



TAKE PRIDE IN ENERGIZING 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 25,300+ Fuel Stations, over 6,250+ LPG distributorships, 500+ Lubes distributorships, 81 POL storage locations, 56 LPG Bottling Plants, 81 Aviation Service Stations, 5 Lube blending plants and 6 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 6800+ 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	31st May 2026
Last Date of Online application	20th June 2026



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and because we design we deliver... At BPCL, it's all about dreaming and delivering"



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. BHARAT PETRO RESOURCES LTD
2. COMPANY SECRETARY
3. FINANCE
4. PETROCHEMICALS
5. WAY SIDE AMENITIES

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.



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1) **BHARAT PETRO RESOURCES LIMITED (BPRL)**

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 Petro Resources 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:

A) **TEAM MEMBER/ TEAM LEADER - EXPLORATION**

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's degree (B.E. / B. Tech) in any discipline with minimum 60% aggregate percentage (relaxed to 50% for SC/ ST / PwBD categories)</p> <p style="text-align: center;">OR</p> <p>Post-Graduate in Geo-sciences (Geology/ Applied Geology/ Geophysics/ Applied Geophysics) 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>	<ul style="list-style-type: none"> • Define and drive exploration strategy and portfolio direction aligned with organizational goals, including vision-setting for upstream oil and gas exploration activities. • Deliver and provide oversight and assurance of high-quality technical evaluations including seismic interpretation, volumetric estimation, and risking across assets. • Lead and govern prospect generation and maturation from lead identification to drillable stage, applying integrated subsurface understanding across geology, geophysics, petrophysics, and reservoir domains. • Integrate seismic, well, and geological data from multiple sources and vintages to build robust technical cases for exploration drilling and investment decisions. • Proficiency in industry-standard subsurface interpretation software such as Petrel, Paradigm, DecisionSpace, etc., for seismic interpretation, structural modeling, and volumetric estimation.



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- Make investment recommendations and capital allocation decisions based on data-driven risk-reward analysis, including providing clear recommendations for drilling and investment decisions.
- Manage high-impact geological and commercial risks related to trap, reservoir, hydrocarbon charge, and project economics.
- Deal with subsurface uncertainty due to limited or poor-quality data while evaluating prospects and making sound technical decisions.
- Develop and steer basin-scale understanding and strategies, including petroleum system elements, tectono-stratigraphic evolution, and play fairway analysis to identify and high-grade exploration opportunities.
- Drive portfolio optimization, strategy, and opportunity identification in both mature, highly explored basins and frontier basins.
- Lead alignment and coordination with JV partners, government bodies, and key stakeholders, including aligning technical interpretations with partners having differing viewpoints.
- Hold accountability for exploration performance and drilling outcomes at both prospect and portfolio level, including facing pressure associated with high-cost exploration drilling outcomes.
- Lead and chair technical reviews, investment committees, and decision-making forums and processes.
- Support and contribute effectively to well planning, prospect ranking, bidding rounds, and portfolio evaluation activities.
- Represent the organization in bidding rounds, partnerships, and strategic negotiations.
- Ensure compliance with regulatory, contractual, and governance frameworks, including handling delays and compliance requirements.
- Take ownership of assigned blocks, prospects, and technical deliverables
- Build and develop organizational capability, including mentoring and guiding junior and senior team members, ensuring technical quality, and succession planning.
- Collaborate efficiently with multidisciplinary teams and external partners.
- Demonstrate strong commercial understanding of project economics and risk-reward balance.
- Commitment to mobility as the job may include short-term and/or long-term project assignments.
- Any other task/responsibility assigned from time to time.



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<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2026)</p>	<p>Minimum 10 years of post qualification work experience with at least 5 years of cumulative experience/ exposure in Exploration/ Reservoir Management in Exploration & Projects Hydrocarbon sector.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Expert-level capability in integrated subsurface evaluation and basin analysis, encompassing Geology, Geophysics, and Petrophysics integration. • Expert-level proficiency in risking, uncertainty management, and decision-making under ambiguity, including subsurface uncertainty evaluation. • Advanced to expert proficiency in industry-standard platforms - Petrel / Paradigm / DecisionSpace (or equivalent software). • Strong expertise in basin modeling and petroleum systems, including petroleum systems analysis and basin-level evaluation. • Proficiency in seismic interpretation, structural modelling, volumetrics, and risk assessment. • Sound knowledge and hands-on experience in subsurface workflows with the ability to make independent, technically sound decisions. • Strong expertise in exploration economics, portfolio management, portfolio optimization, and capital efficiency. • Strategic thinking, commercial awareness, and vision-setting capability to align exploration activities with organizational goals. • Strong strategic leadership capability with proven ability to lead large, multidisciplinary teams and drive organizational performance. • Proven ability in high-stakes decision-making under uncertainty and pressure, with the capacity to work under pressure and meet deadlines. • High level of ownership, accountability, and governance mindset. • Excellent stakeholder management, negotiation, and influencing skills across all levels of engagement. • Effective communication skills with the ability to articulate complex technical and strategic matters clearly. • Mentoring mindset with a collaborative team approach, fostering knowledge-sharing and team development. • Strong analytical and problem-solving skills under uncertainty, with the ability to work independently and deliver quality outcomes. • Ability to integrate diverse technical disciplines and synthesize information for well-informed exploration decisions.



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<p>UPPER AGE LIMIT (AS ON 01.04.2026)</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>However, the maximum age of the candidate should not exceed 55 years, as on 01.04.2026, after all applicable relaxations are accounted for.</p>
<p>NO. OF VACANCIES *</p>	<p>02</p>

B) TEAM MEMBER/ TEAM LEADER – ASSET MANAGER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's degree (B.E./ B. Tech) in any discipline 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. Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p> <p><i>Post Graduate Degree in Engineering or MBA/ PGDM or Post Graduate in Geo-Sciences is desirable.</i></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, Obtaining various Statutory approvals for Exploration & Production life cycle of assets, Obtaining Internal Management Approvals, Preparation of Work Program & Budget, Capital Expenditure Planning, Contracting Strategies, JV Accounts Management, Managing the Production Concession & Revenue Sharing Agreements, Cash Calls Processing, Business Development and Techno-Commercial Analysis of business proposals etc. • 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. • Management of Upstream Oil & Gas Assets of the organization. • E&P operations Planning, Monitoring & Execution as per the Production Concession & Revenue Sharing Agreements. • Prepare annual Work Program & Budgets for the assets.



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- 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.
- 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.



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	<ul style="list-style-type: none"> • Delivery in accordance with agreed plans, compliance and to the quality required • Working at well site and production facilities, as per the organization requirements. <p>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.</p>
ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2026)	Minimum 7 years' work experience with at least 5 years of cumulative experience/exposure in production activities/ Asset management in Exploration & Projects Hydrocarbon sector.
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 & advanced methodologies.
UPPER AGE LIMIT (AS ON 01.04.2026)	Upper Age Limit for General and EWS candidates- 50 years . Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. However, the maximum age of the candidate should not exceed 55 years, as on 01.04.2026, after all applicable relaxations are accounted for.
NO. OF VACANCIES *	02

C) TEAM MEMBER - RESERVOIR ENGINEER

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's degree (B.E. / B. Tech) in Petroleum Engineering or Petroleum Technology or Applied Petroleum Engineering or Chemical 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>
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<p>KEY CHALLENGES AND EXPECTATIONS</p>	<ul style="list-style-type: none"> • Candidate 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. • 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. • Perform reservoir testing/ characterization studies. • Analyze 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.
<p>ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2026)</p>	<p>Minimum 7 years' work experience in Upstream Oil & Gas Industry in Reservoir Engineering.</p>
<p>DESIRED SKILLS</p>	<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.



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<p>UPPER AGE LIMIT (AS ON 01.04.2026)</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>
<p>NO. OF VACANCIES *</p>	<p>01</p>

2) 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 Company Secretary (CS) professional to add value to its corporate governance initiatives.

We invite applications for the following profiles:

A) COMPANY SECRETARY – TEAM LEADER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>The candidate should be a qualified Company Secretary from the Institute of Company Secretaries of India.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<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, EGM & other shareholders meetings, 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 regard.



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	<ul style="list-style-type: none"> • 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/ Joint Ventures 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.
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2026)</p>	<p>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.</p>
<p>DESIRED SKILLS</p>	<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, EGM & other shareholders meetings, 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>
<p>UPPER AGE LIMIT (AS ON 01.04.2026)</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>
<p>NO. OF VACANCIES *</p>	<p>02</p>



B) COMPANY SECRETARY – TEAM MEMBER

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>The candidate should be a qualified Company Secretary from the Institute of Company Secretaries of India.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<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, EGM & other shareholders meetings, 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/ Joint Ventures 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.
<p>ESSENTIAL WORK- EXPERIENCE (AS ON 01.04.2026)</p>	<p>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 setup with understanding & knowledge of Companies Act, Rules and Regulations, SCRA, SEBI regulations, FEMA Act, Listing Requirements, Memorandum and Articles of Association etc.</p>



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<p>DESIRED SKILLS</p>	<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, EGM & other shareholders meetings, 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>
<p>UPPER AGE LIMIT (AS ON 01.04.2026)</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>
<p>NO. OF VACANCIES *</p>	<p>02</p>

3) 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 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 profile:



A) TEAM MEMBER / LEADER – FINANCE

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>The required education qualification for this position is:</p> <p>CA (Final Examination cleared in First attempt) with minimum of 55% aggregate, relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">OR</p> <p>ICWA (Final Examination cleared in First attempt) with minimum of 55% aggregate, relaxed to 50% for SC/ST/PwBD categories.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<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. • Procurement & Project Finance
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2026)</p>	<p>Minimum 14 years of Post Qualification Experience in the field of Finance/ Accounts/ Treasury Operations/ Taxation/ Auditing/ Budgeting/ Governance & Compliance etc.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Experience in Finalization of Accounts under INDAS, Treasury, Taxation, Audit, Procurement Finance, Costing, Management Reporting, MIS preparation, Project Finance & Budgeting • Understanding of SEBI LODR and companies act • 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



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UPPER AGE LIMIT (AS ON 01.04.2026)	<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>However, the maximum age of the candidate should not exceed 55 years, as on 01.04.2026, after all applicable relaxations are accounted for.</p>
NO. OF VACANCIES *	<p>15</p>

4) PETROCHEMICALS

BPCL is undertaking a strategic expansion into the petrochemicals sector through significant investments in Polypropylene at Kochi, the upcoming Ethylene Cracker & Polymer Complex at Bina & a proposed greenfield project in Andhra Pradesh. This diversification aims to position BPCL as a strong player in the polymers & petrochemicals space by leveraging the rapidly growing domestic demand & enhancing integration across the refining & petrochemical value chain. To support this vision, a dedicated Petrochemical Marketing Task Force has been established to lay the groundwork for a full-fledged Marketing Business Unit, with a focus on building capabilities in branding, seed marketing, customer engagement, channel development & supply chain readiness. As part of this effort, BPCL is undertaking lateral hiring to strengthen its Polymer business, with key roles such as Head Sales & Technical Officer – Polymer Marketing, aimed at developing robust sales, application development & technical service capabilities.

We invite applications for the following profiles:

A) HEAD SALES (PETROCHEMICAL TASKFORCE)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Bachelor's Degree (B.E/ B.Tech) in Chemical Engineering/Mechanical Engineering/ Polymer Engineering/Petrochemical Engineering /Plastics Engineering/ Plastics Technology 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>PhD / M.Sc degree in Applied Polymer Science/ Polymer Science 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>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>
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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>
<p>KEY CHALLENGES AND EXPECTATIONS</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.
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2026)</p>	<p>Minimum 21 years' of post qualification work experience in marketing work experience, with at least 10 years of work experience comprising Sales / Marketing / Branding, etc. in petrochemical / polymer industry</p>



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DESIRED SKILLS

- Strong business acumen and commercial negotiation skills.
- Lead, mentor, and motivate the sales team to drive performance and foster a culture of excellence
- Strong analytical, conceptual, and problem-solving skills with a data-driven approach to decision-making
- Ability to design systems and processes from the ground up and lead through change in a dynamic business environment.
- Excellent communication and interpersonal skills to influence and manage stakeholders at all levels - both internal and external.
- 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.



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<p>UPPER AGE LIMIT (AS ON 01.04.2026)</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>However, the maximum age of the candidate should not exceed 55 years, as on 01.04.2026, after all applicable relaxations are accounted for.</p>
<p>NO. OF VACANCIES *</p>	<p>01</p>

B) TECHNICAL OFFICER – POLYMER MARKETING

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's or Master's degree in Chemical Engineering/ Polymer Science/ Polymer Engineering/ Materials Science/ Materials Engineering/ Petrochemical Engineering/ Plastics Engineering/Plastics Technology with minimum 60% aggregate (or equivalent CGPA & above), relaxed to 50% for SC/ST/PwD categories</p> <p style="text-align: center;">OR</p> <p>PhD/ M.Sc degree.: Applied Polymer Science/ Polymer Science 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>
<p>KEY CHALLENGES AND EXPECTATIONS</p>	<ul style="list-style-type: none"> • Deliver pre-sales and post-sales technical service to converters/OEMs, including product trials, process optimization, and troubleshooting. • Identify and develop applications in target segments; collaborate with PADC to validate grade-performance and drive application-led growth. • Benchmark BPCL polymer grades against competitors; capture market feedback and recommend improvements to product formulations or processing windows. • Prepare and maintain technical documentation: technical datasheets (TDS), processing guides, case studies, and standard operating procedures (SOPs). • Coordinate customer trials and feed learnings back to marketing and manufacturing for continuous improvement. • Conduct processing studies (extrusion, injection molding, blow molding) to enhance performance and processability of BPCL polymers.



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	<ul style="list-style-type: none"> • Support sustainability initiatives (recycling trials, PCR/PIR blends, EPR compliance) in line with BPCL’s stewardship commitments. • Plan and deliver training/workshops for channel partners, converters, and OEMs; represent BPCL in industry forums/exhibitions as required. • Ensure testing equipment and labs used for evaluations are calibrated, maintained, and operated per national/international standards; adhere to QA protocols. • Maintain accurate records/CRM entries of trials, technical visits, and performance data; contribute insights for demand forecasting and product roadmaps.
<p>ESSENTIAL WORK-EXPERIENCE (AS ON 01.04.2026)</p>	<p>Minimum 4 years of experience in polymer processing / application development / technical service within the polymer industry.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Internships/projects in polymer sales, distribution, or market research preferred. • Demonstrated hands-on expertise in extrusion, injection moulding, blow moulding, and thermoforming processes etc. • Experience conducting customer trials, complaint resolution, and preparing technical documentation (TDS, processing guides). • Strong knowledge of polymer materials science, additives, and processing parameters; ability to translate customer needs into product/application solutions. • Strong analytical, conceptual, and problem-solving skills with a data-driven approach to decision-making. • Excellent communication and interpersonal skills to influence and manage stakeholders (customers, OEMs, internal teams). • Proficiency in laboratory techniques and polymer testing methods (MFI, tensile/impact, DSC, HDT, rheology). • Hands-on knowledge of processing equipment and parameters for extrusion, injection molding, and blow molding. • Working knowledge of ASTM/ISO standards applicable to polymer testing and validation. • Experienced in coordinating with Operations, Procurement, Marketing, R&D, and Quality teams; customer grievance handling and QA issue resolution. • Internships/projects in polymer sales, distribution, or market research preferred. • Project management skills with the ability to prioritize tasks, manage time, and deliver on SLAs. • Customer-centric mindset with a commitment to delivering high-quality, safe, and compliant solutions.



	<ul style="list-style-type: none"> Awareness of product stewardship, handling/storage/transportation SOPs, and relevant regulatory requirements.
UPPER AGE LIMIT (AS ON 01.04.2026)	<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>
NO. OF VACANCIES *	02

5) WAYSIDE AMENITIES

Wayside Amenities (WSA) are modern roadside facilities being developed along India’s National Highways and Expressways to make long-distance travel safer, more comfortable, and convenient. Designed to meet global standards, these amenities form an integral part of India’s broader highway development vision, which aims to enhance connectivity, boost economic growth, and deliver a world-class travel experience to highway users.

We invite applications for the following profiles:

A) TEAM LEAD- WSA (HIGHWAY REST STOPS)

ESSENTIAL EDUCATIONAL QUALIFICATION	<p>Full-time Masters/ Post Graduate Diploma in Business Administration/ Hospitality Management/ Retail Management/ Marketing Management/ Operations Management/ Hotel Management with minimum 60% aggregate percentage (relaxed to 50% for SC/ ST / PwBD categories).</p> <p>Aforementioned streams, disciplines and specializations therein should be clearly mentioned in the degree certificate/document issued by the University.</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>
ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2026)	<p>Minimum Experience: 10 years of relevant post-qualification experience out of which at least 5 years of cumulative experience to be in retail operations and/or hospitality/hotel management and/or business strategy and/or marketing and/or revenue management within any of the following:</p>



	<ul style="list-style-type: none"> • Convenience retail (Multi-store/Multi-city Brands) • QSR (Quick Service Restaurants) • Food & Beverage Chains (physical stores handling) • Hospitality/Hotel Management • Mall facility management (high-footfall retail environment) • Airport/railway station retail or F&B operations <p>Of the total experience, at least 2 years in a team leadership role in the above covering multi-store and/or multi-location and/or multi-facility, managing complete P&L for a large geography.</p>
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>Operational Management & Service Excellence:</p> <ul style="list-style-type: none"> • Track current & future WSA sites being tendered by NHLML/ NHAI 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 (Non-Fuel Revenue) facilities at Retail Outlets and WSA sites within the assigned state(s) • Ensure operational efficiency, safety compliance, and service quality across all sites • 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>Revenue Growth & Profitability:</p> <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 • 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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- Track KPIs for revenue, occupancy, and customer satisfaction regularly, ensuring alignment with business goals

Customer Experience Management:

- 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.
- Develop and maintain relationships with regular customers, transporters, and fleet operators to encourage repeat visits.

Localized Marketing & Brand Building:

- 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.
- Implement customer engagement programs, including loyalty schemes, membership benefits, and targeted promotions.
- Establish feedback loops to capture customer preferences and improve service offerings.
- Work with the central marketing team to integrate digital marketing, social media promotions, and localized online campaigns.

Financial Oversight & Governance:

- 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.
- 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.

Team Leadership & Stakeholder Management:

- Lead and mentor field teams and WSA site managers, ensuring alignment with business objectives.



	<ul style="list-style-type: none"> • Conduct regular training programs on customer service, operational excellence, and safety protocols. • Coordinate with central Non-Fuel, Customer Experience & 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.
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Expertise in retail revenue models. P&L understanding or revenue tracking at outlet/store level. • Multi-vendor/franchise partner coordination and monitoring. • Exposure in Retail Technology Solutions including Digital Payment Systems, POS, Customer Engagement Tools, other relevant Digital platforms. • Knowledge of market research, competitor benchmarking, 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. • Strong MS office skills like: Data analysis on excel, MS PowerPoint presentations and MS word for proposals.
<p>UPPER AGE LIMIT (AS ON 01.04.2026)</p>	<p>Maximum 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>
<p>NO. OF VACANCIES *</p>	<p>05</p>



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B) SITE MANAGER- WSA (HIGHWAY REST STOPS)

<p>ESSENTIAL EDUCATIONAL QUALIFICATION</p>	<p>Bachelor's degree (B.E / B.Tech) with a minimum 60% aggregate percentage (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories AND Masters/ Post Graduate Diploma in Hospitality with a minimum 60% aggregate percentage (or equivalent CGPA), relaxed to 50% for SC/ST/PwBD categories.</p> <p style="text-align: center;">OR</p> <p>Graduation in any discipline (other than B.E/B.Tech) with Masters/ Post Graduate Diploma in Business Administration/ Hospitality with a minimum 60% aggregate percentage (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 stream(s) from the University is produced during registration.</p>
<p>ESSENTIAL WORK EXPERIENCE (AS ON 01.04.2026)</p>	<p>Minimum Experience: 5 years of relevant post-qualification experience out of which at least 3 years of cumulative experience within any of the following:</p> <ul style="list-style-type: none"> • Facility Management • QSR (Quick Service Restaurants) • Food & Beverage Chains (physical store) • Retail Store Operations (Multi-Store brand) • Hospitality Management • Hotel Management • Mall facility management (high-footfall retail environment)
<p>KEY CHALLENGES & EXPECTATIONS</p>	<p>Site Setup and Operational Management</p> <ul style="list-style-type: none"> • Liase with WSA State Marketing & Operations Lead to recommend NFR (Non-Fuel Revenue) themes to maximize site income potential • Assist WSA State Marketing & Operations Lead in the site tendering process • Enable WSA Engineer with civil and construction works are executed in a smooth and timely manner • Facilitate Alliance partner visits to jointly decide site layout options <p>Facility Management, Maintenance and Operations Oversight:</p> <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.



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- 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.
- 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.
- Manage daily cash reconciliation and POS system operations
- Work with security teams to ensure safety measures are followed at all times.
- Ensure adherence to company policies, local regulations, and safety standards at all times.

Customer Experience & Engagement

- 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.
- 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.
- Act as the first point of escalation for customer complaints, service failures and emergency situations.

Revenue Growth and Profitability

- Track daily/weekly/monthly revenue performance and identify areas for improvement.
- Optimize cost structures by controlling expenses related to utilities, maintenance, and vendor payments.
- Ensure adherence to company policies, local regulations, and safety standards always.
- Drive revenue growth through food courts, retail stores, QSRs, rest areas, and additional service offerings.



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- Identify opportunities to introduce new revenue streams based on customer preferences and competitor analysis.
- 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.
- Ensure the 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 or services.

Vendor & Stakeholder Coordination

- 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.
- Liaise with local authorities and regulatory bodies and ensure the facility meets legal and compliance requirements.
- Ensure all licenses and permits are current and prominently displayed.
- Secure necessary licenses and permits for uninterrupted operations
- Coordinate with local transport associations and fleet operators.
- Execute CSR initiatives, sponsorships, or special events in local community
- Facilitate alliance partner visits to sites for site selection
- Monitor site progress for any civil/ electrical work being done for alliance store setup.
- Study, adopt partner positioning, activations, local artisans' promotion, social media engagement and management.

Workforce Management Training & Performance Management

- Manage on-site teams: security, housekeeping, customer service and vendors.
- Ensure adequate staffing across all shifts for continuous operations.
- Conduct regular team meetings and daily briefings and performance reviews to ensure alignment with business goals.
- Conduct regular training of staff on customer service, safety protocols, and operational best practices.
- Ensure safety protocol compliance and emergency preparedness.
- Regular audits of Statutory bodies, QSR inspection teams, grading, food compliance audits by third party, resulting in overall improvement.



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	<p>Reporting & Documentation</p> <ul style="list-style-type: none"> • Prepare and submit daily, weekly, and monthly reports on operational performance, revenue, and customer feedback. • 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>Marketing & Local Promotions</p> <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. • Work with local authorities and businesses for collaborative promotions. • Build strong relationships with local businesses, transport associations, and fleet operators to drive consistent traffic. <p>Technology & Process Optimization</p> <ul style="list-style-type: none"> • Oversee 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. • 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.
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Strong management & 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. • Exposure to digital payment systems/POS, 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. • A Diploma/Certification in Retail or Hospitality Management is preferred.



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<p>UPPER AGE LIMIT (AS ON 01.04.2026)</p>	<p>Maximum 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>
<p>NO. OF VACANCIES *</p>	<p>23</p>

**The number of vacancies is indicative and may vary according to the actual requirements and at the discretion of the Corporation.*

APPLICATION PROCESS

Online applications will be accepted from **31st May to 20th June 2026 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 / 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 & 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 2026.
- 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 are requested to apply online only on www.bharatpetroleum.in CAREERS → CURRENT JOB OPENING → APPLY ONLINE, after reading detailed advertisement. No other mean / mode of submitting the application shall be accepted.
- 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.



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- 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, Ex-Servicemen 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.



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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. 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.**
5. Candidates are advised in their own interest to apply online before the closing date and not to wait till the last date to avoid the possibility of disconnection/ inability / failure to log on to the website on account of heavy load on internet or website jam.
6. No email confirmation will be sent to the candidates on successful registration or on successful payment of application fees.
7. **Candidates are NOT required to send printout of application or any other documents in hard copy to BPCL**

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.), Computer Based Test (CBT), Case Based Discussion, Group Task, Personal Interviews, etc. The selection process adopted will depend on the number of applications received for a particular profile.
2. Computer Based Test (CBT), will consist of objectives and will comprise of two parts which are as under:
 - i) General Aptitude consisting of Verbal Ability, Quantitative Aptitude and Logical Reasoning.
 - ii) Professional Knowledge comprising of questions related to area of specialization.
3. Basis scrutiny of the application, uploaded documents and category-wise & discipline-wise merit list in Computer Based Test, shortlisted candidates will be called for Case Based Discussion and/or Group Task and/or Personal Interviews.
4. Candidates' document verification shall be conducted before Case Based Discussion and/or Group Task and/or Personal Interviews.
5. 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.
6. Please note that application for this profile and/ or participation in any stage of recruitment i.e., Computer Based Test/ Case Based Discussion/ Group Task/ Personal Interviews / Any other tests / Pre-Employment Medical Examination, etc., does not confer any right to an individual for employment with BPCL.



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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 in accordance with OISD-GDN-166 guidelines. 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.

PROBATION & PLACEMENT

Selected candidates would be on Probation for one year (Extendable in case of non-satisfactory performance). Upon successful completion of the probation period, they will be considered for confirmation as per company policy.

The selected candidates can be posted across the country, in any of the businesses / locations or offices including joint ventures & subsidiary companies of BPCL currently in existence and establishments that may be set up in future besides roles on deputation to other organizations. The service would be transferable to the needs of the Corporation and candidates may be required in shift duties.

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. 21.07 Lakhs per annum at minimum of the pay scale
E3	60000-180000	Rs. 24.99 Lakhs per annum at minimum of the pay scale
E4	70000-200000	Rs. 30.21 Lakhs per annum at minimum of the pay scale
E5	80000-220000	Rs. 34.45 Lakhs per annum at minimum of the pay scale
E6	90000-240000	Rs. 39.82 Lakhs per annum at minimum of the pay scale
E7	100000-260000	Rs. 45.38 Lakhs per annum at minimum of the pay scale
E8	120000-280000	Rs. 55.49 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.



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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.

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 & 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 & 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 & 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 (NCL).



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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 2026-27 and should have been prepared on the basis of income and asset verification for the financial year 2025-26. 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).
7. 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.**
8. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBC-NCL, 10 years for PwBD candidates.
9. Maximum age relaxation by 5 years is applicable for Ex-servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to them rendering minimum 5 years' service in Armed Forces and fulfilment of other conditions prescribed by the Govt. of India.
10. However, cumulative relaxation in age for one/more than one category (mentioned above in pt. 7 & 8) taken together shall be limited to a maximum of 10 years.
11. If the SC/ ST/ OBC-NCL/ PwBD/ EWS certificate has been issued in a language other than English/ Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
12. Relaxed standards in assessment/selection will be applicable for SC, ST and PwBD candidates. Relaxation might be extended to OBC- NCL candidates also.
13. Any request for change in Category (Gen./SC/ST/OBC-NCL/EWS/PwBD) once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.



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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 2026**.
3. Candidates must have an active e-mail id, which must remain valid for at least next one year. All future communication with the candidates will take place through e-mail only.
4. Candidates should have relevant documents like percentage of marks obtained in the degree examination, degree certificate, date of birth, caste/disability certificate (as applicable), e-mail id etc. readily available with them before they commence the ONLINE application process. This information would be required at the time of filling in the ONLINE application.
5. 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).
6. 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.
7. 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.
8. 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).
9. Experience gained after date of declaration of 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. For profiles mandating PhD as the 'Essential Educational Requirement', work experience after Graduation shall be considered towards counting experience.
10. **All the details mentioned in the online form will be treated as final & 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.**
11. 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.



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12. 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.
13. **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.**
14. 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.
15. 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.
16. 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.
17. 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).
18. 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.
19. 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.



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- 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.
20. 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.
 21. 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 the advertised post at any stage of selection 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.
 22. 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.
 23. If any candidate attempts to use external influence for the purpose of facilitating his/her selection, his/her candidature will automatically be cancelled.
 24. 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.
 25. In case of any ambiguity or dispute arises on account of interpretation in versions other than English, the English version will prevail.
 26. 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.
 27. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.
 28. Court of jurisdiction for any dispute will be at Mumbai.
 29. 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.

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