce BPCL's presence in emerging retail markets. We also plan to develop Village Eco Centres by training rural women as entrepreneurs, known as Urja Devis. These women provide essential products and services, including LPG, diesel, lubricants, FMCG and financial solutions to remote villages.

We have already setup 200+ 'In & Out' convenience stores in various formats across Uttar Pradesh, Madhya Pradesh, Chhattisgarh, Rajasthan, Andhra Pradesh, Telangana, Karnataka, and Maharashtra. These stores stock all essential categories required for the neighbourhood and for highway traveller ie groceries, personal care, home care, impulse etc. These stores are supplied through a robust supply chain network, ensuring high serviceability.

We are setting up our own distribution centers and our warehousing and sourcing teams support operations, improving product availability and delivery efficiency across the network. The warehouses handle a diverse range of 1,500+ SKUs from 200+ brands, ensuring efficient sourcing and distribution.

We have a latest end to end digital platform which enables urja devis, our store owners to place orders and



the platform allows all teams to instantly view/take decisions.

We invite applications for the following profiles:

TEAM MEMBER - RETAIL STORE OPERATIONS & TRAINING

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Master's Degree / Post Graduate Diploma in Marketing / Retail Management with minimum 60% aggregate percentage (or equivalent CGPA and above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>Store Performance Management:</p> <ul style="list-style-type: none"> • Develop and implement strategies to improve store performance, sales, and profitability. • Set sales targets, monitor KPIs, and provide guidance to Marketing & Sales teams to achieve desired results. • Analyze sales data, market trends, and customer feedback to identify areas of improvement and opportunities. <p>Operational Efficiency:</p> <ul style="list-style-type: none"> • Standardize operational processes and ensure consistent implementation across stores. • Monitor and evaluate store operations, identifying bottlenecks and areas for streamlining. • Implement best practices to optimize inventory management, visual merchandising, and customer service. <p>Staff Management & Training:</p> <ul style="list-style-type: none"> • Recruit, train, and develop cluster managers, store managers and staff,

	<p>ensuring they have the necessary skills and knowledge.</p> <ul style="list-style-type: none"> • Designing and implementing comprehensive training programmes • Set performance expectations, conduct performance reviews, and provide feedback to enhance team performance. • Foster a positive work environment that promotes teamwork, motivation, and employee engagement. <p>Compliance Risk Management:</p> <ul style="list-style-type: none"> • Ensure compliance at stores with company policies, legal regulations, and safety standards. • Implement loss prevention measures to minimize theft, fraud, and operational risks. • Conduct regular audits to assess store compliance and identify areas for improvement. <p>Customer Experience:</p> <ul style="list-style-type: none"> • Drive a customer-centric culture, ensuring excellent service delivery and customer satisfaction. • Monitor customer feedback and implement strategies to enhance the overall shopping experience. • Resolve escalated customer complaints or issues in a timely and satisfactory manner. <p>Collaboration & Reporting:</p> <ul style="list-style-type: none"> • Collaborate with other departments, such as marketing, logistics, and finance, to align strategies and achieve business goals. • Prepare and present regular reports on store performance, operational metrics, and key initiatives to senior management.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of post-qualification experience in Retail store operations in Consumer Retailing / FMCG industry in a National / Regional level Retail chain.



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Well versed with store ops /SOPs and Performance measures (KPIs) • Strong understanding of Retail industry dynamics, trends, and best practices. • Excellent leadership and people management skills, with the ability to motivate and develop teams. • Analytical mindset with the ability to interpret data, identify trends, and make informed decisions. • Exceptional communication and interpersonal skills for effective collaboration with various stakeholders. • Sound knowledge of compliance and risk management principles in a retail environment. • Managerial or leadership experience will be preferred. • Proficiency in using retail management software, inventory systems, and MS Office
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER – MARKETING

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Master's Degree / Post Graduate Diploma in Marketing / Retail Management with minimum 60% aggregate percentage (or equivalent CGPA and above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
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<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>Develop Marketing Strategy:</p> <ul style="list-style-type: none"> • Formulate comprehensive marketing strategies aligned with the retail business objectives, target market (rural & semi-urban), and competitive landscape. • Conduct market research to identify customer preferences, trends, and opportunities for growth including in-store activations. • Define clear marketing goals, KPIs, and budgets to guide marketing initiatives. <p>Brand Management:</p> <ul style="list-style-type: none"> • Build and maintain a strong brand identity for the retail business. • Develop brand guidelines and ensure consistent brand messaging across all marketing channels and customer touchpoints. • Monitor brand perception and proactively implement strategies to enhance brand reputation. <p>Digital Marketing:</p> <ul style="list-style-type: none"> • Oversee digital marketing initiatives, including website management, search engine optimization (SEO), pay-per-click (PPC) advertising, email marketing, and social media campaigns. • Collaborate with the digital marketing team or agencies to develop engaging and compelling content to attract and retain customers online. • Monitor digital marketing analytics to measure campaign effectiveness and optimize performance. <p>Advertising & Promotions:</p> <ul style="list-style-type: none"> • Plan and execute advertising campaigns, both online and offline, to drive traffic / footfalls and increase sales with in-store visual merchandising. • Coordinate with external agencies or media partners to develop creative assets for advertisements.
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	<ul style="list-style-type: none"> Implement promotional activities, such as discounts, coupons, loyalty programs, and special events, to drive customer engagement and sales. <p>Customer Relationship Management:</p> <ul style="list-style-type: none"> Develop and implement customer segmentation strategies to personalize marketing messages and enhance customer experience. Utilize customer data and analytics to identify customer behaviour patterns and preferences, and adjust marketing strategies accordingly. Foster customer loyalty and retention through targeted marketing campaigns and effective customer relationship management (CRM) practices. <p>Cross Functional Collaboration:</p> <ul style="list-style-type: none"> Collaborate with various internal teams, such as merchandising, sales, operations, LPG, Fuel Retail to align marketing initiatives with overall business goals. Provide marketing support and guidance to store managers and regional teams. Coordinate with external partners, vendors, and agencies to ensure seamless execution of marketing activities. <p>Performance Measurement & Reporting:</p> <ul style="list-style-type: none"> Monitor marketing campaign performance, analyse data, and prepare reports to measure the effectiveness of marketing efforts. Identify areas of improvement and recommend strategies to optimize marketing performance and return on investment (ROI). Stay up to date with industry trends and emerging marketing technologies to incorporate innovative practices into marketing strategies.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of post-qualification experience in Marketing in Consumer Retailing / FMCG industry in a National / Regional level Retail chain.



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Proven experience as a marketing manager or a similar role in the retail industry. Rural marketing experience is preferable. • Strong understanding of retail operations and customer behaviour. • Proficient in digital marketing techniques, including SEO, PPC, email marketing, and social media. • Excellent analytical skills with the ability to interpret data and make data-driven decisions. • Creative mindset with the ability to develop innovative marketing campaigns. • Strong project management and organizational skills. • Excellent communication and interpersonal skills. • Managerial or leadership experience will be preferred. • Familiarity with marketing automation tools, CRM systems, and analytics platforms
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER – BUYING & MERCHANDISING (B&M)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Master's degree / Post Graduate Diploma in Marketing / Retail Management/ Supply Chain Management with minimum 60% aggregate percentage (or equivalent CGPA and above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
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<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>Strategic Sourcing:</p> <ul style="list-style-type: none"> • Develop and implement a sourcing / buying strategy aligned with the overall business objectives of the retail chain. Identify and evaluate potential suppliers, negotiate contracts/ TOTs / JBPs, and establish strong vendor relationships • Category management with in-depth knowledge of product planogramming. <p>Supplier Management:</p> <ul style="list-style-type: none"> • Manage relationships with existing suppliers, ensuring timely delivery of goods, maintaining quality standards, and resolving any issues that arise. Continuously assess and evaluate supplier performance to ensure compliance with agreed-upon terms. <p>Product Selection:</p> <ul style="list-style-type: none"> • Work closely with merchandising and product teams to identify and select the most suitable products for the retail target catchment under various archetypes of stores. Conduct market research, monitor industry trends, and collaborate with suppliers to source innovative and unique products. • Have an entrepreneurial outlook towards building in house / private labels. <p>Cost Optimization</p> <ul style="list-style-type: none"> • Drive cost reduction initiatives by analysing market trends, conducting price negotiations, and identifying opportunities for cost savings without compromising product quality. Develop and implement strategies to optimize sourcing processes and achieve efficiency gains. • Margin management at category and product level and optimisation of stock turns. <p>Quality Assurance:</p> <ul style="list-style-type: none"> • Establish and maintain quality standards for all sourced products. Collaborate with suppliers to ensure adherence to quality specifications, perform regular quality audits, and address any product quality issues
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	<p>promptly.</p> <p>Supply Chain Collaboration:</p> <ul style="list-style-type: none"> Collaborate with internal stakeholders, including operations, logistics, and SCM teams, to ensure seamless coordination between sourcing activities and the supply chain. Optimize inventory levels and lead times to minimizing stockouts and excess inventory. <p>Risk Management:</p> <ul style="list-style-type: none"> Identify and mitigate potential risks in the sourcing process, such as supply disruptions, quality issues, or regulatory compliance concerns. Develop contingency plans and alternative sourcing options to ensure business continuity. <p>Team Leadership:</p> <ul style="list-style-type: none"> Provide leadership and guidance to the sourcing team, including setting goals, monitoring performance, and fostering a collaborative and high-performance culture. Mentor and develop team members, promoting their professional growth and ensuring a strong talent pipeline. <p>Compliance & Ethics:</p> <ul style="list-style-type: none"> Ensure compliance with relevant laws, regulations, and ethical sourcing practices. Maintain up-to-date knowledge of industry standards and implement appropriate measures to uphold responsible sourcing principles. <p>Reporting & Analysis:</p> <ul style="list-style-type: none"> Prepare and present regular reports on sourcing performance, including key metrics, cost savings, supplier performance, and market insights. Utilize data and analytics to drive informed decision-making and identify areas for improvement.
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 10 years of post-qualification hands on experience in buying and merchandising in various categories e.g. general merchandise, lifestyle, personal care, impulse, home care, etc. and food / grocery industry with various organized retail formats (National /Regional/E-commerce).</p>

DESIRED SKILLS	<ul style="list-style-type: none"> • This role requires strategic thinking, analytical skills, and a pulse on market trends with industry connect. • Strong understanding of food and grocery retail trends and consumer behavior. Strong knowledge of food and grocery product categories, market trends, and supplier landscape. • Vendor Onboarding (FMCG, FOOD, General merchandise, lifestyle) • Expertise in category management and procurement techniques and private label development. • Proficiency in using sourcing and procurement software tools and systems. • Proficient in retail analytics tools. • Knowledge of supply chain processes and inventory management. • Well versed with procurement related SOPs and performance measures (KPIs) • Familiarity with regional grocery regulations and standards. • Awareness of sustainability and ethical sourcing practices. • Excellent negotiation and TOT management skills. • Familiarity with quality assurance processes and regulatory requirements in the food and grocery industry. • Demonstrated ability to lead and develop a team, fostering collaboration and driving results. • Managerial or leadership experience will be preferred. • Strong communication and interpersonal skills, with the ability to build relationships and influence stakeholders at all levels of the organization.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



TEAM MEMBER – SUPPLY CHAIN MANAGEMENT

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Master’s degree / Post Graduate Diploma in Marketing / Retail Management/ Supply Chain Management with minimum 60% aggregate percentage (or equivalent CGPA and above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>Supply Chain Management:</p> <ul style="list-style-type: none"> • Design and optimize supply chain processes to improve efficiency and reduce costs. • Develop procurement and replenishment strategies that align with customer demand and sales forecasts. • Oversee supplier management, ensuring quality, reliability, and adherence to service-level agreements. • Guide respective team to manage inbound and outbound logistics, including transportation, route planning, and freight negotiations. • Assist on Implementing and monitoring key performance indicators (KPIs) such as order accuracy, lead times, and inventory turnover. <p>Warehousing Operations:</p> <ul style="list-style-type: none"> • Develop strategies for efficient warehouse layout, storage, and inventory management. • Oversee processes for receiving, storing, and distributing perishable and non-perishable goods. • Ensure compliance with food safety standards, such as FIFO (First-In-First-Out) and HACCP guidelines. • Implement technology solutions such as Warehouse Management



	<p>Systems (WMS) to streamline operations.</p> <ul style="list-style-type: none"> Conduct periodic inventory audits to ensure accuracy and minimize shrinkage. <p>Sustainability & Risk Management:</p> <ul style="list-style-type: none"> Assist on Implementing sustainable and scalable practices, including reducing waste, energy efficiency, and green logistics. Assess and mitigate risks in the supply chain, including disruptions, shortages, and quality issues. Develop contingency plans to handle emergencies like natural disasters or supplier disruptions. <p>Data Analysis & Reporting:</p> <ul style="list-style-type: none"> Proficient in supply chain KPI analytics Well versed with Warehouse operations related SOPs.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of post-qualification hands on experience in buying and merchandising in various categories e.g. general merchandise, lifestyle, personal care, impulse, home care, etc. and food / grocery industry with various organized retail formats (National /Regional/E-commerce).
DESIRED SKILLS	<ul style="list-style-type: none"> Proficiency in supply chain management software (e.g., SAP, Oracle SCM, etc.). Strong understanding of logistics, transportation, and warehouse management processes. Expertise in demand forecasting, inventory optimization, and procurement strategies. In-depth understanding of food and grocery retail trends, including consumer behavior and market dynamics. Managerial or leadership experience will be preferred. Knowledge of regulatory requirements for food safety, storage, and transportation (e.g., FDA, FSMA).
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different</p>



	<p>categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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TEAM MEMBER – PLANNING & MIS

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Master's Degree/ Post Graduate Diploma in Marketing / Retail Management / Data Analytics with minimum 60% aggregate percentage (or equivalent CGPA and above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>Strategic:</p> <ul style="list-style-type: none"> Collaborate with various functions to understand their data management needs and provide guidance and support in establishing efficient data collection, storage, and retrieval processes Define inventory targets for all Stores/Int. Market locations and ensure high turns; Manage item master, item lead time, safety stock calculation and other planning variables as required for all stores and markets. Understand the levers that affect inventory and anticipate business spikes related to seasonal trends, marketing and promotion efforts <p>MIS Management:</p> <ul style="list-style-type: none"> Develop and maintain the organization's Management Information System (MIS) to ensure accurate and timely availability of data for decision-making processes Provide rolling 3-6 months forecasts to Purchasing for short-mid range



	<p>planning;</p> <ul style="list-style-type: none"> Proactively facilitate forecast and inventory planning meetings with key personnel cross-functionally to ensure business objectives are met; Oversee assortment planning for new store openings and market expansion; Manage and influence inventory targets (including safety stock levels) based on changes in demand and market trends; Drive improvement in replenishment and planning processes; Enhance existing inventory models to improve forecast accuracy and inventory turnover. <p>Collaboration:</p> <ul style="list-style-type: none"> Collaborate with internal stakeholders, including operations, logistics, and inventory management teams, to ensure seamless coordination between sourcing activities and the supply chain and store operations. Optimize inventory levels and lead times to minimize stockouts and excess inventory. <p>Team Player:</p> <ul style="list-style-type: none"> Part of Operations and B&M team, monitoring performance, and fostering a collaborative and high-performance culture.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of post-qualification hands on experience in buying and merchandising in various categories e.g. general merchandise, lifestyle, personal care, impulse, home care, etc. and food / grocery industry with various organized retail formats (National /Regional/E-commerce).
DESIRED SKILLS	<ul style="list-style-type: none"> Proficient in database management and data analysis tools. Ability to develop and implement data management policies and procedures. Working knowledge of food and grocery product categories. Knowledge of key purchasing and inventory performance metrics proficiency Extreme attention to detail



	<ul style="list-style-type: none"> • Self-starter who thrives in fast paced environments that requires multi-tasking, prioritization and minimal oversight • Quantitative and analytical skills (extensive spreadsheet analysis and strong mathematical abilities) • Ability to continuously improve processes and train team • Proficiency to lead & influence cross-functionally • Managerial or leadership experience will be preferred. • Proficiency in communicating findings, make recommendations and facilitate change
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

DIGITAL BUSINESS

BPCL started its Digital Transformation Journey to create exceptional & consistent customer experience underpinned by 3 foundational pillars – **Trust, Convenience, and Personalization.**

BPCL has launched numerous popular digital programs for the end customers like SmartFleet, SmartDrive, UFill, Urja Chatbot, Lubes QR and Instant Gratification, I&C B2B Portal etc. to enable the customers to connect, transact or experience our offerings. These digital programs are supported by AI/ML driven advance analytics and Data Lake, multi-channel marketing operations and advance cloud technologies.

To build and deliver the technology solutions which are robust and scalable with quick go to market capabilities, BPCL has associated with the best-in-class technology solutions supported by leading Technology Solution Providers.

We are looking for dynamic professionals who can contribute and be part of this challenging, exciting and enriching digital transformation journey.

We invite applications for the following profiles:



TEAM MEMBER - RISK MANAGEMENT

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4-year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<ul style="list-style-type: none"> • Identify weaknesses and provide effective recommendations to enhance all different IT systems application controls while reviewing the adequacy and effectiveness of current controls, as well as the reliability and integrity of systems. • Ensure compliance with policies, plans, procedures and regulations, and safeguard BPCL's digital assets. (Eg: ISO Standards, NIST Risk Management Framework, DPDP, Company Act, etc.). • Designing, implementing, and testing controls and procedures to access and remediate risks to IT Systems. • Monitor and report on key performance indicators (KPIs) to measure the risk of various IT systems. Prepare reports on process control assessments, including findings, recommendations, and action plans. Present findings to BPCL management. • Security incident analysis and forensics.
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 7 years of post-qualification experience in IT Systems with a minimum of 4 years of experience in carrying out System and IT Security Audits of IT systems.</p>



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Experience in collaborating and facilitating IT audits with internal and external auditors. • Experience in data security, cloud security, risk assessment & reporting, control evaluation, security design, and governance, with a proven record of implementing effective risk mitigation strategies. • Expertise in technology risk management, information security, or related field, emphasizing risk identification, assessment, and mitigation. • Familiarity with risk management frameworks and industry standards. • CISM, CRISC, CISSP, or similar industry-recognized risk and risk certifications are preferred.
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER - SOLUTION ARCHITECT

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4-year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
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KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Design and implement robust, scalable, and secure system architectures. • Collaborate with cross-functional/TSP/MSP teams to gather requirements and develop technical solutions which are cost-optimized • Optimize system performance, scalability, and reliability. • Ensure compliance with security and industry standards. • Conduct risk assessments and implement mitigation strategies.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of post-qualification experience in IT Sector with a minimum of 4 years of experience as a solution / enterprise architect.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Certifications (e.g., Azure Solutions Architect, AWS Architect) and experience with DevOps tools. • Familiarity with microservices architecture. • Prior experience in the Oil & Gas industry, understanding sector-specific challenges and technologies. • Experience of Technology Stacks like MERN, MEAN and frameworks like Spring Boot etc.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



TEAM MEMBER - DATA ARCHITECT

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4-year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Lead datalake /data lakehouse architecture design and implementation. • Work with cross functional teams to make the data usable for functional users and applications. • Drive design and architecture for Data Transformation & aggregations and implementation based upon current vs. future state in a cohesive architecture viewpoint. • Review and understand business requirements and technical designs for data flow design, data pipelines (ETL) and other technical integrations. • Design, implement and manage data governance solutions. • Designing and building data capabilities to support cloud data strategy, including automated data pipelines, data curation and consumption.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of post-qualification experience in data architecture, data engineering with a strong background in designing scalable and cloud-based data platforms.</p>



DESIRED SKILLS	<ul style="list-style-type: none"> • Extensive experience in Azure services such as ADLS, ADF, Synapse deep understanding of cloud architecture patterns. • Experience with data visualization tools such as Qlik Sense and PowerBI. • Strong proficiency in Databricks, including experience in Delta lake and MIFlow for building data pipelines, managing large datasets and supporting machine learning workflows. • Expertise in data modelling techniques like star/snowflake schemas, dimensional models, and ensuing data consistency and integrity across platforms. • Experience with ETL/ELT processes, integrating data from a variety of sources. • Strong knowledge of data governance and security practices. • Experience with CI/CD pipelines and automation tools for deployment, testing and monitoring of data architecture and pipelines. • Certifications: Azure Data Engineer or Azure Data Bricks is preferred.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER - FRONT END (MOBILE APP/ WEB PORTAL)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4-year course) OR Master's Degree in Computer Applications with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p>
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	<p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Design and implement scalable, maintainable, and high-performance front-end solutions for both web and mobile platforms. • Ensure that the architecture and design of mobile apps (iOS/Android) and web portals are robust, reusable, and aligned with the overall business goals. • Take ownership of critical projects and drive them through the entire lifecycle — from gathering requirements to deploying in production. • Build progressive web apps (PWAs) and responsive websites that work seamlessly across devices and browsers. • Lead a team of front-end developers (for both mobile apps and web portals) in the design, development, and maintenance of features. • Design and implement robust, scalable, and secure system architectures. • Collaborate with cross-functional teams to gather requirements and develop technical solutions & optimize system performance, scalability, and reliability. • Ensure compliance with security and industry standards & conduct risk assessments and implement mitigation strategies. • Lead the implementation of CI/CD pipelines for continuous integration and delivery of mobile/web applications.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of post-qualification experience in mobile-first development out of which atleast 4 years' experience in front-end development, including mobile app development (native or cross-platform) and web portal development, having familiarity and experience in both mobile and web platforms</p>



DESIRED SKILLS	<ul style="list-style-type: none"> • Certifications (e.g., Azure Solutions Architect, AWS Architect) and experience with DevOps tools. • Familiarity with microservices architecture. • Prior experience in the Oil & Gas industry, understanding sector-specific challenges and technologies. • Native Mobile Application Development Experience
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER - DIGITAL MARKETING

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>MBA degree / Post Graduate Diploma in Marketing Management with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Develop and implement comprehensive digital marketing strategies to increase brand awareness and drive customer engagement. • Manage all digital marketing channels, including website, social media, email marketing, and paid advertising campaigns. • Manage monthly budget utilization, advertiser goals (CTR, CPC & CPL), and Quality score. Coordinate with business teams to publish the



	<p>seasonal calendar for campaign updates.</p> <ul style="list-style-type: none"> • Conduct market research and analyse customer insights to identify new digital marketing opportunities. Track and analyse website traffic, user behaviour, and campaign performance using Google Analytics and other relevant tools. • Create and manage engaging content for social media platforms, websites, and other digital channels. • Monitor and report on key performance indicators (KPIs) to measure the success of digital marketing initiatives.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 4 years of post-qualification experience in developing and implementing successful digital marketing strategies and campaigns.
DESIRED SKILLS	<ul style="list-style-type: none"> • In-depth knowledge of digital marketing tactics, including SEO, SEM, social media marketing, email marketing, and content marketing. • Experience with Google Analytics, Google Ads, and other relevant tools.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER – LPG APPLICATION

ESSENTIAL EDUCATIONAL QUALIFICATION	Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4 year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.
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	<p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Design, implement, operate and maintain robust, scalable and secure applications for LPG business unit of BPCL. • Collaborate with Functional Lead/LPG Business unit for requirement gathering. Further, collaborate with developers in developing & managing B2B & B2C e-Commerce Front & backend Applications and associated loyalty programs. • Lead hands-on coding, code reviews, and debugging processes as per Secure SDLC and other best practices and industry standards. • Design, develop and manage integrations with enterprise systems (e.g., SAP ERP, CRM, Hybris, and other 3rd party systems). • Optimize system performance, scalability, and reliability. Conduct risk assessments and implement mitigation strategies. • Support/Collaborate with different teams/agency to resolve Production Issues.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of post-qualification experience in developing and managing IT Systems.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Experience in handling the e-commerce Application for B2B & B2C customers and associated loyalty programs. • Experience in programming languages (e.g., Python, Java, .NET), Technology Stacks like MERN, MEAN, Frameworks like Spring Boot etc, Secure software development lifecycle (SDLC) and Agile methodologies. • Experience in development & managing the secure APIs integrations and headless architecture.



	<ul style="list-style-type: none"> • Experience in DevSecOps practices. • Experience of managing cloud platforms (e.g., AWS, Azure, Google Cloud). • Experience in database systems design and optimization (e.g., SQL, NoSQL)
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER – RETAIL APPLICATION

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4-year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Design, implement, operate and maintain robust, scalable and secure applications for LPG business unit of BPCL. • Collaborate with Functional Lead/Retail Business unit for requirement gathering. Further, collaborate with developers in developing & managing B2B & B2C e-Commerce Front & backend Applications and associated loyalty programs. • Lead hands-on coding, code reviews, and debugging processes as per Secure SDLC and other best practices and industry standards.



	<ul style="list-style-type: none"> • Design, develop and manage integrations with enterprise systems (e.g., SAP ERP, CRM, Hybris, and other 3rd party systems). • Optimize system performance, scalability, and reliability. Conduct risk assessments and implement mitigation strategies. • Support/Collaborate with different teams/agency to resolve Production Issues.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 7 years of post-qualification experience in developing and managing IT Systems.
DESIRED SKILLS	<ul style="list-style-type: none"> • Experience in handling the e-commerce Application for B2B & B2C customers and associated loyalty programs. • Experience in programming languages (e.g., Python, Java, .NET), Technology Stacks like MERN, MEAN, Frameworks like Spring Boot etc, Secure software development lifecycle (SDLC) and Agile methodologies. • Experience in development & managing the secure APIs integrations and headless architecture. • Experience in DevSecOps practices. • Experience of managing cloud platforms (e.g., AWS, Azure, Google Cloud). • Experience in database systems design and optimization (e.g., SQL, NoSQL)
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



TEAM MEMBER – SYSTEM ADMIN

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4-year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Installation and configuration: Setting up and configuring hardware, software, and network infrastructure. • Maintenance and monitoring: Ensuring systems performance & taking proactive corrective measures to provide required system uptimes. • Troubleshooting: Diagnosing and resolving issues and outages • Security: Ensuring the security of IT infrastructure through access controls, backups, and firewalls. • Software updates: Managing software updates and security patches. • Capacity planning: Planning for capacity and performing system sizing for a new application/initiative. • Certificate management: Maintenance and Upgrade of SSL certificate for different systems. • Secure System Integration: Performing the Secure Integration with internal & external systems (i.e. VPN Tunnel, SFTP, IP Whitelisting, API Gateway, Firewall, WAF etc) as per Business needs. • Participating & providing system support during the BCP/DR Exercise.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of post-qualification experience in maintaining on prem data center and cloud infra.</p>



DESIRED SKILLS	<ul style="list-style-type: none"> • Experience in administration of Virtual networks, storage & computing, application management in cloud & automation management. • Expertise in handling infra of big & complex customer centric applications applications hosted on SaaS, PaaS and IaaS model and associated security, troubleshooting and maintenance. • Experience in DevSecOps practices. • Experience of managing experience in cloud platforms (e.g., AWS, Azure, Google Cloud). • Experience in handling the industry leading system monitoring tools like Dynatrace, Nagios, APM etc and familiarity with microservices architecture. • Experience in database systems design and optimization (e.g., SQL, NoSQL)
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER – INFORMATION SYSTEM SECURITY

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering (4 year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
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<p>KEY CHALLENGES & EXPECTATIONS</p>	<ul style="list-style-type: none"> • Implementation of Security controls for business applications (on-prem/ cloud-based/ mobile app based). • Carry out threat hunting, vulnerability detection and mitigation. • Conduct regular security assessments and vulnerability scans to identify potential weaknesses. • Implementation of Security controls for IT –OT integration. • Monitoring security devices / solutions for service availability. • Other responsibilities include routine maintenance and administration of security infrastructure, support to users/ administrators for access requirements, handling security incidents, audit requirements etc. • Ensure compliance with security and industry standards. • Conduct risk assessments and implement mitigation strategies. • Evaluation of new security threats, technology solutions and their implementation.
<p>ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 7 years of post-qualification experience in IT Systems with a minimum of 4 years of experience in security management and operations of IT systems.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Expertise in IT security management & operations or related field, emphasizing vulnerability identification, assessment, and mitigation. • Experience implementing multi-factor authentication, single sign-on, identity management or related technologies for on-prem, cloud and hybrid solutions. • Experience in threat detection, analysis and mitigation. • Familiarity with risk management frameworks and industry standards for IT security.



<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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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:

TEAM MEMBER, BRAND & PR

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Masters/PG Diploma in Mass Communication/Advertising / Brand Management Course/ Marketing with minimum 60% aggregate percentage (or equivalent CGPA and above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<ul style="list-style-type: none"> • 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.



	<ul style="list-style-type: none"> • 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 01.04.2025)	Minimum 4 years of post-qualification experience as Brand Manager / PR Manager
DESIRED SKILLS	<ul style="list-style-type: none"> • 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

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. Finally, trust is the core foundation without which no amount of innovation can make a difference.

We invite applications for the following profiles:

INFORMATION SYSTEMS – SENIOR TEAM MEMBER - SECURITY

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES AND EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Cyber Security team managing:</p> <ul style="list-style-type: none"> • Security Infrastructure and operations. • Designing, Architecting and implementation of Security controls for business applications (on-prem/ cloud / mobile/ Operational Technology (OT)/ IT-OT integration). • Evaluation of new security technology solutions and their implementation. • Managing threat hunting, detection, and mitigation. • Planning, setting up and managing IT/ OT Security Operations Centre (SOC) services. • Security incident life cycle management. • Automation of security incident response. • Identifying and implementation of new SOC use cases based on threat scenarios. • Brand monitoring, Dark web monitoring, Digital footprint infrastructure monitoring. • Forensic analysis of cyber security incidents and response. • Contribute to security awareness training and education efforts for



	<p>employees.</p> <ul style="list-style-type: none"> • Information Security Assessments/ Audit activities. • Other responsibilities include routine coordination with BPCL internal and external support teams etc.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 14 years’ experience in IT, majority of it handling one or more of the following domains: 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 of OT/ SIEM/ SOAR/ UEBA etc.</p> <ul style="list-style-type: none"> • Experience in handling security infrastructure & operations/threat monitoring and mitigation/ managing SOC operations/ security of OT systems. • At least one product-specific certificate in any of the security technologies such as firewall, Proxy, Network Security, Endpoint Security, Cloud Security, SIEM etc. • Should also have one vendor-agnostic certificate in the field of cyber security such as CEH, CISSP, CISM, CISSP, GSOM, GSOC, GCIH etc.
DESIRED SKILLS	<ul style="list-style-type: none"> • 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 identifying improvement initiatives proactively, taking 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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INFORMATION SYSTEMS – TEAM MEMBER - SECURITY

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES AND EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Cyber Security team handling:</p> <ul style="list-style-type: none"> • 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. • In-depth analysis of cyber security incidents and response. • Security of cloud infrastructure.



	<ul style="list-style-type: none"> 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 01.04.2025)	<p>Minimum 10 years' experience in IT, majority of it in handling one or more of the following domains: 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/ Mobile App Security.</p> <ul style="list-style-type: none"> At least one product-specific certificate in any of the security technologies such as firewall, Proxy, Network Security, Endpoint Security, Cloud Security. Should also have one vendor-agnostic certificate in the field of cyber security such as Comp TIA Security+, CISM, CASP+, OT Security etc.
DESIRED SKILLS	<ul style="list-style-type: none"> 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, latest security threats and counter-measures. This role demands person should keep him/ her updated with the latest security technologies. This role also involves identifying improvement initiatives proactively, taking 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 the team. Excellent communication and teamwork skills.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



INFORMATION SYSTEMS – GOVERNANCE RISK COMPLIANCE

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science/ Information Technology / Computer Engineering with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Information Security Governance, Risk & Compliance team handling:</p> <ul style="list-style-type: none"> • 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.
<p>ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 10 years' experience in IT, majority of it handling one or more of the following domains: Information Security/ 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.</p> <p>At least one vendor-agnostic certificate in the field of cyber security governance such as CEH, CISSP etc.</p>



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • 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 CSF, NIST Risk management framework etc. • Knowledge of data privacy regulations such as DPDPA, GDPR etc. • 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, the latest security threats and counter-measures. • 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
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

INFORMATION SYSTEMS – MS APP DEVELOPMENT

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science / Information Technology / Computer Engineering or Masters in Computer Applications through AICTE/UGC approved Indian Universities / Institutes with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p>
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	<p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES AND EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Information Systems Entity. You will be responsible for:</p> <ul style="list-style-type: none"> Independently handling development, enhancement & maintenance of project on various Microsoft technology & other open-source technology like: <ul style="list-style-type: none"> 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 delivery of projects as per agreed milestones. Design and Development integration scenarios (B2B & B2C) across large enterprise systems using Web APIs/REST APIs.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>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.</p> <ol style="list-style-type: none"> Experience in working with MS SQL server in designing database, optimised SQL queries and stored procedures. Experience in maintaining & supporting complex .NET application.



DESIRED SKILLS	<ul style="list-style-type: none"> • Possess excellent Microsoft C# programming skills in the technologies areas in various Microsoft web development framework. • In-depth knowledge web security to design and develop secured application applying latest available web security standard like OWASP. • Experience of designing and developing complex interactive reports using Microsoft Technology. • 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 31 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

INFORMATION SYSTEMS – SAP APP DEVELOPMENT

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Computer Science / Information Technology / Computer Engineering or Masters in Computer Applications through AICTE/UGC approved Indian Universities / Institutes with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly</p>
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	mentioned in the degree certificate/document issued by the University.
KEY CHALLENGES AND EXPECTATIONS	<p>As a professional employed in BPCL, you will be responsible for the following in the Information Systems Entity:</p> <ul style="list-style-type: none"> Independently handling development project on some of the SAP modules like <ol style="list-style-type: none"> SAP ECC EHP8 all modules SAP SCM SAP BI/BW 7.4 with HANA SAP Solutions Manager SAP Governance, Risk and Compliance SAP CRM SAP Portal (Internal & External) SAP PO/PI (Middleware) SAP Gateway 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 01.04.2025)	<p>Overall Experience – Minimum 4 Years in SAP ABAP or SAP PI/PO</p> <p><u>SAP ABAP:</u></p> <ul style="list-style-type: none"> Experience in ABAP programming covering one or more of the following: 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. <p style="text-align: center;">OR</p> <p><u>SAP PI:</u></p> <ul style="list-style-type: none"> Experience of Designing and maintaining B2B, A2A Integration scenarios. Capable of designing Graphical Mapping / Java Mapping for integration scenarios.



	<ul style="list-style-type: none"> • In-depth knowledge of using IDocs / RFC / REST / SOAP / JDBC / SFTP / Mail Adaptors in SAP PI.
DESIRED SKILLS	<ul style="list-style-type: none"> • Possess excellent ABAP programming skills in the technology areas in various modules of SAP. • ABAP Web Dynpro programming experience. • Experience of creating and maintaining different ABAP Dictionary Objects. • 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. • Experience of designing alerts through automation tools for tracking issues in Integration scenarios. • Troubleshooting integration issues and coordinating with business teams. • Database management skills (e.g., SQL).
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 31 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

FINANCE

The Corporation provides varied experience to its Finance employees be it in the form of preparing the Financials of the Corporation, Managing the Funds of the Company, operating in various Business Finance and Commercial Roles and managing the aspects of Corporate Governance. The Books of Accounts are maintained in SAP. The Corporation leverages technology and Manpower efficiently and gives varied exposure to its employees making them future ready for taking up leadership roles.

We invite applications for the following profiles:



TEAM MEMBER - FINANCE

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>The required education qualification for this position is :</p> <ul style="list-style-type: none"> CA (Final Examination cleared in First attempt with minimum of 55% aggregate, relaxed to 50% for SC/ST/PwBD categories. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> ICWA (Final Examination cleared in First attempt with minimum of 55% aggregate, relaxed to 50% for SC/ST/PwBD categories. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> MBA (Finance) from a premiere Business School with minimum of 60% aggregate, relaxed to 50% for SC/ST/PwBD categories.
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you would get to work on various exciting assignments pertaining to Finance and Accounts domain including:</p> <ul style="list-style-type: none"> Preparation of Financials of the Corporation as per the Applicable INDAS Cash flow management of the Corporation Ensuring Regulatory Compliances including taxation GST Compliance Interpretation of Financial Data Reporting of Financial Information to Management Ensuring effective Corporate Governance Project evaluation and monitoring Credit Management and Receivable Management Fund & Budget Management etc.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 14 years of Post Qualification Experience in the field of Finance/Accounts/Treasury Operations/Taxation/Auditing/Budgeting/Governance & Compliance etc.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> Experience in Finalization of Accounts under INDAS Understanding of SEBI LODR Tech savvy having experience of SAP and Advanced excel knowledge Business understanding and Commercial Acumen Leadership Skills and Strategic Mindset Excellent interpersonal and communication skills



UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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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:

HEAD - LEGAL

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's/ Post Graduate degree in Law (LLB/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.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
	<p>As a Legal professional, you will be responsible for:</p> <ul style="list-style-type: none"> • Interpreting, handling and adding value to all legal matters related to the Corporation. • You will also be responsible for building up strategy,drafting



<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>pleadings, affidavits, documents, appearing in legal proceedings and giving advice to various departments.</p> <ul style="list-style-type: none"> • 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 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.
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 21 years of Post qualification relevant work experience as an advocate in a District Court / High Court / Supreme Court</p> <p style="text-align: center;">OR</p> <p>Minimum 21 Years of Post qualification relevant work experience 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 in a senior role OR as a Partner in a reputed consultancy providing legal advice or combination of the above-mentioned profiles.</p>
<p>DESIRED SKILLS</p>	<p>Applicant should possess:</p> <ul style="list-style-type: none"> • 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. • Contract drafting vetting and negotiation: Having specialized knowledge & experience in Contract Management, Negotiating,



	<p>Reviewing and Drafting/ Vetting of various kinds of Agreements/ MOUs/ Contracts including Joint Venture and Shareholders Agreements, Loan/ Finance Agreements, Engineering, Procurement and Construction (EPC) Contracts, Service Contracts, SaaS Agreements, Supply Contracts, Supplier Contracts, Procurement Contracts etc.</p>
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 54 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p> <p>However, the maximum age of the candidate should not exceed 58 years, as on 01.04.2025, after all applicable relaxations are accounted for.</p>

LEGAL – TEAM MEMBER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's/ Post Graduate degree in Law (LLB/LLM) 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.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>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</p>



	<p>computerized environment.</p> <p>As a qualified and experienced legal professional, you will provide legal advice and counselling on all official matters.</p> <p>You are also responsible for:</p> <ul style="list-style-type: none"> • 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 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 01.04.2025)	<p>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.</p>
DESIRED SKILLS	<p>Applicant should possess:</p> <ul style="list-style-type: none"> • 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. • Contract drafting vetting and negotiation: Having specialized knowledge & experience in Contract Management, Negotiating, Reviewing and Drafting/ Vetting of various kinds of Agreements/ MOUs/ Contracts including Joint Venture and Shareholders Agreements, Loan/ Finance Agreements, Engineering, Procurement and Construction (EPC) Contracts, Service Contracts, SaaS Agreements, Supply Contracts, Supplier Contracts, Procurement Contracts etc.



<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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BHARAT PETRORESOURCES LTD.

Bharat Petroleum entered the upstream sector in 2003 with an aim to provide partial supply security of crude and hedging price risks and to become a vertically integrated oil company. A wholly owned subsidiary company of Bharat Petroleum, by the name Bharat PetroResources Limited (BPRL) was incorporated in October 2006. BPRL was set up with the objective of carrying out Exploration and Production activities considering the need for a focused approach in Exploration and Production activities and implementation of investment plans of Bharat Petroleum at a faster pace.

We invite applications for the following profiles:

TEAM MEMBER – ASSET MANAGER

<p>ESSENTIAL EDUCATIONAL QUALIFICATIONS</p>	<p>Bachelor's degree (B.E / B. Tech) in Mechanical/ Electrical / Petroleum Engineering/ Petroleum Technology, with minimum 60% aggregate percentage (relaxed to 50% for SC/ ST / PwBD categories).</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>The selected candidate will be responsible for:</p> <ul style="list-style-type: none"> • Management of Upstream Oil & Gas Assets of the organization. • E&P operations Planning, Monitoring and Execution as per the Production Concession & Revenue Sharing Agreements. • Prepare annual Work Program & Budgets for the assets.



	<ul style="list-style-type: none"> • Obtaining Internal Management Approvals for all the proposals related to assets management. • Techno-Commercial Analysis of business/project proposals. • Obtaining various Statutory approvals for Exploration & Production life cycle of assets. • Understanding of Upstream Oil & Gas Production & Processing Facilities, Drilling Rigs, Production Platforms etc. • Forecasting of funds requirements for E&P operations. • Business dealings with JV partners and JV Accounts Management. • Cash Calls Management & Processing. • Business Development activities for Merger & Acquisition (M&A) of E&P assets. The role will entail the management of the due diligence processes, deal structuring & analysis, all aspects of non-technical risks, negotiation of key agreements, building internal business alignment through to ensuring the appropriate implementation planning in conjunction with the respective functions. Provide key inputs to acquisition manager. • Ensure timely preparation of proposals as per appropriate internal processes, progressing key approval documents including the necessary planning for the implementation in the resulting acquisitions and as required in new investments. • Co-ordination with various Government agencies, regulatory authorities etc. to provide the requisite inputs in a timely manner. • Contribute effectively for all Ministry interface matters including responses to queries from Parliament/Ministry/Other Govt. Departments. • Coordinate effectively with Planning / Coordination to ensure that all Ministry related queries are adequately addressed/ inputs provided. • Preparation of Corporate Strategy, Business Plan and Corporate Plans. • Management of Oil & Gas well sites, Production & Processing Facilities etc. • Select appropriate facilities development concept for oil and gas fields. • Tendering & Contracts Management. • Liaise with peers and stakeholders such as subject matter specialists, other disciplines etc. to deliver an integrated and correct solution. • Ensure understanding, application and leadership by example of all responsibilities with regard to the Company's Environment, Health, Safety, Security and Quality Standards
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	<ul style="list-style-type: none"> • Ensure that safety risks and business risks associated with engineering activities are assessed and that appropriate checks, PTW, controls and precautions are taken. • Use evidence from the reviews to improve effectiveness, reliability, maintainability and economy, leading to continuous improvement • Delivery in accordance with agreed plans, compliance and to the quality required • Working at well site and production facilities, as per the organization requirements. • Any other task / responsibility assigned from time to time • Commitment for mobility as the job may include short-term and/or long-term project assignments within or outside the country.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years' experience in Project management/ Production & Processing Facilities Management/ Capital Expenditure Planning/ Production sharing Contract/ Concession Agreements/ Business Development, in the Oil & Gas Sector.
DESIRED SKILLS	<ul style="list-style-type: none"> • Good technical knowledge of relevant discipline • Good managerial and communication skills • Independent, self-motivated, creative, and results oriented. • Adherence to QHSE implementation and statutory compliances such as PTW and SOP • Strong project management, planning, organizational skills to ensure that goals, schedules and budgets are met. • Proficient working in Project Planning & Management software, MS Power Point and Excel etc. • Liaising skills for effective coordination with skilled and semi-skilled manpower • Ability to provide excellent oral and written communications with the ability to highlight any issues effectively to management. • Ability to multi-task effectively and to manage multiple deadlines. • MBA degree is preferred.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential</p>



	<p>Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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TEAM MEMBER - DRILLING ENGINEER

<p>ESSENTIAL EDUCATIONAL QUALIFICATIONS</p>	<p>Bachelor's degree (B.E / B. Tech) in Petroleum / Mechanical Engineering, with minimum 60% aggregate percentage (relaxed to 50% for SC/ ST / PwBD categories).</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>The selected candidate will be responsible for preparation of drilling plans, selection of drilling rigs & associated services, costs estimation of drilling services, (casing & tubular) and supervision of the drilling operations. The selected candidate will be part of the team responsible for the initial well designing, drilling operation for testing, completion and abandonment. The incumbent will work with younger drilling engineers and other surface & sub-surface teams to monitor drilling progress with industry standard QHSE policies.</p> <ul style="list-style-type: none"> • Undertaking drilling engineering design, concept selection and planning and execution of wells. • Preparation & review of well plan, selection of appropriate rigs and associated equipment & material such as well heads, casing, tubular, packers etc. • Good knowledge of well control & mud loss activities. • Acquaintance with UBD (under balance drilling) & MPD (managed pressure drilling) technology. • Knowledge of H2S environment management. • Preparation of cost estimates. • Supervision of well drilling operations at site including performance of



	<p>drilling and well services.</p> <ul style="list-style-type: none"> • Plan and execute remedial measures to address drilling complications • Obtaining relevant data, carrying out engineering analysis and recommending necessary actions. • Monitoring the daily progress of drilling operations and writing reports. • Keeping track of current daily costs, comparing actual costs with expenditure proposals and recommending cost-effective changes. • Liaisoning with service providers. • Arrange to conduct training to the drilling crew and other personnel working at drill site as per statutory requirements. • Preparation and evaluation of drilling related tenders • QHSE compliance and site restoration. • Mentoring of younger team members. • Work in integrated project teams • Commitment for mobility as the job may include short-term and/or long-term project assignments. • To perform any other task / responsibility assigned from time to time.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 7 years' experience in handling onshore / offshore oil & gas well drilling operations in Exploration & Production Company in India / Overseas.
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidates having valid IWCF — Supervisory level certifications will be preferred. • Good technical knowledge of relevant discipline • Good interpersonal and communication skills • Adherence to QHSE implementation and statutory compliances. • Independent, self-motivated, creative, and results oriented. • Ability to build and maintain relationships with stakeholders • Analytical ability to think quickly through potentially complex problems and develop solutions; • Undertaking drilling engineering design, concept selection and planning and execution of wells and good knowledge of well control



<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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TEAM MEMBER - RESERVOIR ENGINEER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's degree (B.E. / B. Tech) in Petroleum Engineering or Petroleum Technology / Applied Petroleum Engineering with minimum 60% aggregate percentage (relaxed to 50% for SC/ ST / PwBD categories).</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>The Reservoir Engineer will be responsible for all reservoir engineering aspects of upstream exploration & production activities. This position will require knowledge of Geology, Petroleum engineering and reservoir engineering to build dynamic reservoir models, simulation of reservoir models, production history matching and material balance calculations for reserve estimation. This position will deal with building and reviewing cases for field development.</p> <ul style="list-style-type: none"> • Estimation of reserves and forecasting for field evaluations and development planning using industry standard Reservoir Engineering software like Petrel RE/ dynamic modelling, Eclipse/ Black oil simulator or equivalent. • Carry out reservoir simulation studies to optimize recoveries. • Evaluate appraisal proposals and well proposals. • Scout, predict and evaluate waterflood and enhanced recovery performance techniques • Develop cost-effective reservoir monitoring and surveillance programs and prepare revival plan.



	<ul style="list-style-type: none"> • Perform reservoir testing/ characterization studies. • Analyse pressure transients. • Supervise MDT, well testing at site, and support workover/ intervention operations. • Analyse the economics and risk assessments of major development programs. • Liaise with laboratory for crude characterization/PVT • Evaluate new exploratory/production business opportunity • Commitment for mobility as the job may include short-term and/or long-term project assignments. • Any other task/responsibility assigned from time to time.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 7 years' work experience in upstream oil & gas industry in Reservoir Engineering.
DESIRED SKILLS	<ul style="list-style-type: none"> • Good technical knowledge of relevant discipline • Good interpersonal and communication skills • Adherence to QHSE implementation and statutory compliances • Independent, self-motivated, creative, and results oriented. • Focused on quality of reservoir data acquisition and subsurface data management • Well informed of latest reservoir technologies and advanced methodologies
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>



CORPORATE STRATEGY

At BPCL, the Corporate Strategy Department plays a pivotal role in shaping the company's long-term direction and steering it towards sustained growth and innovation. This dynamic team acts as the think tank of the organization, anchoring key strategic processes and initiatives across business units. The department leads BPCL's centralized strategic planning process, including the development of the Annual Business Plan and the 5-Year Strategic Roadmap – *Project Aspire*. It also plays a central role in driving the strategy for emerging and newer business units, ensuring alignment with our long-term vision. It also oversees startup and innovation initiatives, including BPCL's Corporate Venture Capital arm – *BPCL Ankur Trust*, and supports M&A, JV, and investment strategies through a clear framework of objectives and guardrails. We are looking for passionate and driven professionals who bring sharp strategic thinking, strong analytical acumen, and a desire to shape BPCL's future.

We invite applications for the following profiles:

TEAM LEADER - CORPORATE STRATEGY

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Master's in Business Administration/ Post Graduate Diploma in Strategic Management with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES AND EXPECTATIONS	<p>Strategic Planning and Execution:</p> <ul style="list-style-type: none"> • Collaborate with the Head (Corporate Strategy) & Management in developing and executing the company's long-term strategies, focusing on growth, operational excellence, and market leadership. • Support the strategic planning process for key business units and ensure alignment with the overall corporate objectives. • Oversee the development of annual business plans and facilitate the tracking and reporting of strategic initiatives to ensure timely execution and desired outcomes.

	<p>Market and Competitive Analysis:</p> <ul style="list-style-type: none"> • Support in conducting comprehensive market research, competitive analysis, and industry forecasting to identify emerging trends, opportunities, and potential risks in the oil and gas sector. • Provide actionable insights into market conditions, technology innovations, regulatory changes, and geopolitical risks, especially related to energy transition and sustainability. • Use data-driven insights to propose strategic adjustments that can enhance competitiveness and profitability. <p>Business Development:</p> <ul style="list-style-type: none"> • Support the identification and evaluation of new business development opportunities, including joint ventures, strategic alliances, and partnerships that align with the company’s long-term strategy. <p>Financial Modelling & Strategy Evaluation:</p> <ul style="list-style-type: none"> • Work closely with the finance team to ensure accurate financial projections and risk assessments for key strategic decisions. • Regularly evaluate the performance of the company’s strategic projects and initiatives, identifying areas for improvement and optimization. <p>Cross-Functional Collaboration:</p> <ul style="list-style-type: none"> • Partner with functional leaders across various departments, such as refining, marketing, projects and finance to ensure seamless execution of corporate strategy. • Facilitate strategic alignment across all business units, ensuring that they are in line with the company’s overall objectives. <p>Stakeholder Communication & Reporting:</p> <ul style="list-style-type: none"> • Prepare high-quality strategic presentations and reports for senior executives, the board of directors, and external stakeholders. • Ensure that key strategic updates, progress reports, and business cases are communicated clearly and effectively to all stakeholders. • Support the Head (Corporate Strategy) in representing the strategy team in key business meetings and external forums.
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	<p>Risk Management and Scenario Planning:</p> <ul style="list-style-type: none"> • Support in creating scenario-based models to forecast and plan for potential industry disruptions, geopolitical risks, and technological changes. <p>Leadership:</p> <ul style="list-style-type: none"> • Encourage a culture of innovation and strategic thinking within the team, fostering an environment where new ideas and approaches are welcomed. • Collaborate with other leaders to ensure the effective allocation of resources to support corporate strategy execution.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Min 10 years of experience in corporate strategy / management consulting / business strategy preferably in the oil and gas/ energy sector .
DESIRED SKILLS	<ul style="list-style-type: none"> • Additional certifications in Data Analytics or Project Management would be advantageous. • Proven expertise in strategic planning, market research, M&A activities, and business development in complex and competitive industries. • In-depth knowledge of the oil and gas sector, including upstream, midstream, downstream, and energy transition-related areas such as renewable energy and digital transformation. • Experience working with senior leadership teams and advising on high-level strategic decisions. • Strategic Insight: A strong ability to think critically and creatively, generating new ideas and innovative solutions to complex business challenges. • Industry Expertise: Deep knowledge of the oil and gas sector and related technologies, with an awareness of global energy trends and sustainability initiatives. Exposure to the energy transition and sustainability strategies, including carbon management, renewable energy, and clean tech. • Analytical Acumen: Proficient in financial modelling, scenario analysis, and strategic risk management.



	<ul style="list-style-type: none"> • Communication Skills: Excellent verbal and written communication skills, with the ability to present complex information clearly and persuasively to senior executives and stakeholders. • Leadership: Proven ability to lead/support cross-functional teams to deliver strategic projects successfully. • Collaboration: Strong interpersonal skills with a track record of working effectively with diverse teams across different departments. • Project Management: Ability to manage multiple strategic initiatives and ensure timely execution within set parameters. • Regulatory: Familiarity with regulatory frameworks governing the oil & gas industry, particularly in the Indian context.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>

TEAM MEMBER - CORPORATE STRATEGY

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Master's in Business Administration/ Post Graduate Diploma in Strategic Management with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES AND EXPECTATIONS	<ul style="list-style-type: none"> • Strategic Insight: You will be expected to analyze market trends, competitor actions, and industry developments, and provide strategic recommendations to senior leadership.



	<ul style="list-style-type: none"> • Cross-Functional Coordination: Collaborating with various business units/entities (refinery, marketing, finance etc.) to gather insights and align strategic initiatives. • Data-Driven Decision Making: Gathering, analyzing, and synthesizing business intelligence from multiple sources to support the corporate strategy and identify growth opportunities. • Business Expansion: You will contribute to the development of expansion strategies including global expansion, identifying new markets, regions, and partnership opportunities. • Innovation & Adaptability: The energy sector is undergoing significant transformation. You will need to stay ahead of trends in green energy, sustainability, and energy transition while navigating traditional oil and gas challenges. • Strategic Planning: Assist in the development and monitoring of the company's 5-year strategy, supporting key decision-makers with data and insights. • Financial Analysis & Modeling: Contribute to financial modeling, scenario analysis, and business case development for new projects, investments, and expansion opportunities. • Reporting & Presentations: Prepare and present strategic reports and presentations to senior leadership and key stakeholders, outlining insights, recommendations, and actionable plans. • Continuous Learning: Stay up-to-date with industry trends, technological advancements, and competitive developments, particularly around energy transition, sustainability, and renewables.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 4 years of post-qualification experience in strategy field / management consultancy related to strategy. Exposure to strategy development or business intelligence in industries such as oil and gas / energy .
DESIRED SKILLS	<ul style="list-style-type: none"> • Additional certifications in Data Analytics or Project Management would be advantageous. • Hands-on experience with strategic planning, market analysis, or business development activities. • Experience in preparing detailed presentations for senior management and stakeholders. • Exposure to working with Excel modeling or analytics platforms.



	<ul style="list-style-type: none"> • Participation in projects related to business strategy implementation. • Analytical Skills: Strong capability to analyze complex business data, market trends, and financial reports, and translate them into actionable insights. • Communication Skills: Exceptional verbal and written communication skills. Ability to develop reports, presentations, and strategic recommendations for senior leadership. • Problem-Solving Skills: Ability to think critically and creatively, offering innovative solutions to strategic challenges. • Project Management: Ability to manage multiple tasks and prioritize effectively in a fast-paced environment. • Business Acumen: Understanding of business operations, financial principles, and market dynamics, especially in energy / oil & gas sectors. • Technical Proficiency: <ul style="list-style-type: none"> ○ Proficiency in Microsoft Excel for data analysis, financial modeling etc ○ Proficiency with PowerPoint for creating high-quality presentations. ○ Exposure to tools like Tableau, Power BI, or similar business intelligence software for data visualization and analysis is a plus. • Team Collaboration: Ability to work in cross-functional teams and interact with senior leadership, business development teams, and external stakeholders. • Adaptability: Ability to thrive in a dynamic, evolving industry, particularly in an energy transition environment.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>



COMPANY SECRETARY

Bharat Petroleum Corporation Limited is a fortune 500 company and is the second largest oil producing and marketing company of India. It is one of the top 100 listed companies in BSE and NSE by market capitalization. The company is looking for a dedicated CS professional to add value to its corporate governance initiatives.

We invite applications for the following profiles:

COMPANY SECRETARY – SENIOR MEMBER

ESSENTIAL EDUCATIONAL QUALIFICATION	Candidate should have acquired Associate Membership of Institute of Company secretaries of India (ACS) with minimum of 55% aggregate in CS Professional Exams, relaxed to 50% aggregate in CS Professional Exams for SC / ST / PwBD categories.
KEY CHALLENGES & EXPECTATIONS	<p>As a part of the CSD team you will be responsible for:</p> <ul style="list-style-type: none"> • Ensuring Company's statutory compliances under FEMA / SEBI Regulations / Companies Act provisions / Secretarial Standards etc. including filing of forms and returns with MCA and stock exchanges, filing various intimations with stock exchanges etc. relating to Company Secretarial Dept. • To lead transactions like Rights Issue/ Bonus Issue/ Buy Back/ Splitting of shares etc as and when approved by the Board • To support providing prompt shareholders services such as transmission of shares, dematerialization, claiming shares and dividend back from IEPF, investors complaints with SEBI etc. • Work relating to the conducting of Board Meetings, Committee Meetings, AGM, compiling of annual report, Postal Ballot and all formalities preceding & succeeding such meetings, coordinating with other departments and drafting of all Resolutions required in this regards. • Handling Secretarial Audit & Corporate Governance Audit under Companies Act read with Listing Regulations & DPE guidelines. • Scheduling/ attending / administering/recording of proceedings and dissemination of minutes of committees as may be required

	<ul style="list-style-type: none"> • Having an oversight of secretarial work of subsidiaries / associates/ JV of the organization • Attending shareholders grievances/ queries, Monitoring RTA activities regularly, Handling legal issues regarding Investors Relation dept. such as transmission, transfer, fraud, etc. • Periodic review / follow up / compliances of various policies adopted by the company with respect to securities laws which are within the purview of CS department.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 18 years of post-qualification experience of which at least last 5 years should be in an equity-listed Company in their Company Secretarial set-up with understanding & knowledge of Companies Act, Rules and Regulations, SCRA, SEBI regulations, FEMA Act, Listing Requirements, Memorandum and Articles of Association.
DESIRED SKILLS	<p>Candidates should possess knowledge of process, procedures and formalities of Incorporation of company/ Mergers and Amalgamations / Rights Issue/ Bonus Issue/ Buy Back/ Splitting of Shares/ Transfer of shares and dividend to IEPF / Claiming of shares and dividend back from IEPF / Public issue/ Right issue/ Bonus issue/ Split/ allotment of shares & certificates thereon/ Listing of shares/ Dividend payment, Monitoring activities of Share Transfer Agents regarding share transfer, demat, filing statutory forms/ returns with MCA, Stock Exchange Compliances, handling investors complaints / grievances, Work relating to conducting of Board Meetings, Committee Meetings, AGM, Postal Ballot and all formalities preceding & succeeding such meetings, drafting of all Resolutions required in this regards, handling of secretarial and corporate governance audit etc.</p> <p>Additional qualifications of LLB will be preferred.</p>
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



COMPANY SECRETARY - JUNIOR MEMBER

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Candidate should have acquired Associate Membership of Institute of Company secretaries of India (ACS) with minimum of 55% aggregate in CS Professional Exams, relaxed to 50% aggregate in CS Professional Exams for SC / ST / PwBD categories.</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a part of the CSD team you will be responsible for:</p> <ul style="list-style-type: none"> • Ensuring Company's statutory compliances under FEMA / SEBI Regulations / Companies Act provisions / Secretarial Standards etc. including filing of forms and returns with MCA and stock exchanges, filing various intimations with stock exchanges etc. relating to Company Secretarial Dept. • To support in providing prompt shareholders services such as transmission of shares, dematerialization, claiming shares and dividend back from IEPF, investors complaints with SEBI etc. • Work relating to various transactions such as Rights Issue/ Bonus Issue / Buy Back/ Splitting of Share etc • Work relating to conducting of Board Meetings, Committee Meetings, AGM, compiling of annual report, Postal Ballot and all formalities preceding & succeeding such meetings, coordinating with other departments and drafting of all Resolutions required in this regards. • Handling Secretarial Audit & Corporate Governance Audit under Companies Act read with Listing Regulations & DPE guidelines. • Scheduling/ attending / administering/recording of proceedings and dissemination of minutes of committees as may be required • Having an oversight of secretarial work of subsidiaries / associates/ JV of the organization • Attending shareholders grievances/ queries, Monitoring RTA activities regularly, Handling legal issues regarding Investors Relation dept. such as transmission, transfer, fraud, etc.



	<ul style="list-style-type: none"> Periodic review / follow up / compliances of various policies adopted by the company with respect to securities laws which are within the purview of CS department.
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 7 years of post-qualification experience of which at least the last 2 years should be in an equity - listed Company in their Company Secretarial set-up with understanding & knowledge of Companies Act, Rules and Regulations, SCRA, SEBI regulations, FEMA Act, Listing Requirements, Memorandum and Articles of Association etc.
DESIRED SKILLS	<p>Candidates should possess knowledge of process, procedures and formalities of Incorporation of company/ Mergers and Amalgamations / Rights Issue / Bonus Issue/ Buy Back/ Splitting of Shares /Transfer of shares and dividend to IEPF / Claiming of shares and dividend back from IEPF / Public issue/ Right issue/ Bonus issue/ Split/ allotment of shares & certificates thereon/ Listing of shares/ Dividend payment, Monitoring activities of Share Transfer Agents regarding share transfer, demat, filing statutory forms/ returns with MCA, Stock Exchange Compliances, handling investors complaints / grievances, Work relating to conducting of Board Meetings, Committee Meetings, AGM, Postal Ballot and all formalities preceding & succeeding such meetings, drafting of all Resolutions required in this regards, handling of secretarial and corporate governance audit etc.</p> <p>Working exposure in various transactions like IPO/ Rights Issue/ Bonus Issue/ Buy Back etc would be an added advantage.</p> <p>Additional qualifications of LLB will be preferred.</p>
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



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 10 GW by 2035. 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. Additionally, BPCL is exploring Battery Energy Storage Solutions (BESS) to enhance grid reliability, optimize renewable energy utilization, and enable seamless integration of clean energy into the grid. 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:

TEAM MEMBER (RENEWABLE ENERGY - COMMERCIAL & INDUSTRIAL)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) in Electrical & Electronics / Power / Instrumentation / Instrumentation & Control Engineering/ Instrumentation Technology (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments in Renewable Energy Business Unit. You will be responsible for:</p> <ul style="list-style-type: none"> • Interaction with potential Commercial & Industrial (C&I) customers exploring RE Power / Tariff trends and understanding their requirements. • Keep track of RE power purchase tenders and various evaluations of Go/No-Go decisions and study trends. • Enable Renewable team to carry out technical and financial evaluation of 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.



	<ul style="list-style-type: none"> • Perform feasibility studies, project costing, and tariff calculations for competitive bids. • Explore and evaluate BESS solutions for integrating renewable energy into the grid and improving grid reliability for C&I customers. • Incorporate AI/ML models for tariff predictions, energy consumption forecasting, and maintenance planning. • Estimation of project costings, Technologies vis-à-vis industrial trends. • Understanding the working of basic project financials, IRR sensitivity. • 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, and tax credits. • Liaise with regulatory authorities to ensure compliance with laws and standards.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of overall work experience, with at least 5 years in renewable energy field including demonstrated experience in sales to C&I customers OR bidding for power purchase tenders.
DESIRED SKILLS	<ul style="list-style-type: none"> • Experience in scouting of potential C&I customers, holding discussions with them and concluding the deals. • Experience in designing, evaluating, and implementing BESS projects for renewable energy applications. • 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. • Experience in project management, including budgeting and scheduling. Strong understanding of tariff trends, project financials, and regulatory frameworks. • Experience in closing PPA deals, project management, and strategic planning.
UPPER AGE LIMIT (AS ON 01.04.2025)	Upper Age Limit for General and EWS candidates- 42 years.



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

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) in Electrical & Electronics / Power / Instrumentation / Instrumentation & Control Engineering/ Instrumentation Technology (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments in Renewable Energy Business Unit. You will be responsible for:</p> <ul style="list-style-type: none"> • Interface with stakeholders to understand power trends, utility customer requirements, and RE Power Tariff trends. • Track various utility tenders in the market. • Perform feasibility studies, project costing, and tariff calculations for competitive bids. • Assist in exploring and deploying BESS technologies to optimize grid performance and renewable energy utilization. • Understanding the working of basic project financials, IRR sensitivity. • Assist in project costing, tendering, and EPC contract evaluations. • Enable execution of PPA documents. • Interface with regulatory authorities and customers to manage project execution and operations. • 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.



	<ul style="list-style-type: none"> • Stay updated on circular economy practices for end-of-life management of RE infrastructure. • Stay updated with local, state, and national regulations related to renewable energy incentives, tax credits, and permitting. Enabling • Liaise with regulatory authorities to ensure compliance with laws and standards.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of overall work experience, with at least 5 years in renewable energy field including demonstrated experience in bidding related activities for utility scale projects.
DESIRED SKILLS	<ul style="list-style-type: none"> • Strong commercial acumen and knowledge of RE financial modelling • Being aggressive and at the same time assuring returns thru risk mitigation strategies. • Strong project management skills, including budgeting and scheduling. • Familiarity with state and central regulations. • Knowledge of BESS technologies and their application in utility-scale renewable energy projects. • Understanding of global energy markets and energy trading opportunities.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROJECT MANAGER (RENEWABLE ENERGY -SOLAR/WIND PROJECTS)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) (Four Year Course) in Civil/ Mechanical/ Electrical Engineering /Electrical & Electronics/ Electrical & Instrumentation with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence</p>
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	<p>certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments in Renewable Energy Business Unit. You will be responsible for:</p> <ul style="list-style-type: none"> • Managing the full lifecycle of solar and wind energy projects, from pre-feasibility studies to project execution. • Leading project teams and coordinating with regulatory bodies for approvals and compliance. • Developing project schedules, cost estimates, and O&M strategies. • Implementing safety standards and troubleshoot operational challenges. • Explore and implement BESS to complement solar and wind projects, ensuring optimized energy storage and dispatch.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 10 years of experience in project execution, with at least 5 years' experience in execution of renewable energy projects.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Expertise in renewable energy technologies, project management tools, and data analysis. • Proficiency in preparing and executing bids for renewable energy tenders. • Knowledge of safety protocols and regulatory requirements. • Experience in integrating BESS into solar and wind energy systems.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



PROJECT MANAGER (RENEWABLE ENERGY – GREEN HYDROGEN PROJECTS)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) in Chemical / Mechanical / Electrical / Electrical & Electronics / Electrical & Instrumentation with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments in Renewable Energy Business Unit. You will be responsible for:</p> <ul style="list-style-type: none"> • Overseeing pre-feasibility studies, project costing, design, execution and O&M strategies for green hydrogen projects. • Ensuring compliance with state and central regulations for hydrogen production facilities. • Developing safety protocols and conduct hazard risk analyses for hydrogen facilities. • Managing emergency situations and troubleshooting in the hydrogen production process. • Explore Power-to-X technologies, such as hydrogen-to-ammonia conversion and integration with industrial processes.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 10 years of experience in process plants of Petroleum / Petrochemical / Fertiliser Industry or Electrolyser manufacturing company, with atleast 2 years of experience in hydrogen production or Electrolyser manufacturing industry or design of any hydrogen generating plant.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Hands-on experience in hydrogen facility design, execution, and operation. • Experience of any Hydrogen related equipment manufacturing process.



	<ul style="list-style-type: none"> • Strong problem-solving, troubleshooting, and strategic planning skills. • Familiarity with regulatory procedures and safety guidelines for hydrogen projects. • Knowledge of hydrogen storage technologies and advanced carrier solutions like green ammonia
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER (RENEWABLE ENERGY - BUSINESS DEVELOPMENT)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) in Chemical / Mechanical / Electrical / Electrical & Electronics / Electrical & Instrumentation with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">OR</p> <p>MBA degree / PGDM in Marketing (2 year Course) with at least 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
	<p>As a professional employed in BPCL, you will work on exciting assignments in Renewable Energy Business Unit. You will be responsible for:</p>



<p>KEY CHALLENGES & EXPECTATIONS</p>	<ul style="list-style-type: none"> • Engaging with potential Commercial & Industrial (C&I) customers to understand renewable energy needs and present solutions. • Exploring trends in Renewable Energy Power Tariffs and opportunities for sales growth. • Building strong relationships with stakeholders in the Utility segment, tracking power purchase trends and requirements. • Identify opportunities for integrating BESS into BPCL's renewable energy portfolio to meet customer and regulatory requirements. • Conducting Lead feasibility studies, project costing, and tariff calculations for competitive bids. • Assisting in the preparation of competitive bids for renewable energy power purchase tenders. • Performing technical and financial evaluation of various renewable energy projects, including PPA document execution. • Staying updated with C&I tariffs, competitor strategies, and regulatory frameworks. • Liaisoning with regulatory authorities to ensure compliance with local, state, and national regulations related to renewable energy, including tax credits and incentives. • Stay updated with international energy markets, carbon credit trading mechanisms, and green certificates.
<p>ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 10 years of overall experience in Sales or Business Development or Direct customer-facing roles, with at least 5 years of similar experience in Renewable Energy.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Strong commercial acumen (including emerging areas like Power-to-X, hybrid systems, and carbon credits. • Proven experience in scouting and engaging potential customers, closing PPA deals, and managing project development from inception to execution. • Proven experience in scoping, planning, and implementing BESS projects as part of renewable energy initiatives. • Expertise in financial modeling, tariff trends, and strategic planning for renewable energy projects. • Strong project management skills, including budgeting, scheduling, and regulatory compliance.



	<ul style="list-style-type: none"> Ability to work collaboratively with internal teams and external stakeholders to deliver results.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

RESEARCH & DEVELOPMENT

BPCL 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:

ALTERNATE FUELS – GREEN HYDROGEN

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>PhD degree in Chemical Engineering / Materials Science/ Electrochemistry.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Green Hydrogen R&D projects.</p> <ul style="list-style-type: none"> Development of innovative decentralised green hydrogen production technologies ensuring alignment with BPCL vision and market needs.

KEY CHALLENGES AND EXPECTATIONS	<ul style="list-style-type: none"> • Design new strategies for improved performance and durability of the overall system. • Work closely with multidisciplinary teams of engineers, scientists, and external partners to accelerate technology development and commercialization. • Design, testing and validation of prototypes, pilots, and commercial-scale systems for green hydrogen production. • Contribute through the publication of research findings in peer-reviewed journals and present research at industry conferences. • Stay updated on the latest advancements in the field of green hydrogen value chain and contribute to the intellectual growth of the team. • Identify and pursue technology partnerships and collaborations with academic institutions, research organizations, and industry players to enhance technology innovation. • Ensure compliance with regulatory requirements, industry standards, and environmental guidelines throughout the development process. • Preparation of project proposals, funding applications, and technology demonstrations.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 14 years of work experience, including at least 4 years of post-doctoral experience in hydrogen production with proven track record in the form of research publications in scientific journals of international repute and patents along with:</p> <ul style="list-style-type: none"> • Experience in pyrolysis / Photocatalysis / Photo-electrocatalysis / plasma chemistry • Experience in setting up state-of-the art experimental facilities with hands-on experience on at least one pilot/demo scale project.
DESIRED SKILLS	<p>The role profile of employees in these positions requires them to:</p> <ul style="list-style-type: none"> • demonstrate technical proficiency and expertise in managing projects. • The role involves planning, coordination, basic design engineering, estimation, tender preparation, technical evaluation, project monitoring etc., for laboratory infrastructure development. • Proficiency in strategy management and planning. • Excellent communication and teamwork skills



UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>
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PETROCHEMICALS

Bharat Petroleum Corporation Limited (BPCL) is a Fortune 500 integrated energy company with a rich legacy spanning over seven decades in the Indian market. As one of India's leading petroleum companies, we operate across the entire hydrocarbon value chain, including refining, marketing, distribution, and exploration of oil and gas resources. Committed to excellence, innovation, and sustainability, BPCL is driven by a vision to be the most admired global energy company, delivering superior value to customers, shareholders, and society, with values of trust, customer centricity, ethics and collaboration directing the business.

With a diverse portfolio of high-quality products and services, a strong presence in domestic and international markets, and a talented workforce of over 9,000 employees, BPCL offers exciting career opportunities for dynamic individuals who are passionate about shaping the future of energy.

BPCL is embarking on a strategic transformation to accelerate growth and operational efficiency in its petrochemical division. To accelerate growth and improve efficiency in BPCL's petrochemical division, a dedicated petrochemical marketing unit will be established, led by Business Head for Petrochemicals. BPCL's petrochemical business unit will be divided into two main product groups: **polymers** and **non-polymers**. Regional sales teams will be created to address geographical and logistical challenges, offering tailored solutions to meet local market needs.

To lead this journey, we are seeking dynamic and experienced professionals for key profiles that will play a critical role in driving BPCL's market leadership and product innovation.

We invite applications for the following profiles:

HEAD- SALES & MARKETING, PETROCHEMICALS

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E/ B.Tech) in Chemical Engineering/Mechanical Engineering/ Polymer Engineering with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p style="text-align: center;">AND</p>
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	<p>Master's in Business Administration/ Post Graduate Diploma in Management with specialization in Sales / Marketing with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES AND EXPECTATIONS	<p>You will be responsible for leading the sales team on the following fronts:</p> <ul style="list-style-type: none"> • Sales Leadership: Develop and implement sales strategies to achieve organizational objectives and revenue targets. • Sales Monitoring: Monitoring sales performance including analysis of business, operational risks and ideating mitigation plans; development of performance indicators and KPIs to evaluate sales team performance and ensure continuous improvement. • Pricing Strategy: Provide inputs on pricing strategies to optimize profitability while remaining competitive in the market. • Market Analysis: Conduct thorough market analysis to identify opportunities, trends, and potential risks, and adjust strategies accordingly. Assessments of petrochemicals products' market scenario, and forecasting business opportunities (short term/long term) to ensure maximum margins. • Customer Relationship Management: Cultivate and maintain strong relationships with key customers, understanding their needs and ensuring exceptional service delivery. • Brand management: Overseeing and approving branding and marketing activities planning, for relevant products (esp. polymers). • Cross-functional Collaboration: Collaborate closely with other departments such as production, and finance to align sales activities with overall business goals. • Compliance: Ensure compliance with relevant regulations, industry standards, and internal policies; working closely with governance and compliance teams.



	<ul style="list-style-type: none"> • Team Management: Lead, mentor, and motivate the sales team to drive performance and foster a culture of excellence.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 21 years of marketing work experience, with at least 10 years of work experience comprising of Sales / Marketing / Branding, etc. in petrochemicals / polymer industry.
DESIRED SKILLS	<ul style="list-style-type: none"> • Knowledge of petrochemicals products with relevant product grades and their applications. • Experience in sales leadership to team, sales planning including product-wise target volumes setting, resource management, budgeting, and business planning. • Well informed in Sales monitoring, along with KPI development for sales improvement. • Skilled in pricing strategy development and implementation based on market benchmarks. • Proficient in commercial strategy for sales including pricing, discounts & credit policy, incentive & margin structure. • Capability to management of strategic partnerships (with both customers and procurement) • Knowledgeable in value proposition development and customer targeting plan. • Experienced in key customer leads generation & acquisition, relationship management with key customers. • Skilled in channel management including identification and shortlisting channel partners, onboarding, contracting, coordination for sales. • Well informed in payment management- coordination with DCAs / customers for payment. • Ability to handle frequent collaboration with teams such as procurement, operations and finance for alignment of sales activities • Experienced in handling market insights gathering (market prices, competitor strategies, demand-supply trends). • Accustomed to working closely with governance and compliance teams to ensure adherence to relevant regulations, industry standards, and internal policies. • Knowledgeable in brand management- overseeing and approving branding and marketing activities planning.



<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 50 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>
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CHIEF MANAGER – PETROCHEMICALS, PADC

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Master's degree in Chemical Engineering/ Polymer Science/ Material Science/ Material Engineering with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p style="text-align: center;">OR</p> <p>PhD degree in Chemical Engineering/ Polymer Science/ Material Science/ Material Engineering.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>You will be responsible for leading the sales team on the following fronts:</p> <ul style="list-style-type: none"> • Technical Leadership: Lead the PADC team in developing innovative product applications and solutions to meet market demands and customer requirements. • Research and Development: Drive research and development activities to enhance product performance, quality, and competitiveness. Identification of potential application areas, underserved markets, key customer application requirements and market gaps. • Project Management: Oversee the planning, execution, and monitoring of projects to ensure timely delivery and achievement of objectives.



	<ul style="list-style-type: none"> • Collaboration: Collaborate with cross-functional teams including sales, marketing, procurement, and operations to align product development efforts with business goals. Coordination with R&D team for best practice sharing, new technology / solutions. • Customer Engagement: Work closely with customers, institutions, and industry ecosystem to understand their needs, provide technical support, and develop customized solutions. • Market Intelligence: Stay abreast of industry trends, emerging technologies, and competitor activities to inform product development strategies. • Compliance: Ensure compliance with relevant regulations, standards, and quality assurance protocols.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 18 years of experience in research and development roles within the petrochemicals/polymer industry.</p> <ul style="list-style-type: none"> • Demonstrated expertise in new product development, formulation, and application testing. • Proven track record of leading successful R&D projects and delivering innovative solutions. • Strong knowledge of chemical processes, polymers, and materials science. • Experience in managing teams and fostering a culture of innovation and collaboration.
DESIRED SKILLS	<ul style="list-style-type: none"> • Proficiency in laboratory techniques, testing methods, and data analysis tools. • Extensive knowledge of petrochemicals industry trends, emerging technologies, and competitors. • Experienced in overseeing customer technical service such as grievance handling, demo / trials, QA issue resolution. • Knowledge in product stewardship for petrochemicals, and developing SOPs for handling, storage, transportation, etc. • Strong project management skills, with the ability to prioritize tasks and allocate resources effectively. • Experienced in coordinating with teams such as Operations, Procurement, Marketing, and R&D • Seasoned in communicating with key customers, institutions, and other industry ecosystem for need-gap assessment.



	<ul style="list-style-type: none"> • Able to have a customer-centric approach with a commitment to delivering high-quality solutions. • Capable to lead R&D for petrochemicals including product enhancement, potential petrochemicals applications identification. • Excellent leadership and communication skills, with the ability to inspire and motivate a technical team. • Strategic thinker with a focus on driving business growth through innovation. • Skilled to ensure compliance in center, with respect to latest regulations and quality protocols.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>

BUSINESS DEVELOPMENT MANAGER - POLYPROPYLENE / POLYETHYLENE

ESSENTIAL EDUCATIONAL QUALIFICATIONS	<p>Bachelor's Degree (B.E/ B.Tech) in Chemical Engineering/Mechanical Engineering/ Polymer Engineering with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p style="text-align: center;">AND</p> <p>MBA/Post Graduate Diploma in Management with specialization in sales / marketing with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
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<p>KEY CHALLENGES AND EXPECTATIONS</p>	<p>You will be responsible for supporting the sales team and Head (Sales & Marketing) on the following fronts:</p> <ul style="list-style-type: none"> • Sales Leadership: Support Head-Sales in implementing sales strategies to achieve organizational objectives and revenue targets. • Sales Monitoring: Monitoring sales performance including analysis of business, operational risks and ideating mitigation plans; development of performance indicators and KPIs to evaluate sales team performance and ensure continuous improvement. • Pricing Strategy: Provide inputs on pricing strategies to optimize profitability while remaining competitive in the market. • Market Analysis: Conduct thorough market analysis to identify opportunities, trends, and potential risks, and adjust strategies accordingly. Assessments of petrochemicals products' market scenario, and forecasting business opportunities (short term/long term) to ensure maximum margins. • Marketing Infra : Identify DCA & CS agents, warehouse and establish the same for smooth seed marketing and sales. • Customer Relationship Management: Cultivate and maintain strong relationships with key customers, understanding their needs and ensuring exceptional service delivery. • Brand management: Oversee branding and marketing activities planning, for relevant products. • Cross-functional Collaboration: Collaborate closely with other departments such as production, PADC and finance to align sales activities with overall business goals. • Compliance: Ensure compliance with relevant regulations, industry standards, and internal policies; working closely with governance and compliance teams. • Team Management: Support the field sales team to drive performance and foster a culture of excellence. • Seed Marketing : Support in creating a plan for seed marketing including procurement and implement the same • Export/Import: Create plan for import during seed marketing and create export plan, as and when required • Guidelines – Support in creating guidelines / DR&A / SOP for sales & marketing
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ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 14 years of marketing experience in petrochemicals/polymer industry, comprising of Sales / Marketing / Branding, etc.
DESIRED SKILLS	<ul style="list-style-type: none"> • Knowledge of petrochemicals products with relevant product grades and their applications. • Experience in sales leadership to team, sales planning including product-wise target volumes setting, resource management, budgeting, and business planning. • Well informed in Sales monitoring, along with KPI development for sales improvement. • Skilled in pricing strategy development and implementation based on market benchmarks. • Proficient in commercial strategy for sales including pricing, discounts & credit policy, incentive & margin structure. • Capability to management of strategic partnerships (with both customers and procurement) • Knowledgeable in value proposition development and customer targeting plan. • Experienced in key customer leads generation & acquisition, relationship management with key customers. • Skilled in channel management including identification and shortlisting channel partners, onboarding, contracting, coordination for sales. • Well informed in payment management- coordination with DCAs / customers for payment. • Ability to handle frequent collaboration with teams such as procurement, operations and finance for alignment of sales activities • Experienced in handling market insights gathering (market prices, competitor strategies, demand-supply trends). • Accustomed to working closely with governance and compliance teams to ensure adherence to relevant regulations, industry standards, and internal policies. • Knowledgeable in brand management- overseeing and approving branding and marketing activities planning.
	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different</p>



UPPER AGE LIMIT (AS ON 01.04.2025)	<p>categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>
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BUSINESS DEVELOPMENT MANAGER -TECHNICAL - POLYPROPYLENE / POLYETHYLENE

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) in Chemical/ Polymer Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">AND</p> <p>Master's in Business Administration / Post Graduate Diploma in Management with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES AND EXPECTATIONS	<p>You will be responsible for supporting the sales team and Head (Sales & Marketing), Head (PADC) on the following fronts:</p> <ul style="list-style-type: none"> • Sales Leadership: Develop and implement sales strategies to achieve organizational objectives and revenue targets. • Pricing Strategy: Provide inputs on pricing strategies to optimize profitability while remaining competitive in the market. Create pricing policies. • Market Analysis: Conduct thorough market analysis to identify opportunities, trends, and potential risks, and adjust strategies accordingly. Assessments of petrochemicals products' market scenario, and forecasting business opportunities (short term/long term) to ensure maximum margins. • Customer Relationship Management: Cultivate and maintain strong



	<p>relationships with key customers, understanding their needs. Developing annual plan for leads & target customer reach outs, along with Sales team</p> <ul style="list-style-type: none"> • Brand management: Overseeing and approving branding and marketing activities planning, for relevant products (esp. polymers). • Cross-functional Collaboration: Collaborate closely with other departments such as production, PADC and finance to align sales activities with overall business goals. • Compliance: Ensure compliance with relevant regulations, industry standards, and internal policies; working closely with governance and compliance teams. • Capability Management: Driving capability management and technical know-how to the Sales teams • Seed Marketing : Support in seed marketing • PADC : Support in setting up PADC giving relevant technical input • Guidelines – Guide the team in creating guidelines / DR&A / SOP for sales & marketing
ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2025)	Minimum 14 years of marketing experience in petrochemicals/polymer industry, comprising of Sales / Marketing / Branding, etc.
DESIRED SKILLS	<ul style="list-style-type: none"> • Proficiency in laboratory techniques, testing methods, and data analysis tools. • Extensive knowledge of petrochemicals industry trends, emerging technologies, and competitors. • Experienced in overseeing customer technical service such as grievance handling, demo / trials, QA issue resolution. • Knowledge in product stewardship for petrochemicals, and developing SOPs for handling, storage, transportation, etc. • Strong project management skills, with the ability to prioritize tasks and allocate resources effectively. • Experienced in coordinating with teams such as Operations, Procurement, Marketing, and R&D • Seasoned in communicating with key customers, institutions, and other industry ecosystem for need-gap assessment. • Able to have a customer-centric approach with a commitment to delivering high-quality solutions.



	<ul style="list-style-type: none"> • Capable to lead R&D for petrochemicals including product enhancement, potential petrochemicals applications identification. • Excellent leadership and communication skills, with the ability to inspire and motivate a technical team. • Strategic thinker with a focus on driving business growth through innovation. • Skilled to ensure compliance in center, with respect to latest regulations and quality protocols.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>

BIOFUELS – COMPRESSED BIO-GAS

India, one of the fastest growing economies, is heavily dependent on import of crude oil to fuel for its growth. As a cleaner alternative energy source to manage carbon imbalance in environment, Biofuels have increasingly become indispensable for Sustainable Development towards Atmanirbhar Bharat with significant Socio-economic benefits, while meeting growing energy needs. Increasing the percentage of Biofuels in Energy mix will lead to the next phase of Green Revolution with significant Socio-Economic Benefits. Aligned with the nation's ambitious climate goals, BPCL has developed a comprehensive roadmap to achieve net-zero emissions by 2040 for both Scope 1 and Scope 2. BPCL is promoter of 'SATAT' (Sustainable Alternative Towards Affordable Transportation) scheme for Compressed Bio-Gas and is taking significant steps to increase its renewable energy capacity. BPCL is at the forefront of India's biofuel push. The Company is driving the adoption of Compressed Biogas (CBG). The Company has also initiated the construction of its own CBG plants. Advanced discussions are underway with reputed players for potential joint ventures.

We invite applications for the following profiles:



TEAM LEADER (CBG PROJECTS – ENGINEERING & TECHNOLOGY)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B.Tech) in Mechanical/ Mechanical & Automation / Chemical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">AND</p> <p>Masters/Post Graduate Diploma in Project Management / Operations Management (Two Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the CBG Projects.</p> <ul style="list-style-type: none"> • Strategic thinking, planning and implementation of CBG project as per GOI direction and as per the requirement of corporation. • Liasoning with internal and external stakeholders, other OGMCS, Municipal Corporations, and other government agencies for allocation of adequate land, feedstock, infrastructure, etc. to set up CBG projects. • Finalizing and signing of Concession Agreements, MoUs/contracts with external stakeholders for land possession, feedstock supply, FOM/LFOM/CO2 offtake, etc. • Finalizing FIDs. • Pricing and commercials of FOM/LFOM • Anchoring for DFR study for setting up CBG projects. • Anchoring for technology selection, design and EPC. • Coordination for construction and commissioning of CBG projects. • Resolution of technical and process related issues connected to CBG project execution. • Guiding and handholding of Joint Venture companies and taking up techno compliance audits.



	<ul style="list-style-type: none"> Other responsibilities include routine coordination with BPCL internal and external teams etc.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 14 years of work experience with at least 3 years of post-qualification experience in a CNG/CBG industry along with:</p> <ul style="list-style-type: none"> Experience in preparation of DFR study report of Gas projects/ CBG projects. Experience in preparation of Tender for Gas projects / CBG projects. Experience in setting up at least one Gas projects / CBG projects.
DESIRED SKILLS	<ul style="list-style-type: none"> The role profile of employees in these positions requires them to demonstrate technical proficiency and expertise in managing Gas projects/ CBG projects. The role involves planning, coordination, basic design engineering, estimation, tender preparation, technical evaluation, project monitoring etc, for implementation of CBG projects. This role demands person should keep him/ her updated with the latest technologies applicable to CBG project execution and plant operation. Proficiency in strategy management and planning. Excellent communication and teamwork skills
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM LEAD (BIOFERTILISERS – DEVELOPMENT & MARKETING)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree in Agriculture / Horticulture / Agronomy / Plant Breeding with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">AND</p> <p>Masters/Post Graduate Diploma in Agricultural / Agribusiness / Rural Management / Marketing (Two Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p>
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	<p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of CBG Marketing.</p> <ul style="list-style-type: none"> • Strategic thinking, planning and implementation of marketing CBG and other related products as per GOI direction and as per the requirement of corporation. • Liaisoning with internal and external stakeholders, other OGMs, Agricultural Departments / and other government agencies for allocation of effective marketing of Bio manures from CBG Plant. • Finalizing and signing of Agreements, MoUs /contracts with external stakeholders for marketing of Bio manures & FOM/LFOM/CO₂ etc. • Marketing of Bio manure through Established Fertilizer company including branding arrangements. • Preparation of marketing strategies of Bio fertilizers. • Pricing and commercials of FOM/LFOM • Development of alternative Sales Channels for Biofertilizers marketing. • Resolution of any external issues connected to CBG Biofertilizers marketing. • Other responsibilities include routine coordination with BPCL internal and external teams etc.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 14 years of work experience with at least 3 years of post-qualification experience in fertilizer or agri related marketing along with:</p> <ul style="list-style-type: none"> • Experience in preparation of marketing strategies for selling and brand development • Experience in successfully running marketing schemes. (Agricultural / Rural management schemes shall be desired)
DESIRED SKILLS	<ul style="list-style-type: none"> • The role profile of employees in these positions requires them to demonstrate technical proficiency and expertise in marketing agricultural related products like Fertilizers and also develop market for Liquid FOM. • The role involves planning, coordination, basic design and



	<p>implementation of marketing plan.</p> <ul style="list-style-type: none"> • Role demands development of Branding and marketing of Bio manure including development of network and sustenance of the network. • Development of dynamic pricing strategy for the products marketed. • Excellent communication and teamwork skills
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER (CBG PROJECTS – ENGINEERING & TECHNOLOGY)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E./ B.Tech) in Mechanical/ Mechanical & Automation / Chemical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the CBG Projects.</p> <ul style="list-style-type: none"> • Monitoring and execution / implementation of CBG projects as per the requirement of corporation. • Liaising with internal and external stakeholders, Municipal Corporations, and other government agencies for allocation of adequate land, feedstock, infrastructure, etc. to set up CBG projects. • Working on the Concession Agreements, MoUs/contracts with external stakeholders for land possession, feedstock supply, FOM/LFOM/CO2



	<p>offtake, etc.</p> <ul style="list-style-type: none"> • Preparation and finalizing FIDs. • Pricing and commercials of FOM/LFOM • To monitor and execute DFR study for setting up CBG projects. • To work on technology selection, design and EPC. • Coordination for construction and commissioning of CBG projects. • Support to the Team Lead for resolution of technical and process related issues connected to CBG project execution. • Other responsibilities include routine coordination with BPCL internal and external teams, Joint Venture companies etc.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 07 years of work experience with at least 1 year of post-qualification experience in Petroleum / Fertilizer Petrochemical industry along with:</p> <ul style="list-style-type: none"> • Hands on knowledge of preparation of DFR for projects. • Experience in preparation of Tender for projects.
DESIRED SKILLS	<ul style="list-style-type: none"> • The role-profile of employees in these positions requires them to have technical knowledge & experience in managing projects. • The role involves working knowledge on basic design engineering, estimations, tender preparations, technical evaluations, project monitoring etc., for implementation of projects. • Working knowledge in planning & execution. • Good communication and teamwork skills
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER (BIOFERTILISERS – DEVELOPMENT & MARKETING)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree in Agriculture / Horticulture / Agronomy / Plant Breeding with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">AND</p>
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	<p>Masters/Post Graduate Diploma in Agricultural / Agribusiness / Rural Management / Marketing (Two Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of CBG Marketing.</p> <ul style="list-style-type: none"> • Planning and implementation of marketing of Bio manure and other related products as per the requirement of corporation. • Liaisoning with internal and external stakeholders, other OGMCs, Agricultural Departments / and other government agencies for allocation of effective marketing of Bio manures from CBG Plant. • Working on various agreements, MoUs / contracts with external stakeholders for marketing of Bio manures & FOM/LFOM/CO2 etc. • Execution of marketing strategies of Bio fertilizers. • Pricing and commercials of FOM/LFOM • Working and developing alternate Sales Channels for Biofertilizers marketing. • Be a resource for resolution of any external issues connected to CBG Biofertilizers marketing. • Other responsibilities include routine coordination with BPCL internal and external teams etc.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 7 years of work experience with at least 1 year of post-qualification experience in fertilizer or Agri related marketing along with:</p> <ul style="list-style-type: none"> • Experience in preparation of marketing strategies for selling. • Experience in successfully running marketing schemes. (Agricultural / Rural management schemes shall be desired)



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • The role profile of employees in these positions requires them to demonstrate marketing acumen and experience in managing external interfaces. • The role involves working on planning, coordination, development of strategies, budgeting, tender preparations, financial evaluation, project management & monitoring etc., for implementation of Biofertilizer marketing. • This role demands person should keep him/ her updated with the latest development in the CBG field and applicable statues, guidelines and implementation. • Expertise in strategy management and planning. • Excellent communication and teamwork skills
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM LEAD (CBG PLANTS OPERATIONS & MAINTENANCE)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree in Mechanical / Chemical Engineering / Biotechnology with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Biofuel.</p> <ul style="list-style-type: none"> • Acquire deep understanding of O&M needs of CBG Plants & Fertilizer



<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>unit and enable R&D for improvements in these areas.</p> <ul style="list-style-type: none"> • Enable Biofuel Team in Pre-Feasibility and Detailed Project for CBG projects. • Have knowledge of adherence to codes, standards, regulation and emission norms. • Ensuring safe and efficient operation and maintenance of CBG plants. • Ensuring minimal downtime with preventive maintenance techniques. • Effective operation and maintenance of Bio manure unit and ETP plant. • Continuously accessing plant operating parameter and diagnosing issues and troubleshooting. • Coordinating with government agencies statutory bodies, contactors for the effective and continuous operation of CBG plants. • Implementing operations and best practices. • Product quality monitoring and take corrective actions for deviation if any. • Managing overall operation of CBG plants set up by BPCL and its all related accessories. • Planning for Preventive / Shutdown maintenance • Allocate resources effectively and fully utilize assets for ensuring all plants are running with full required capacity and trouble-free operation • Managing & ensuring compliance with all statutory requirements • Ensuring policies and procedures are followed during boiler plant operations • Effective boundary management for continuous operation of the plant.
<p>ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)</p>	<p>Minimum 14 years of work experience with at least 3 years of post-qualification experience in Bigas /CBG / Fertilizer plants operation and maintenance or project execution.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Candidate should have done designing / execution / commissioning / operation of Biogas CBG production facilities. • Candidate should have basic knowledge about State and Central regulations, Various approval procedures involved in commissioning of above facilities, good liasioning skills. • Excellent problem-solving and troubleshooting skills. • Proficiency in strategy management and planning.



<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 46 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>
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TEAM MEMBER (CBG PLANTS OPERATIONS & MAINTENANCE)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree in Mechanical / Chemical Engineering / Biotechnology with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Biofuel.</p> <ul style="list-style-type: none"> • Acquire a deep understanding of O&M needs of CBG Plants & Fertilizer unit and enable R&D for improvements in these areas. • Enable Biofuel Team in Pre-Feasibility and Detailed Project for CBG projects. • Have knowledge of adherence to codes, standards, regulation and emission norms. • Ensuring safe and efficient operation and maintenance of CBG plants. • Ensuring minimal downtime with preventive maintenance techniques. • Effective operation and maintenance of Bio manure unit and ETP plant. • Continuously accessing plant operating parameter and diagnosing issues and troubleshooting. • Coordinating with government agencies statutory bodies, contactors for



	<p>the effective and continuous operation of CBG plants.</p> <ul style="list-style-type: none"> • Implementing operations and best practices. • Product quality monitoring and take corrective actions for deviation if any. • Managing overall operation of CBG plants set up by BPCL and its all related accessories. • Planning for Preventive / Shutdown maintenance • Allocate resources effectively and fully utilize assets for ensuring all plants are running with full required capacity and trouble-free operation • Managing & ensuring compliance with all statutory requirements • Ensuring policies and procedures are followed during boiler plant operations. • Effective boundary management for continuous operation of the plant.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Minimum 07 years of work experience with at least 2 years of post-qualification experience in Biogas /CBG / Fertilizer plants operation and maintenance.
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidate should have done designing / execution / commissioning / operation of Biogas CBG production facilities. • Candidate should have basic knowledge about State and Central regulations, Various approval procedures involved in commissioning of above facilities, good liasioning skills. • Excellent problem-solving and troubleshooting skills. • Proficiency in strategy management and planning.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



TEAM LEAD (MAINTENANCE – BIOREFINERY)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E./ B. Tech) in Mechanical / Mechanical & Automation/ Electrical/ Electrical & Electronics/ Instrumentation/ Instrumentation & Control/ Instrumentation & Electronics Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>As a professional employed in BPCL, you will initially be posted at Bargarh Biorefinery (transferable on need basis) and work on exciting assignments as part of the Biofuels team.</p> <ul style="list-style-type: none"> • Strategic thinking, planning and implementation of maintenance strategies to reduce downtimes and production losses. • Coordination among mechanical, civil, electrical and instrumentation teams for seamless execution. • Ensuring implementation of failure prediction techniques which include condition monitoring, predictive & preventive maintenance etc. • Ensuring cost optimization techniques are in place, maintaining safety and reliability. • Ensure continuous development of the team by training and knowledge sharing. • Ensuring adherence to all the industrial safety standards while executing any jobs. • Optimizing inventory management with spare parts availability. • Efficient handling of emergency breakdowns. • Developing quick response techniques for minimizing downtime in case of unexpected failures. • Providing technical guidance to the team for smooth execution of job.



	<ul style="list-style-type: none"> • Implementing best practices to reduce risk and improve operational integrity. • 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. • Plan Maintenance Turnaround planning and execution. • Load initiatives to refine and enhance existing Maintenance practices through Reliability Centered Maintenance (RCM) methodologies. • 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., • 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. • Effective Contract management
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Minimum 14 years of experience in Petroleum Oil & Gas / Petrochemical / Fertilizer plants / Distilleries in Maintenance (Static & Rotary)/Planning jobs.
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidates should possess detailed knowledge in understanding of equipment layouts, isometric, maintenance /overhauling of rotary machines/pumps/compressors/ blowers / diaphragm/ metering pumps, column, heaters, reboilers, reactors, safety valves, valves, pressure vessels, boilers, tanks, heat exchangers and piping etc. • Working knowledge of vibration monitoring/ condition monitoring / RCM / spare management / SAP or any other planning tool / turn around planning / vendor /contract management etc.



	<ul style="list-style-type: none"> • 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. • In depth knowledge of mechanical, electrical and instrumentation systems. • Expertise in predictive maintenance technique. • Expertise in trouble shooting maintenance related issues. • Understanding industrial safety standards, risk assessment etc. • Experience in turn around planning and maintenance. • Experience in implementing reliability improvement methods.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

TEAM MEMBER (STATIC, ROTARY AND MATERIAL HANDLING)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E./ B. Tech) in Mechanical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Biofuel.</p> <ul style="list-style-type: none"> • Provide day-to-day technical support for Operations and Maintenance to troubleshoot and fix rotating equipment and material handling (conveyor) systems etc.

KEY CHALLENGES & EXPECTATIONS

- Offer day-to-day support for Rotating Equipment and Mechanical systems as Maintenance team member of plant, guaranteeing uninterrupted operability of plant equipment.
- Interpret and assess recommendations on predictive programs.
- 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.
- 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, engines, fans, soot blowers, mixers, agitators etc. and for static equipment like columns, Heaters, reboilers, Reactors, safety valves, valves, pressure vessels, Boilers, tanks, heat exchangers & piping 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.
- Identify the system condition for each operation activity, task should be ascertained about the shutdown windows availability or suitable opportunities for maintenance activities.
- Plan for 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.
- Be responsible for all overall maintenance activities of all static equipment and are operating at optimum condition.
- Carry out routine maintenance work and respond to equipment faults.
- Dealing 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.



	<ul style="list-style-type: none"> • 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. • Have knowledge of biomass handling systems like material handling conveyors, maintenance etc.
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Minimum 7 years of experience in Petroleum Oil & Gas/ Petrochemical / Fertilizer plants/Distilleries/Power Plant/Cement Plant in Static & Rotary Maintenance jobs.
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidates should possess detailed knowledge in understanding of equipment layouts, isometric, maintenance / overhauling of rotary machines / pumps / compressors / blowers / diaphragm / metering pumps, column, heaters, reboilers, reactors, safety valves, valves, pressure vessels, boilers, tanks, heat exchangers and piping etc. • Working knowledge of vibration monitoring/ condition monitoring / RCM / spare management / SAP or any other planning tool / turn around planning / vendor /contract management 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. • Working knowledge on maintenance of screw conveyor, Belt conveyor, Drag chain conveyor, Shredders, Dryers etc.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



TEAM MEMBER (BOILER COMPETENCY)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E./ B. Tech) in Mechanical / Chemical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the Biofuel.</p> <ul style="list-style-type: none"> • Have knowledge of adherence to boiler codes, pressure vessel regulation and emission norms. • Ensuring safe and efficient operation and maintenance of boiler. • Ensuring minimal downtime with preventive maintenance techniques. • Effective response to emergencies like boiler failures, leaks or pressure surge. • Effective operation and maintenance of ESP's. • Continuously accessing boiler parameters and diagnosing issues and troubleshooting. • Coordinating with Maintenance Incharge for plant Maintenance, Operations Incharge for Start-up/ Shutdown of plant operations • Implementing operation best practices for boiler. • Boiler feed water quality monitoring to prevent scaling and corrosion • Managing overall operation of Boiler and all related accessories. • Planning for Preventive / Shutdown maintenance • Allocate resources effectively and fully utilize assets for ensuring all boilers are running with full required capacity and trouble-free operation • Managing & ensuring compliance with all statutory requirements • Ensuring policies



ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2025)	Minimum 7 years of experience in Petroleum Oil & Gas/ Petrochemical / Fertilizer plants / Distilleries/Power Plant / Cement Plant / Textile Plant in boiler operation and maintenance.
DESIRED SKILLS	<ul style="list-style-type: none"> • In-depth knowledge of boiler design, combustion principles, and heat transfer mechanisms. • Proficiency in boiler control systems, instrumentation, and automation. • Experience with different types of boilers (fire-tube, water-tube, fluidized bed, biomass-fired, etc.). • Understanding of fuel types (coal, biomass, gas, oil) and their impact on boiler performance. • Familiarity with boiler feed water quality management to prevent scaling and corrosion • Ability to analyze thermal efficiency, pressure control, and steam quality.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

NEW PROJECTS – REFINERY

BPCL, a Maharatna public sector undertaking, is one of India’s largest commercial enterprise and the public sector flagship company engaged in a spectrum of downstream and upstream activities in the hydrocarbon sector including exploration and production, petroleum refining, crude oil and petroleum products transportation, research and development, production of petrochemicals, marketing of various petroleum products within India and abroad. BPCL presently operates three refineries located in Mumbai, Kochi and Bina with a combined nameplate crude thruptut of 35.3 MMTPA. BPCL aspires to increase Refining and Petchem capacity to be one of the major players in India.

We invite applications for the following profiles:



PROCESS MANAGER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Chemical / Petrochemical / Polymer Engineering (4 year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the refinery / petrochemical team, you will be responsible for:</p> <ul style="list-style-type: none"> • 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 troubleshooting, 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 Petroleum Refinery, Ethylene Cracker / Polypropylene / Butene-1 / Polyethylene - Linear Low-Density Polyethylene (LLDPE)/High Density Poly Ethylene (HDPE)/ Poly vinyl chloride (PVC) / Poly Butadiene Rubber Unit (PBR) / Cumene Unit / Phenol Unit / other similar 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



	<p>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.</p> <ul style="list-style-type: none"> • Ensuring process specifications of equipment like columns, vessels, furnaces / burners, heat exchangers, pumps, compressors, extruders, polymer handling, 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 01.04.2025)	<p>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.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidates should possess detailed knowledge in review of BDEP documents/operating manuals/Detailed engineering activities, in handling/operation of furnace / reactors/catalytic process / extruders and handling materials such as Naphtha / LGO / Ethylene / Propylene / PE / PP / PVC’, reactions and controls, Pyrophoric catalyst substances,



	<p>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.</p> <ul style="list-style-type: none"> • 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROCESS ENGINEER

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Chemical / Petrochemical / Polymer Engineering (4 year course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced</p>
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	<p>during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>As a professional employed in BPCL, you will work on exciting assignments as part of the refinery / petrochemical team, you will be responsible for:</p> <ul style="list-style-type: none"> • 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.



	<ul style="list-style-type: none"> • 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 01.04.2025)	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/project related to petrochemical / polymer units
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidates should possess detailed knowledge in review of BDEP documents/operating manuals/detailed engineering activities, in handling/operation of furnace / reactors/catalytic process / extruders and handling materials such as Naphtha /LGO /Ethylene /Propylene /PE/PP/PVC, 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



	<p>valves. Hazard area classification in a process plant, LT/HT drives, PLCs, DC drives, AC variable frequency drives etc.</p> <ul style="list-style-type: none"> • 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.
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROJECT MANAGER (MECHANICAL)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Mechanical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>Your responsibility areas include the following:</p> <ul style="list-style-type: none"> • 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



	<p>budget.</p> <ul style="list-style-type: none"> • 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 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.
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ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 14 Years of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	<ul style="list-style-type: none"> • 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 in handling DFR preparation, capital cost estimates, project schedule related to petroleum refinery/petrochemicals • Experience of handling construction activities in projects related to petroleum refinery/petrochemicals. • Experience in Modular construction • 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. • Proficiency in project management software and tools.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



PROJECT ENGINEER (MECHANICAL)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Mechanical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>Your responsibility areas include the following:</p> <ul style="list-style-type: none"> • 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



	<ul style="list-style-type: none"> • 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 & followup 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 01.04.2025)	Minimum 7 Years of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	<ul style="list-style-type: none"> • 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 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



	<ul style="list-style-type: none"> • Strong written and oral communication skills • Excellent networking & strong negotiation skills • Self-motivated and target-oriented to drive results. • Knowledge of Process Safety Management • Proficiency in project planning. • Proficiency in project management software and tools.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROJECT MANAGER (CIVIL)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Civil Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>Your responsibility areas include the following:</p> <ul style="list-style-type: none"> • Conducting geotechnical studies to identify site-specific information • Site enabling activities such as clearing vegetation, leveling terrain, piling and stabilizing soil • Establishing basic infrastructure such as boundary wall, access roads, drainage systems, and utilities to support project activities • Development of township • Driving a team of contractors at site during the execution of construction activities



	<ul style="list-style-type: none"> • Ensuring the required authorizations/permits 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. • 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 01.04.2025)	Minimum 14 Years of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	<ul style="list-style-type: none"> • 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.



	<ul style="list-style-type: none"> • 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROJECT ENGINEER (CIVIL)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Civil Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<p>Your responsibility areas include the following:</p> <ul style="list-style-type: none"> • Conducting geotechnical studies to identify site-specific information • Site enabling activities such as clearing vegetation, leveling terrain, piling and stabilizing soil • Establishing basic infrastructure such as boundary wall, access roads, drainage systems, and utilities to support project activities • Development of township



	<ul style="list-style-type: none"> • Driving a team of contractors at site during the execution of construction activities • Ensuring the required authorizations/permits 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 01.04.2025)	Minimum 7 Years of experience in execution of projects / maintenance related to Refinery/Petrochemical/Fertilizer industry.
DESIRED SKILLS	<ul style="list-style-type: none"> • 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



	<p>project within the respective disciplines.</p> <ul style="list-style-type: none"> • 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.
<p>UPPER AGE LIMIT (AS ON 01.04.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROCUREMENT LEADER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Mechanical / Electrical / Instrumentation / Instrumentation & Control/ Electronics / Civil / Chemical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<ul style="list-style-type: none"> • Responsible for procurement activities in refinery and petrochemical projects. • Lead a multidisciplinary procurement team, providing mentorship and ensuring high performance. • Develop and implement a comprehensive procurement strategy aligned with project timelines, budgets, and objectives • Build and maintain a robust network of reliable, high-quality vendors and



	<p>suppliers globally and locally</p> <ul style="list-style-type: none"> • Ensure compliance with Indian and international procurement laws, environmental regulations, and oil and gas industry standards • Lead the procurement process for selection of technology licensors including proprietary process technologies for refining and petrochemicals • Prepare and issue detailed Requests for Quotation (RFQs) or Invitations to Bid (ITBs) tailored to the project's technical and commercial requirements • Ensure transparency and adherence to procurement standards during the bidding process. • Facilitate technical and financial bid evaluations • Conduct negotiations with shortlisted licensors • Address Intellectual Property (IP) rights and confidentiality agreements • Address issues related to import/export, Global Tender Enquiry and adherence to Indian government policies • Develop and oversee the supply chain to ensure timely delivery of materials and equipment to the site • Manage the transportation of heavy and sensitive equipment, including modular and pre-fabricated structures. • In-depth knowledge of critical procurement categories in oil and gas, such as process equipment, piping, valves, bulk materials, and construction machinery. • Identify and mitigate risks associated with supply chain disruptions, vendor insolvency, and fluctuating market conditions • Coordinate closely with engineering, construction, finance, and legal teams to ensure alignment across all project phases • Demonstrate flexibility to adapt to evolving project needs
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 14 Years of experience in large scale industries of which the candidate has to have minimum of 7 years of experience in procurement.
DESIRED SKILLS	<ul style="list-style-type: none"> • Proven ability to lead and motivate diverse teams, fostering collaboration and ensuring alignment with project objectives • Strong knowledge of procurement processes, supplier evaluation, and strategic sourcing strategies tailored to large-scale, complex projects



	<ul style="list-style-type: none"> • Exceptional skills in negotiating contracts with vendors, suppliers, and technology licensors • Familiarity with industry-specific procurement requirements, international standards, and best practices, including API, ASME, and ISO standards • Deep understanding of Indian and international procurement laws, trade regulations, etc. • Strong capability to identify, assess, and mitigate procurement-related risks, including supply chain disruptions and vendor performance issues • Sound understanding of technical specifications for materials and equipment, coupled with financial analysis skills to manage budgets and optimize costs • Proficiency in using SAP ERP system, procurement platforms, and data analytics tools to enhance efficiency and decision-making • Excellent communication and interpersonal skills to manage relationships with internal stakeholders, vendors, and government authorities effectively
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

PROCUREMENT MANAGER

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Mechanical / Electrical / Instrumentation / Instrumentation & Control/ Electronics / Civil / Chemical Engineering (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p>
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	Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Responsible for procurement activities in refinery and petrochemical projects. • Lead a multidisciplinary procurement team, providing mentorship and ensuring high performance. • Develop and implement a comprehensive procurement strategy aligned with project timelines, budgets, and objectives • Build and maintain a robust network of reliable, high-quality vendors and suppliers globally and locally • Ensure compliance with Indian and international procurement laws, environmental regulations, and oil and gas industry standards • Lead the procurement process for selection of technology licensors including proprietary process technologies for refining and petrochemicals • Prepare and issue detailed Requests for Quotation (RFQs) or Invitations to Bid (ITBs) tailored to the project's technical and commercial requirements • Ensure transparency and adherence to procurement standards during the bidding process. • Facilitate technical and financial bid evaluations • Conduct negotiations with shortlisted licensors • Address Intellectual Property (IP) rights and confidentiality agreements • Address issues related to import/export, Global Tender Enquiry and adherence to Indian government policies • Develop and oversee the supply chain to ensure timely delivery of materials and equipment to the site • Manage the transportation of heavy and sensitive equipment, including modular and pre-fabricated structures. • In-depth knowledge of critical procurement categories in oil and gas, such as process equipment, piping, valves, bulk materials, and construction machinery. • Identify and mitigate risks associated with supply chain disruptions, vendor insolvency, and fluctuating market conditions • Coordinate closely with engineering, construction, finance, and legal teams to ensure alignment across all project phases • Demonstrate flexibility to adapt to evolving project needs

ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 7 Years of experience in large scale industries of which the candidate has to have minimum 4 years of experience in procurement.
DESIRED SKILLS	<ul style="list-style-type: none"> • Proven ability to lead and motivate diverse teams, fostering collaboration and ensuring alignment with project objectives • Strong knowledge of procurement processes, supplier evaluation, and strategic sourcing strategies tailored to large-scale, complex projects • Exceptional skills in negotiating contracts with vendors, suppliers, and technology licensors • Familiarity with industry-specific procurement requirements, international standards, and best practices, including API, ASME, and ISO standards • Deep understanding of Indian and international procurement laws, trade regulations, etc. • Strong capability to identify, assess, and mitigate procurement-related risks, including supply chain disruptions and vendor performance issues • Sound understanding of technical specifications for materials and equipment, coupled with financial analysis skills to manage budgets and optimize costs • Proficiency in using SAP ERP system, procurement platforms, and data analytics tools to enhance efficiency and decision-making • Excellent communication and interpersonal skills to manage relationships with internal stakeholders, vendors, and government authorities effectively
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 34 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



MANAGER - ELECTRICAL

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's Degree (B.E / B.Tech) in Electrical/ Electrical & Electronics/ Electrical & Instrumentation (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<ul style="list-style-type: none"> • Responsible for review of drawings and documents submitted by engineering consultant such as Electrical Design Basis, Electrical equipment data sheets; interface with other facilities; load management systems; design optimization: Electrical single line diagrams and overall plant electrical power distribution systems; Lay out of substation, plot plan, cable and earthing layout, relay coordination, load flow study, short circuit study, electrical equipment sizing calculation, Protective relaying etc. • Trouble shooting of power and control systems faults in Electrical equipment's. Should have complete understanding of EHV/HV/MV/LV electrical circuits schemes of DOL, VFD, HV & LV circuit breakers, transformer control and power scheme drawings, Load Shedding scheme, Emergency DG set scheme, Earthing & Grounding systems, Lightning protection systems etc. • Maintenance and troubleshooting of equipment's like VFDs, Soft starters, UPS, Battery chargers/DC systems, thyristor controlled electrical heaters, heat tracing systems, MOVs, Public Announcement systems, Cathodic Protection system. • Ability to manage Fire alarm systems, DGFAP, smoke detection systems HVAC, Pressurization systems. • Review of Material requisitions, ITP, FAT/SAT procedures, Coordination with TPI agency. • Ability to manage and monitoring of all project site activities i.e.



	<p>installation, testing & commissioning of electrical equipment's viz transformers, switchgears, GIS/AIS etc., ensuring all phases are completed on time and within budget.</p> <ul style="list-style-type: none"> • Should have basic understanding of electrical system study viz load flows, motor starting, transient stability, short circuit etc. • Ability to Identify potential risks early in the project and implementing mitigation strategies to ensure the project stays on track. • Proficient in implementing and managing predictive and preventive maintenance strategies to reduce downtime and enhance equipment reliability • Strong diagnostic and problem-solving skills to identify and address complex electrical faults and issues promptly, minimizing production disruption • Ability to perform in-depth analysis of system failures and implement corrective actions to prevent recurrence. • Expertise in implementing cost saving techniques/ measures and modifications to achieve substantial reduction in all types of expenditures and work within the budget • Responsible for resource planning, safe execution, spare inventory management, shutdown/MOC jobs • Sound knowledge on work prioritization, production critical threats, Electrical EHV/HV safety systems management and statutory compliances. • Should understand Electrical Hazardous equipment's, Area classification, selection of electrical equipment's based on hazardous area classification, Gas Groups, Fire zones etc. • 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. • Sound knowledge on electrical safety standards and regulations. • Sound knowledge of SAP MM & PM modules. • Able to initiate a purchase requisition, track material status, find the right material masters and verify the correctness of bills of materials
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	<ul style="list-style-type: none"> Effective communication and team management skills, positive attitude towards work with strategic thinking and behaviour.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	Minimum 10 years of post-qualification experience in Electrical maintenance / project, in Petroleum Oil & Gas/ Petrochemical / Fertilizer plant.
DESIRED SKILLS	<ul style="list-style-type: none"> Candidates should possess detailed knowledge in understanding of Electrical Design Basis, Power Distribution system, Transformers, DG sets, GIS/AIS switchboards, Protection Schemes, Maintenance procedures of EHV/HV/MV/LV electrical installation, Project site activities, Electrical Safety, Extra High Voltage (220KV/400KV/66KV etc) and High Voltage systems, Hazardous area classification and Electrical equipment selection, various codes and regulations, Earthing & Grounding systems, Lightning protection systems, inventory and contract management, Documentations Strong diagnostic and problem-solving skills to identify electrical faults. Should have sound trouble shooting skills, able to understand breaker control schemes, DOL control schemes, VFD schemes, Motor Power & Control schemes, Working knowledge of testing of electrical equipment / overhauling / Modification / shutdown jobs / Resource planning/safe execution of jobs/SAP and any other planning tool etc. EHV/HV/MV/LV electrical circuits schemes of DOL, VFD, HV /LV/ACB circuit schemes. Should understand equipment's like VFDs, Soft starters, UPS, Battery chargers/DC systems, thyristor controlled electrical heaters, heat tracing systems, Public Announcement systems, Cathodic Protection system, HVAC, MOVs, Pressurization. Should understand electrical system study viz load flows, motor starting, transient stability, short circuit etc. Should understand Electrical Hazardous equipment's, Area classification, selection of electrical equipment's based on hazardous area classification, Gas Groups, Fire zones etc.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p>



	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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MANAGER - INSTRUMENTATION

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E / B.Tech) in Instrumentation / Instrumentation & Control / Instrumentation & Electronics / Instrumentation & Electrical Engineering / Instrumentation Technology (Four Year Course) with minimum 60% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwBD categories</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • Responsible for Design and review of Engineering Design Basis for instrumentation, layout, P&IDs, Cause and Effect diagram, control system documents and related aspects of the engineering design of instrumentation for the Refinery and Petrochemical units • Implement engineering standards and processes to be followed in the engineering design by the contractors and consultants • Checking & reviewing of design related to equipment and Utility packages. • Participate in all key design, operability, and maintainability reviews (Design Review, Hazop and SIL study, PDMS Model Reviews, installation diagrams etc.) and ensure timely close out of all review action items related to instrumentation engineering. • Resolve contractor drawing related queries with execution team • Coordinate with Project teams, Consultants, contractors, and suppliers for timely completion of project activities. • Provide support for selecting and finalizing the appropriate instruments and equipment and their vendors, including inputs for techno commercial evaluation. • Supervise construction activities, including site preparation, and instrumentation work. • Responsible for maintaining accurate documentation of instrumentation



	<p>systems, including specifications, drawings, and operating procedures.</p> <ul style="list-style-type: none"> • Quality checking of site construction and installation activities, coordinate and conduct cold loop check, hot loop check, interlock check, pre commissioning & commissioning activities. • Work closely with other engineering disciplines, such as mechanical, electrical, and process engineers, to ensure seamless integration of instrumentation systems. • Stay updated with the latest technological advancements and industry best practices to enhance system performance, reliability, and efficiency
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2025)	<p>Minimum 10 years of post-qualification experience in design / construction engineering roles, with specific experience in the oil / gas/ petrochemical sector. Knowledge and work experience on Process measuring Instrumentation including Analyzers and Control system (DCS/PLC).</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • Candidates should possess detailed knowledge in understanding of P&ID, equipment layouts, install, DCS/ PLC/ ESD systems and field instrumentation like transmitters/ analyzers/ control valves etc. • Proficiency in using instrumentation design software and tools. • Excellent problem-solving and troubleshooting skills. • Strong communication and interpersonal skills to collaborate with cross-functional teams and consultants. • Knowledge of project management principles and practices.
UPPER AGE LIMIT (AS ON 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

MEDICAL OFFICER

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 Refinery locations, on need basis, and would be engaging our Medical Surgeon at our Bina Refinery, Bina, Madhya Pradesh.



We invite applications for the following profiles:

GENERAL PHYSICIAN

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>The candidate must have qualification of MBBS (Gen. Medicine) from a duly recognized institute by National Medical Commission (NMC) and UGC.</p> <p>The candidate must have a valid registration by NMC. The qualification of Associate Fellow of Industrial Health (AFIH) would be preferential qualification.</p>
KEY CHALLENGES & EXPECTATIONS	<ul style="list-style-type: none"> • 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 01.04.2025)	<p>Minimum 1 year of post-qualification experience in any Multi Specialty Hospital, Govt./Private Hospital, any other recognized institution with engagement as doctor.</p> <p>Private practice shall not be considered as experience.</p>



DESIRED SKILLS	<ul style="list-style-type: none"> • 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 38 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

GENERAL SURGEON

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>The candidate must have qualification of MBBS and MS (Gen. Surgeon) from a duly recognized institute by National Medical Commission (NMC) and UGC.</p> <p>The candidate must have a valid registration by NMC. The qualification of Associate Fellow of Industrial Health (AFIH) would be preferential qualification.</p>
KEY CHALLENGES & EXPECTATIONS	<p>Candidates should have rich experience in the following areas:</p> <ul style="list-style-type: none"> • 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.

	<ul style="list-style-type: none"> • 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 01.04.2025)	<p>Minimum 1 year of post-qualification (MS) experience in any Multi Specialty Hospital, Govt./Private Hospital, any other recognized institution with engagement as doctor.</p> <p>Private practice shall not be considered as experience.</p>
DESIRED SKILLS	<ul style="list-style-type: none"> • 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 01.04.2025)	<p>Upper Age Limit for General and EWS candidates- 42 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>



APPLICATION PROCESS

Online applications will be accepted from **21st May to 20th June 2025 23:59 hours** and no other mode of application will be accepted.

Interested and eligible candidates are requested to apply **ONLINE only** on [Job Openings](#) under reading detailed advertisement. Please follow the steps mentioned below, before filling in 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 with 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. **It is mandatory to upload both Consolidated Marksheet along with Degree/Diploma Certificate to be considered eligible for any profile.**
- 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. 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, **issued for Appointments in Posts Under Government of India**).
- v. Recent Color Passport Size Photograph, not older than April 2025.



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

vii. 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.
- 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 ₹1180/- + payment gateway charges if any (Application fee of ₹1000/- + GST@18% i.e. ₹180/- + 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 made, 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 the recruitment of candidates with varying educational qualifications and experiences. 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 the minimum of Pay Scale
E2	50000-160000	Rs. 20.43 Lakhs per annum at minimum of the pay scale
E3	60000-180000	Rs. 24.21 Lakhs per annum at minimum of the pay scale
E4	70000-200000	Rs. 29.25 Lakhs per annum at minimum of the pay scale
E5	80000-220000	Rs. 33.33 Lakhs per annum at minimum of the pay scale
E6	90000-240000	Rs. 38.55 Lakhs per annum at minimum of the pay scale
E7	100000-260000	Rs. 43.95 Lakhs per annum at minimum of the pay scale
E8	120000-280000	Rs. 53.80 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.

The Corporation also offers a comprehensive benefits package, including medical benefits for staff and their dependent family members; annual leave entitlements, comprising of casual leaves, earned leave, leave on half pay etc.; financial assistance programs, encompassing housing loans, and education loans for children, etc.; furniture-on-hire; conveyance allowance to support commuting expenses, communication expenses; 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.

The selected candidates may be required to work in shift duties.



RESERVATIONS, 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.gov.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 getting the benefits of reservation under EWS category, the Income and Asset Certificate shall be valid for the financial year 2025-26 and should have been prepared on the basis of income and asset verification for the financial year 2024-25. The name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General/Samanya etc." will not suffice. Applicant's photo on the certificate should be duly pasted, signed and stamped by issuing authority. 'Income and Asset Certificate' shall be submitted by



such candidates at the time of interview (if called for interview). No request for extension of time for production of 'Income & Asset Certificate' beyond the said date shall be entertained. **In case candidates fail to produce the same at the time of interview, they will not be allowed to appear for interview. Further, their request for interview under General category will also not be entertained.**

7. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBC-NCL, 10 years for PwBD candidates.
8. 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.
9. However, cumulative relaxation in age for one/more than one category (mentioned above in pt. 7 & 8) taken together shall be limited to a maximum of 10 years.
10. 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.
11. Relaxed standards in assessment/selection will be applicable for SC, ST and PwBD candidates. Relaxation might be extended to OBC- NCL candidates also.
12. 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 April 2025**.
3. All the qualifications should be 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).
4. 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.
5. In case of candidates with Ph.D. degree, the PhD Final degree/Provisional degree should have been awarded on or before the Last date of receipt of Application.



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. Experience gained after date of declaration of the result of qualifying degree will only be considered towards counting experience. Any experience gathered as a short-term trainee (summer/winter project etc. during pursuing Degree/Diploma) will not be considered experience. For profiles mandating PhD as the 'Essential Educational Requirement', work experience after Graduation shall be considered towards counting experience.
8. **All the details mentioned in the online form will be treated as final and no request for changes will be entertained later on. Therefore, candidates are advised to fill the ONLINE form with utmost care making correct entries in the respective fields. An application once submitted shall not be considered for any editing later on.**
9. Candidates have to necessarily declare (in case they are shortlisted for subsequent stages) if he/ she has been arrested, prosecuted, kept under detention or fined, convicted by the Court of Law for any offence, debarred/disqualified by any Public Service Commission from appearing in its examination. Mere shortlisting in CBT does not entail the right for Interview and Corporation reserves its right to call for suitable candidates depending upon their credentials/ declarations.
10. 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.
11. **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.**
12. Qualifications in Branches / Subjects as specified against respective Posts above will ONLY be considered as eligible qualification. Degree / Diploma in other than the specified Branches / Subjects will not be considered. Claim regarding possession of a qualification equivalent to the prescribed qualification will not be entertained.
13. A Sandwich Diploma course (with Industrial training as part of the course with no break) shall be considered eligible. Diploma under recognized lateral entry scheme (Class-XII (Sc.)/ ITI admitted in 2nd year of



Diploma course) shall also be considered eligible subject to meeting prescribed percentage of marks on the basis of aggregate of 4 semesters in the diploma course.

14. 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.
15. 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).
16. 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.
17. Reimbursement of 3rd AC train fare by the shortest route to the selection venue is admissible for Computer Based Test for outstation SC, ST & PwBD candidates and 2nd AC train fare for all candidates appearing in the Interview by the shortest route is admissible for outstation candidates, provided the distance travelled is not less than 30 km. Candidates opting for examination Centre other than the Centre nearest from mailing address will not be reimbursed travel fare. The candidates will be required to fill in the Travel Allowance (TA) Form which will be made available during the selection process and submit/upload it along with Travel Proof for travel undertaken. Travel allowance will be processed through online mode. This reimbursement is not applicable to candidates who are already in Central/ State Government Services/ PSUs. Detailed instructions pertaining to mode of travel reimbursement will be made available in the Admit Card/ Call Letter for selection process.

Reimbursement Forms should be duly filled/signed, enclosed with Travel Tickets, NEFT Form, and a copy of Cancelled Cheque or Passbook clearly mentioning details like Account No. and IFSC Code of the bank. Incomplete forms submitted will not be considered for reimbursement.

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.

18. 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.



19. The Corporation also reserves the right not to fill the advertised post at any stage of selection.
20. The total number of vacancies is provisional and may increase/decrease at the discretion of the Corporation basis business requirements. BPCL reserves the right not to fill any post based on suitability of candidates, and no claim will arise for employment, if some of the vacancies are not filled due to unsuitability/insufficient number of candidates.
21. 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.
22. If any candidate attempts to use external influence for the purpose of facilitating his/her selection, his/her candidature will automatically be cancelled.
23. 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.
24. In case of any ambiguity or dispute arises on account of interpretation in versions other than English, the English version will prevail.
25. 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.
26. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.
27. Court of jurisdiction for any dispute will be at Mumbai.
28. 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.