



HINDUSTAN PETROLEUM CORPORATION LIMITED

Regd. Office: 17, Jamshedji Tata Road, Mumbai – 400020

CIN NO: L23201MH1952GOI008858

Hindustan Petroleum Corporation Limited (HPCL) is a Maharatna Central Public Sector Enterprise (CPSE) and a S&P Global Platts Top 250 Global Energy Company with a ranking of 58. HPCL has a strong presence in downstream hydrocarbon sector of the country with over 18% share in petroleum product marketing and also has business footprints across other energy verticals & various overseas geographies. During 2018-19, HPCL recorded gross sales of Rs. 2,95,713 Crore and Profit after Tax (PAT) of Rs. 6,029 Crore.

HPCL owns and operates refineries at Mumbai & Visakhapatnam with designed capacities of 7.5 Million Metric Tonnes Per Annum (MMTPA) & 8.3 MMTPA respectively. HPCL also owns the largest Lube Refinery in the country at Mumbai for producing Lube Oil Base Stock with a capacity of 428 TMTA. HPCL holds 48.99% equity stake in JV company, HPCL-Mittal Energy Limited (HMEL) which operates a 11.3 MMTPA capacity refinery at Bathinda (Punjab) and also has 16.96% equity stake in Mangalore Refinery and Petrochemicals Limited (MRPL) which operates a 15 MMTPA capacity refinery at Mangalore (Karnataka). HPCL has the second largest petroleum product pipeline network in India with network length of 3,370 km and supplies petroleum products across the country through a vast marketing network consisting of 68 depots, 42 terminals, 49 LPG bottling plants, 43 aviation fuel stations, 6 lube blending plants, over 15,000 retail outlets, 270 lube distributorships and over 5,800 LPG distributorships.

HP Green R&D Centre is located in garden city of Bengaluru. It is a vibrant research centre in India for carrying out research and development activities in oil refining and alternate energy sector. The centre started research activities in 2012 in the areas of catalysis, fluid catalytic cracking, hydro processing, process intensification, residue up-gradation, crude and crude compatibility, alternative energies such as bio-fuels, solar etc. The centre is recognised by The Department of Scientific and Industrial Research (DSIR) and has collaborations with research institutes in India and abroad.

HPCL invites proficient and motivated R & D professionals looking for exciting career opportunities to be a part of our growth journey. Interested and eligible candidates can apply for the vacancies **ONLINE**.

IMPORTANT DATES

Commencement of online application : **18th November, 2019**

Last date of online application : **31st December, 2019**

Sr. No	Title	Vacancies	Salary Grade	Max Age	Min Educational Qualifications	Min. Exp.
1	Chief General Manager – Process Technologies	1	H	52	ME/M.Tech in Chemical Engineering or PhD in Chemical Engineering post ME/M.Tech/B.Tech.	20 yrs
2	Assistant Manager – Intellectual Property Rights Cell	1	B	34	BE/B.Tech in Chemical / MSc (Chemistry) / PhD in Chemical Engineering or Chemistry AND Registered Patent Agent with Indian Patent Office or any other patent office such as USPTO & EPO.	4 yrs
3	Sr. Manager - FCC	1	D	40	ME/M.Tech in Chemical Engineering or related subjects and BE/B.Tech in Chemical	7 yrs
4	Assistant Manager/ Manager - Hydroprocessing	1	B / C	33 /36	ME/M.Tech in Chemical or related subjects and BE/B.Tech in Chemical	3/5 yrs
5	Sr. Manager-Catalysis	1	D	40	PhD in Chemistry (Catalysis/ Materials / Chemical Engineering)	7 yrs
6	Assistant Manager/ Manager- Catalysis	1	B / C	34/ 36	PhD in Chemistry (Catalysis/ Materials/Chemical Engineering)	1/3 yrs
7	Officer- Catalysis	4	A	32	PhD in Chemistry (Catalysis, Materials) & other relevant areas of Chemical Sciences & MSc & BSc in relevant area of chemical science	NA
8	Sr. Manager - Nanotechnology	1	D	40	PhD in Chemistry (Materials/ Nanomaterials) & other relevant areas of Chemical Sciences	7 yrs
9	Officer- Nanotechnology	2	A	32	Ph.D. in Chemistry(Materials / Nanomaterials) & other relevant areas of Chemical Sciences	NA
10	Sr. Manager- Analytical	2	D	40	Ph.D. in Chemistry (Analytical/ Organic/ Physical Chemistry)	7 yrs
11	Officer- Analytical	3	A	32	Ph.D. in Chemistry (Analytical/ Organic /Inorganic) & MSc & BSc in relevant areas of chemical sciences	NA
12	Assistant Manager/ Manager- Bioprocess	1	B / C	34/ 36	Ph.D. in Microbiology/Biotechnology/ Chemical Engineering	1/3 yrs
13	Officer - Bioprocess	1	A	32	Ph.D. in Biosciences (Microbiology, Molecular biology or biotechnology or relevant areas)	NA
14	Sr. Manager- Polymer/ Petrochemical	1	D	40	Ph.D in Polymers/Polyolefin/ Petrochemicals etc.	7 yrs
15	Officer- Polymer / Petrochemical	1	A	32	Ph.D in Polymers/ Polyolefin/ Petrochemicals etc	NA
16	Assistant Manager/ Manager- Corrosion Study / Metallurgy	1	B / C	33/ 36	M.Tech in Chemical engineering or Metallurgy	3/5 yrs
				34/ 36	Ph.D. in Chemistry/ Chemical Engineering/ Metallurgy with specialization in corrosion studies	1/3 yrs
17	Chief Manager/ DGM - Analytical	1	E / F	45/ 50	Ph.D. in Analytical/ Organic/Physical Chemistry	12/ 15 yrs

JOB DETAILS

1.	Role: Chief General Manager –Process Technologies, R&D	S/G(H): Scale of Pay: ₹120000-₹280000	Approx. CTC: ₹ 41.50 lpa
<p>Education Qualifications: ME/ MTech in Chemical Engineering with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation. Candidates with PhD qualification in Chemical post BTech /ME /MTech can also apply for this position.</p>			
<p>Work Experience/ Job Specifications:</p> <ul style="list-style-type: none"> • Minimum 20 years of work experience in Research in reputed Petroleum Company or R&D institution working in the area of downstream petroleum or energy related industry. • Should have minimum 12 years of leadership role / work experience in leading a group of scientists or technical team. • Undertaking process research, Pilot projects, Scale up of research projects at commercial level or innovative research in the petroleum industry. • Preference will be given to those having higher qualification / experience and proven track record of commercialization / Proven track record in a leading position. <p>Job Description:</p> <ul style="list-style-type: none"> • Identify, initiate, guide and supervise research activities in downstream petroleum areas of direct interest to HPCL's operating divisions. • Associate in planning and execution of R & D facilities for HPCL's Corporate R & D centre. • Identify the pilot plant and laboratory requirements and execute the set-up of the same. • To interact and coordinate research activities with internal and external customers and other relevant agencies. • Provide leadership / Effectively manage the functions of departments / division under his/her control. 			
2.	Role: Assistant Manager- Intellectual Property Rights Cell, R&D	S/G(B): Scale of Pay: ₹70000-₹200000	Approx. CTC: ₹ 21.69 lpa
<p>Education Qualifications: BE/B.Tech (Chemical) / MSc(chemistry) / PhD (Chemical/Chemistry) with minimum 60% marks in graduation and minimum 60% marks in post-graduation (aggregate of all semesters and 50% for SC/ST/PwBD) AND Registered Patent Agent with Indian Patent Office or any other patent office such as USPTO &EPO. Preference will be given to the candidates having post graduate diploma in IPR and patent management. Candidates with PhD qualification post M.Tech /ME can also apply. Preference will be given to higher academic qualification and related experience.</p>			
<p>Work Experience/ Job Specifications: Minimum 4 years out of which the last 2 years of experience has to be:</p> <ul style="list-style-type: none"> • As IP Professional (filing Patents/ Trademarks) in petroleum refinery /research, petrochemical units or in consultancy services company executing large and medium size projects in petroleum refinery / research, petrochemical units in supervisory / executive category is essential. • The relevant experience will be considered only after Registration as Patent Agent. • Preference will be given to the candidates having higher experience as IP professional. <p>Job Description:</p> <ul style="list-style-type: none"> • Assess and advice on patentability of innovations submitted by scientists. • Draft / assist in drafting patent applications and File patent applications either directly through patent attorneys in India and abroad as required. Process payments for filing patents and monitor. • Conduct patent search and provide search reports to scientists. • Maintain records of patents filed and actions to be taken from time to time, maintaining granted patents. • Any other jobs assigned from time to time by the management. 			

3.	Role: Sr Manager - FCC	S/G(D): Scale of Pay: ₹90000-₹240000	Approx. CTC: ₹ 28.96 lpa
<p>Education Qualifications: ME/MTech in Chemical Engineering or related subjects and BE/BTech in Chemical with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation.</p>			
<p>Work Experience/ Job Specifications: Minimum 7 years of experience in the area of Petroleum Refining such as FCC. Preference will be given to candidates having higher relevant experience / higher qualification.</p> <p>Job Description:</p> <ul style="list-style-type: none"> • Undertake research work in secondary refining processes such as Fluid Catalytic Cracking • Operation of pilot plants at varied process conditions and generation of high quality experimental data • Monitoring the health of in-use FCC catalyst and identify/ recommend suitable catalyst for operating FCC units • Support in providing advanced research/ technical services to the operating units for trouble shooting 			
4.	Role: Assistant Manager/ Manager- Hydroprocessing	S/G(B): Scale of Pay: ₹70000-₹200000 S/G(C): Scale of Pay: ₹80000-₹220000	Approx. CTC: S/G(B): ₹21.69 lpa S/G(C): ₹24.79 lpa
<p>Education Qualifications: BE/B.Tech in Chemical and ME/M.Tech in Chemical or related subjects with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation</p>			
<p>Work Experience/ Job Specifications: Min 3 yrs experience for S/G(B) / Min 5 yrs experience in S/G(C). Experience in the area of Petroleum Refining such as Hydroprocessing. Preference will be given to candidates having higher relevant experience / higher qualification.</p> <p>Job Description:</p> <ul style="list-style-type: none"> • Undertake research activities in downstream area related to refinery processes up-gradation, in particular Hydro-processing. • Installation or Commissioning of pilot plants & other facilities for Hydroprocessing lab at the R & D Centre. • Operation of pilot plant at varied operating conditions for optimization of process parameters and undertake generation of high quality pilot plant experimental data. • Monitoring of health of in-use catalyst and identify and recommend suitable catalyst for operating plants. • Support in providing advanced research/technical services to the operating plants for trouble shooting. 			
5.	Role: Sr Manager-Catalysis	S/G(D): Scale of Pay: ₹90000-₹240000	Approx. CTC: ₹ 28.96 lpa
<p>Education Qualifications: PhD in Chemistry (Catalysis/ Materials/Chemical Engineering)with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation</p>			
<p>Work Experience/ Job Specifications: Min 7 yrs experience in the area of Catalysis. Preference will be given to those having longer experience in heterogeneous catalysis/ related areas.</p> <p>Job Description:</p> <ul style="list-style-type: none"> • Undertake and direct research activities in downstream area related to refinery processes, particularly in the area of catalysis, development of materials, characterization by sophisticated physico-chemical techniques and evaluation of catalytic properties • Lead a team of highly qualified professionals in the field of Catalysis • Execute research projects leading to development of new catalysts and their commercialization 			

	<ul style="list-style-type: none"> • Coordinate research activities with internal and external customers and collaborative partners • Carry out independent research work in refinery catalyst development and participate in development of novel catalysts • Operate and maintain state of the art lab equipment including bench scale and micro-reactor facilities • Support in providing advanced research / technical services to the operating plants for trouble shooting 		
6.	Role: Assistant Manager/ Manager- Catalysis	S/G(B): Scale of Pay: ₹70000-₹200000 S/G(C): Scale of Pay: ₹80000-₹220000	Approx. CTC: S/G(B): ₹21.69 lpa S/G(C): ₹24.79 lpa
Education Qualifications: PhD in Chemistry (Catalysis/ Materials /Chemical Engineering) with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/ PwBD candidates) in Graduation as well as Post Graduation			
Work Experience/ Job Specifications: Min 1 yr experience for S/G(B) / Min 3 yrs experience for S/G(C) in the area of Catalysis. Preference will be given to candidates having higher relevant experience.			
Job Description: <ul style="list-style-type: none"> • Undertake research activities in downstream area related to refinery processes, particularly in the area of catalysis, development of materials, characterization by sophisticated physio-chemical techniques and evaluation of catalytic properties. • Execute research projects leading to development of new catalysts and their commercialization. • Enable establishment of required facilities for Catalysis lab at the R & D Centre. • Coordinate research activities with internal and external customers and collaborative partners. • Carry out independent research work in refinery catalyst development and participate in development of novel catalysts. • Operate and maintain state of the art lab equipment including bench scale and micro-reactor facilities. • Support in providing advanced research/technical services to the operating plants for trouble shooting. 			
7.	Role: Officer - Catalysis	S/G(A): Scale of Pay: ₹60000-₹180000	Approx. CTC: ₹ 17.87 lpa
Education Qualifications: PhD in Chemistry (Catalysis, Materials) & other relevant areas of Chemical Sciences and MSc and BSc in relevant area of chemical science with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation			
Job Description: <ul style="list-style-type: none"> • Undertake research activities in downstream area related to refinery processes, particularly in the area of catalysis, development of materials, characterization by sophisticated physio-chemical techniques and evaluation of catalytic properties. • Execute research projects leading to development of new catalysts and their commercialization. • Enable establishment of required facilities for Catalysis lab at the R & D Centre. • Coordinate research activities with internal and external customers and collaborative partners. • Carry out independent research work in refinery catalyst development and participate in development of novel catalysts. • Operate and maintain state of the art lab equipment including bench scale and micro-reactor facilities. • Support in providing advanced research/technical services to the operating plants for trouble shooting. 			
8.	Role: Sr Manager -Nanotechnology	S/G(D): Scale of Pay: ₹90000-₹240000	Approx. CTC: ₹ 28.96 lpa
Education Qualifications: PhD in Chemistry (Materials/ Nanomaterials) & other relevant areas of Chemical Sciences with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation			

Work Experience/ Job Specifications:

Min 7 years' experience in the area of Nanomaterials or related areas. Preference will be given to candidates having longer experience in relevant area.

Job Description:

- Undertake and direct research work in the area of nanotechnology based on latest developments in the field of Nano catalysts, Nano materials and Nano lubricants.
- Lead a team of highly qualified professionals in the field of Nanotechnology.
- Identify and carry out research projects using nanomaterial characterization techniques such as Field Emission Scanning Electron Microscope, Atomic Force Microscope, Electron Diffraction Techniques, Electron probe microanalysis etc
- Development of new products/ processes for value addition & margin improvement.

9.	Role: Officer - Nanotechnology	S/G(A): Scale of Pay: ₹60000-₹180000	Approx. CTC: ₹ 17.87 lpa
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Education Qualifications: Ph.D. in Chemistry(Materials / Nanomaterials) & other relevant areas of Chemical Sciences with minimum 60% marks in graduation and post-graduation (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation

Job Description:

- Undertake and direct research work in the area of nanotechnology based on latest developments in the field of Nanocatalysts, Nanomaterials and Nano lubricants.
- Identify and carry out research projects using nanomaterial characterization techniques such as Field Emission Scanning Electron Microscope, Atomic Force Microscope, Electron Diffraction Techniques, Electron probe micro analysis etc.
- Development of new products/ processes for value addition & margin improvement.

10.	Role: Sr. Manager-Analytical	S/G(D): Scale of Pay: ₹90000-₹240000	Approx. CTC: ₹ 28.96 lpa
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Education Qualifications: Ph.D. in Chemistry (Analytical/ Organic/ Physical Chemistry) with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation

Work Experience/ Job Specifications:

Min 7 years' experience in the area of analytical.

Job Description:

- Undertake research activities in analytical sciences area related to petroleum products, employing advanced analytical techniques such as elemental analysis (ICP/AES/MS), thermochemical spectroscopy, x-ray spectroscopy (XRD, XRF, XPS), chromatographic techniques (HPLC and GC), etc.
- Develop new methods for analysis of petroleum products and crude & other refinery samples using different analytical techniques.
- Execute in-house research projects and provide quality and quantitative analytical data.
- Enable establishment of required facilities for advanced analytical equipment facilities at the R & D Centre.
- Coordinate research activities with internal and external customers and collaborative partners.
- Support in providing advanced research/technical services to the operating plants for trouble shooting.

11.	Role: Officer-Analytical	S/G(A): Scale of Pay: ₹60000-₹180000	Approx. CTC: ₹ 17.87 lpa
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Education Qualifications: Ph.D. in Chemistry (Analytical/ Organic/Inorganic) & MSc & BSc in relevant areas of chemical sciences with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation

<p>Job Description:</p> <ul style="list-style-type: none"> Undertake research activities in analytical sciences area related to petroleum products, employing advanced analytical techniques such as elemental analysis (ICP/AES/MS), thermochemical spectroscopy, x-ray spectroscopy (XRD, XRF, XPS), chromatographic techniques (HPLC and GC) etc. Develop new methods for analysis of petroleum products and crude & other refinery samples using different analytical techniques. Execute in-house research projects and provide quality and quantitative analytical data. Coordinate research activities with internal and external customers and collaborative partners. Support in providing advanced research/technical services to the operating plants for trouble shooting. 			
12.	Role: Assistant Manager/ Manager- Bioprocess	S/G(B): Scale of Pay: ₹70000-₹200000 S/G(C): Scale of Pay: ₹80000-₹220000	Approx. CTC: S/G(B): ₹21.69 lpa S/G(C): ₹24.79 lpa
<p>Education Qualifications: Ph.D. in Microbiology/Biotechnology/ Chemical Engineering with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation</p>			
<p>Work Experience/ Job Specifications: Min 1 year experience for S/G(B) / Min 3 years' experience for S/G(C) in the area of bioprocess/ molecular biology. Preference will be given to candidates having higher relevant experience.</p>			
<p>Job Description:</p> <ul style="list-style-type: none"> Undertake and direct research in the areas of application of Bioprocesses to the refinery processes/development of biocatalysts / biofuels. Guide in operating state-of-art laboratory scale fermenter systems and translating the lab scale fermentation process to pilot plant scale for the production of biofuels. Identify and undertake research projects in the area of ETP through membrane separation process in industrial scale for improving ETP plants performance at HPCL refineries. To interact and coordinate research activities with internal and external customers and other relevant agencies and undertake collaborative research programs. 			
13.	Role: Officer- Bioprocess	S/G(A): Scale of Pay: ₹60000-₹180000	Approx. CTC: ₹ 17.87 lpa
<p>Education Qualifications: Ph.D. in Biosciences (Microbiology, Molecular biology or Biotechnology or relevant areas) with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation</p>			
<p>Job Description:</p> <ul style="list-style-type: none"> Undertake and direct research in the areas of application of Bioprocesses to the refinery processes/development of biocatalysts / biofuels Guide in operating state-of-art laboratory scale fermenter systems and translating the lab scale fermentation process to pilot plant scale for the production of biofuels. Identify and undertake research projects in the area of ETP through membrane separation process in industrial scale for improving ETP plants performance at HPCL refineries To interact and coordinate research activities with internal and external customers and other relevant agencies and undertake collaborative research programs. 			
14.	Role: Sr. Manager- Polymer/ Petrochemical	S/G(D): Scale of Pay: ₹90000-₹240000	Approx. CTC: ₹ 28.96 lpa

Education Qualifications: PhD in Polymers/Polyolefin/ Petrochemicals etc. with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation

Work Experience/ Job Specifications:

Min 7 years' experience in the area of Polymer synthesis, Polyolefin, Petrochemicals, Product Development. Preference will be given to candidates having higher experience particularly in polyolefin.

Job Description:

- Undertake and direct research work in the area of petrochemicals/ polymers.
- Design of Petrochemicals/polymers laboratory layout, finalization of tech specifications and procurement of the equipment/ pilot plants etc.
- Lead a highly qualified team of professionals in the area of Petrochemicals/ Polymers.
- Development of new products/processes for value addition & margin improvement.
- Integration of petroleum refining and petrochemicals research.

15.	Role: Officer- Polymer/ Petrochemical	S/G(A): Scale of Pay: ₹60000-₹180000	Approx. CTC: ₹ 17.87 lpa
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Education Qualifications: PhD in Polymers/Polyolefin/ Petrochemicals etc. with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation

Job Description:

- Undertake and direct research work in the area of petrochemicals/ polymers / polyolefin catalysis.
- Design of Petrochemicals/polymers laboratory layout, finalization of tech specifications and procurement of the equipment/ pilot plants etc.
- Lead a highly qualified team of professionals in the area of Petrochemicals/ Polymers.
- Development of new products/processes for value addition & margin improvement.
- Integration of petroleum refining and petrochemicals research.

16.	Role: Assistant Manager/ Manager- Corrosion Study/ Metallurgy	S/G(B): Scale of Pay: ₹70000-₹200000 S/G(C): Scale of Pay: ₹80000-₹220000	Approx. CTC: S/G(B): ₹21.69 lpa S/G(C): ₹24.79 lpa
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Education Qualifications:

M Tech in Chemical engineering or Metallurgy and 3/5 years of relevant experience for S/G B & S/G C respectively.

Or

Ph.D. in Chemistry/ Chemical Engineering/ Metallurgy with specialization in corrosion studies and 1 & 3 years of relevant experience for S/G B & S/G C respectively.

Work Experience/ Job Specifications:

Experience in the area of corrosion studies / Metallurgy. Preference will be given to candidates having higher relevant experience.

Job Description:

- Development of new products for corrosion mitigation in the refinery units & other SBUs
- Development of testing protocols for experimentation
- Proposing new equipment for corrosion testing and installation/commissioning
- Support in providing advanced research/ tech services to the field staff for refineries and other SBUs by carrying out failure analysis
- Providing tech solutions based on literature update and troubleshooting the problems.

17.	Role: Chief Manager / Deputy General Manager – Analytical	S/G(E): Scale of Pay: ₹100000-₹260000 S/G(F): Scale of Pay: ₹120000-₹280000	Approx. CTC: S/G(E): ₹ 33.38 lpa S/G(F): ₹ 41.50 lpa
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Education Qualifications: Ph.D. in Analytical/ Organic/ Physical Chemistry with minimum 60% marks (aggregate of all semesters/years) (50% for SC/ST/PwBD candidates) in Graduation as well as Post Graduation

Work Experience/ Job Specifications:

Min 12 years' experience for S/G(E) / Min 15 years' experience for S/G(F) in the area of analytical.
Preference will be given to candidates having higher relevant experience.

Job Description:

- Undertake research activities in analytical sciences area related to petroleum products, employing advanced analytical techniques such as elemental analysis (ICP/AES/MS), thermochemical spectroscopy, x-ray spectroscopy (XRD, XRF, XPS), chromatographic techniques (HPLC and GC), etc.
- Develop new methods for analysis of petroleum products and crude & other refinery samples using different analytical techniques.
- Execute in-house research projects and provide qualitative and quantitative analytical data.
- Enable establishment of required facilities for advanced analytical equipment facilities at the R & D Centre.
- Coordinate research activities with internal and external customers and collaborative partners.
- Support in providing advanced research/technical services to the operating plants for trouble shooting.

Other Terms and Conditions

- Eligibility for Ph.D. holders would be Ph.D. after M Tech/B.Tech or M.Sc. in relevant branch.
- Candidate with Integrated Ph.D. may also apply. However, such candidates must produce master's degree qualification.
- Candidates must be in possession of all applicable Degree Certificates and marksheets at the time of application.
- All work experience must be in supervisory/executive capacity. Work experience post minimum educational qualification will only be considered as relevant work experience.
- For the positions where Ph.D. is mandatory, experience will be counted from the date of successful defense of Ph.D. Dissertation/Thesis. It is mandatory for candidates possessing Ph.D. qualification to mention the date of successful defense of Ph.D. in their application.
- In case of candidates with Master's Degree, experience will be counted from the date of successful completion of Master's degree.
- In case of candidates with Ph.D. after B Tech, experience will be reckoned after Ph.D.
- The courses offered by Autonomous Institutions / Foreign universities should be equivalent to the relevant courses approved / recognized by Association of Indian Universities (AIU/UGC/AICTE).
- Research work carried out during course of acquiring Ph. D will not be considered as work experience.
- Research Experience has to be in the relevant specialized area.

II. PLACEMENT / POSTING

Initial Posting/ Assignment is at HPCL Green R & D Centre at Bengaluru. The services thereafter may be transferable as per the requirement of the Corporation at any place in the country. These positions may involve working in shift duties. Selected candidates may also be posted/assigned to any of the subsidiaries/Joint Ventures or any department of Government of India.

III. SCALE OF PAY & PROBATION

The CTC (mentioned under job details) has been calculated at minimum base level of pay grade and includes Base Pay, Retirement Benefits, Dearness Allowance, HRA and Cafeteria Allowance. This also includes Performance Related Pay (calculated at maximum) as per the Corporation's policy. It may please be noted that the retirement benefits are admissible upon separation /retirement as per the Corporation policy prevailing at that time.

CTC is for candidates posted in metro cities and may vary for other locations.

The Selected Officers will be on Probation for 1 year from the Date of Joining.

For Positions in S/G "A": Upon completion of the Probation period, the officers recruited in Salary Grade "A" will be considered for confirmation subject to satisfactory performance during Probation period, qualifying in Technical Competency test, submission of Project Report up to qualifying standards, required attendance etc. The confirmation in the service would also be subject to verification of antecedents, verification of caste status / certificate, experience certificates etc. wherever applicable

For Positions in other grades: Upon completion of the Probation period, the officers will be considered for confirmation subject to satisfactory performance during Probation period, complying with attendance requirements, verification of antecedents, verification of caste status / certificate, experience certificates etc. wherever applicable.

Retention Amount (Applicable to All Positions in S/G "A"): An amount of Rs. 5000/- per month will be deducted as retention amount from the total emoluments for first six months during the probation period (as the case may be). The amount will be refunded to the officers only after their confirmation in salary grade 'A'. The retention amount will be forfeited; in case the employee leaves the Corporation or on termination of service before the confirmation.

IV. SCREENING / SHORTLISTING FOR OFFICERS IN S/G "A"

The selection process may comprise of various shortlisting tools like Computer Based Test, Group task, Interview etc. Candidates fulfilling all the eligibility criteria will be called for appearing in Computer Based Test (objective type with no negative marking, comprising of two parts, **I. General Aptitude** consisting of Intellectual Potential test, testing Logical Reasoning & Data Interpretation, Quantitative Aptitude test & test of English Language, **II. Technical / Professional Knowledge** comprising of questions related to Qualifying degree / Educational background required for the position applied for. Candidates qualifying in the Computer Based Test will be called for Group Task (based on scrutiny of the application and/or resume as submitted in the online application) in order of the category-wise and discipline-wise merit list of the Computer Based Test **in a predetermined ratio.**

Only candidates who qualify in the Group Task will proceed for the Personal Interview. **Candidates must secure minimum qualifying marks in each stage, Computer Based Test, Group Task and Personal Interview and also secure minimum qualifying marks w.r.t. combined scores of Computer Based Test + Group Task +Personal Interviews to be further considered for selection process.** A category & discipline-wise merit list will be drawn for all the candidates who qualify in **Computer Based Test + Group Task +Personal Interviews** & offer of appointment would be as per the vacancies available category & discipline-wise. Candidates belonging to SC /ST / OBC-NC & PwBD would be assessed under relaxed standards during group task and personal interviews.

1. COMPUTER BASED TEST

- Minimum qualifying marks in Domain section: 50% for all categories.
- Minimum qualifying Overall Marks (i.e. Domain + Aptitude) Marks: 60% for UR & EWS & 54% (SC/ST/PwBD/OBCNC)
- Computer Based Test scores are included in drawing Final Merit List

2. GROUP TASK

- Minimum Qualifying Marks to be obtained 40% for UR & EWS, 33.33% for SC/ST/PwBD/OBCNC

3. PERSONAL INTERVIEW

- Minimum Qualifying Marks to be obtained 40% for UR & EWS, 33.33% for SC/ST/PwBD/OBCNC

4. FINAL SCORING

- Minimum qualifying Marks (60% for UR & EWS, 54% for SC/ ST/ OBCNC/ PwBD) in combined scores of Computer Based Test + Group Task+ Personal Interview

V. SCREENING / SHORTLISTING for Other than A Grade Officers

Shortlisting Criteria: Candidates fulfilling all eligibility criteria based on scrutiny of the application and resume submitted in the online application, will be considered for further selection process. Depending on number of candidates fulfilling all criteria, candidates will undergo single stage or multiple stage interview. In the event of number of applications being large, the Corporation will adopt shortlisting criteria to restrict the number of candidates to be called for the interview. The shortlisting criteria will be based on any or all of the criteria i.e. higher relevant experience, higher qualification, number of patents (wherever applicable)/ publications in high impact journals, etc. Candidates are advised to upload their resume containing (a) Education details such as educational qualifications from 10th standard onwards, year of passing, aggregate marks, Institute, etc., (b) detailed work experience, (c) list of patents filed and granted separately, (d) list of publications in journals with impact factor, (e) list of books/ book chapters (f) list of papers presented in national/international conference (g) overall citations and ‘h’ index wherever applicable.

Selection Process: The selection would comprise of a single stage or multistage interview.

A category wise merit list of scores (Minimum qualifying Marks (60 % for UR & EWS, 54% of OBCNC /SC/ ST/PwBD) in scores of all Interviews) will be drawn for all the candidates who qualify in all the selection parameters.

PRE-EMPLOYMENT MEDICAL EXAM

Qualifying candidates seeking employment with Hindustan Petroleum need to be medically fit as per Hindustan Petroleum’s pre-employment medical standards. Reference for a medical examination does not mean final

selection. Offer of appointment would be extended subject to being declared as Medically Fit by HPCL designated Physician and fulfilment of eligibility criteria w.r.t Academic Qualification, Age, Work Experience, NOC, relieving letter from previous employer etc. as may be applicable.

VI. CONCESSIONS AND RELAXATIONS

- a. Reservation of posts for **SC, ST, EWS, OBC-NC** and **PwBD** (Persons with Benchmark disabilities –with degree of disability 40% or above) as per presidential directives.
- b. Candidates seeking reservation as SC/ST/OBC-NC, shall have to produce a certificate in the prescribed proforma (the format can be downloaded from our website <https://hindustanpetroleum.com/hpcareers/Downloads>) only, 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 recognized as SC/ST/OBCNC 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 OBCNC category list of castes recognized by the Govt. of India as OBC castes in the central list is available on the site <http://www.ncbc.nic.in> , for ST category the list of castes for each state is available on the site www.ncst.nic.in and for SC category the list of castes for each state is available on the site <http://www.socialjustice.nic.in>). A certificate containing any variation in the caste name will not be accepted. Further the OBC certificate should also clearly indicate that the candidate does not belong to creamy layer as defined by the Government of India for applying to posts and services under the Central Government.
- c. 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.
- d. 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. Further to this, according to Notification No: 16-15/2010 DD.111 DT.29/07/2013 by Ministry of Social Justice & Empowerment, list of positions/disciplines in which PwBD candidates are eligible to apply for this recruitment drive are given against the vacancies. Appointment in these vacancies will be offered to PwBD candidates after considering 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.
- e. For availing EWS reservation the conditions and format of the certificate will be followed as per DOPT Office Memorandum No. 36039/1/2019 – Estt (Res) dated 31/01/2019.
- f. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBC-NC, 10 years for PwBD (UR), 13 years for PwBD (OBC-NC) and 15 years for PwBD (SC/ST) candidates.
- g. Maximum age limit is relaxed by 5 years for candidates domiciled in Jammu & Kashmir between 01.01.1980 and 31.12.1989.
- h. Age relaxation by 5 years for Ex-servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to rendering minimum 5 years' military service and fulfillment of other conditions prescribed by Govt. of India.
- i. The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC-NC candidates and such candidates will have to indicate their category as Unreserved (UR).

- j. Further the OBC-NC candidates will have to give a self-undertaking, at the time of Personal Interviews in terms of DOPT memo No. 36012/22/93-Extt. (SCT) dt. 08.09.1993 if called for, indicating that they belong to OBC-Non Creamy Layer.
- k. Relaxed standards in assessment/selection, Computer Based Test, Group Task, Personal Interview and overall (Computer Based Test, Group Task and Personal Interview as applicable) will be applied for SC, ST, OBC-NC, PwBD candidates.
- l. If the SC/ST/OBC-NC/PwBD 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.
- m. Any request for change in Category (UR/SC/ST/OBC-NC/ EWS/PwBD) once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.
- n. Further to this, according to Notification No: 16-15/2010 DD.111 DT.29/07/2013 by Ministry of Social Justice & Empowerment, category of PwBD candidates eligible to apply for this recruitment drive is given below.

Sr. No.	POSITION	PwBD CATEGORY
1	R&D Professionals	OA.OL

VII. APPLICATION PROCESS

Candidates are requested to read the complete instructions hereunder before proceeding to the application form.

Apply **online only** on www.hindustanpetroleum.com. Online submission of the application will be allowed on the website upto 31.12.2019. No other mean / mode of the application shall be accepted. Online Application System will be open from **0001 hours on 18.11.2019 to 23:59 hours on 31.12.2019**.

STEP 1: Read all the instructions given in the advertisement carefully. Candidate should keep scan copy of Passport size photo (in jpg / jif format less than 50 kb) ready before filling online application form. *(Candidates uploading any image other than their passport size photo will not be shortlisted)*

STEP 2: Candidate has to upload resume in prescribed format (in pdf format less than 100kb). Prescribed format of resume is available on career page of HPCL website.

STEP 2: Fill in the online form with all the relevant details. Upload Scan copy of your latest passport size photograph and resume along with the online application form.

STEP 3: Click Submit. You will get a system generated 12 Digit Application No. Please note that this Application No. is important and will be required for all future references throughout the selection process. Take Printout of the Online Application Form and preserve it for future reference.

II. PAYMENT OF APPLICATION FEES

- The application fees are applicable to all positions in Salary Grade “A” only.
- SC, ST & PwBD candidates are exempted from payment of application fee.
- General, EWS and OBCNC candidates are required to pay a Non-Refundable Amount of **₹590/-** (*Application fee of ₹ 500/- and GST@18% of ₹90/-*).

- *Mode of payment:*

Online Payment through Debit / Credit card:

Under this option, candidates can pay applicable application & processing fee online by using Debit / Credit card. The payment status will automatically change to “**Payment Received**” immediately on successful receipt of fees. In case the payment status does not change immediately, candidates are required to re-try payment through Debit/ Credit card.

All the candidates must ensure that the payment status is “Payment Received” as the transaction will be considered “incomplete” in case of any other payment status. Once the payment is done, Candidates are required to take print of acknowledgment of payment and preserve the same for future reference

Any other mode of payment than those mentioned above will not be accepted.

NOTE: Application fee once paid will not be refunded under any circumstances.

III. GENERAL INSTRUCTIONS

- Only Indian Nationals are eligible to apply.
- The last date for reckoning age and all other eligibility criteria will be considered as of 18/11/2019.
- Before applying, candidates should ensure that they fulfil the eligibility criteria for the post.
- Candidates will be required to submit documentary evidence of eligibility during the course of the shortlisting/selection process. Any mismatch in name, qualification, other criteria of documents from the data given in application form will lead to disqualification at any stage.
- Only Online Applications will be accepted.
- Queries can be emailed at careers@hpcl.in keeping the Position as the subject of the mail.
- Mere issue of Admit card/Interview call letter will not imply acceptance of candidature.
- Calculation of Percentage: The percentage marks shall be arrived at by dividing the total marks obtained by the candidate in all the qualifying subjects in all the semester(s)/year(s) by aggregating maximum marks. The fraction of percentage so arrived will be ignored i.e. 49.99% will be treated as less than 50%.
- Candidates are not required to send printout of application or any other documents in hard copy to HPCL. Admit Card for Computer Based Test, Interview Call Letters etc. will not be sent to candidates in hard copy. Candidates will be required to download the same from HPCL website.
- Internal Candidates are not eligible to apply.
- The total number of vacancies and the reserved vacancies is provisional and may vary according to the actual requirements.
- All the candidates are requested to remain updated at each step of the selection process by visiting our website www.hindustanpetroleum.com. Candidates may please note that personal calls and/or interaction with any of the HPCL’s officials during recruitment drive is discouraged, except when absolutely necessary. Candidates are requested to visit our website with respect to full details on the role, shortlisting, selection process and syllabus pertaining to this recruitment drive.
- HPCL will not be responsible for any loss/ non-delivery of email/admit card sent/ any other communication sent, due to invalid/wrong email id or contact number.
- All the qualifications should be full time regular course/s from AICTE approved / UGC recognized University/Deemed University. The courses offered by Autonomous Institutions should be equivalent to the relevant courses approved / recognized by Association of Indian Universities (AIU/UGC/AICTE).
- 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 interview.
- Number of vacancies may increase/decrease at the discretion of the Corporation. HPCL reserves the right not to fill any of the above posts advertised at any stage of selection.

- q. HPCL reserves the right to cancel or add any examination / Personal Interview centre depending on the response in that area/ centre.
- r. The Corporation also reserves the right to cancel / restrict/ curtail/ enlarge the recruitment process and/or the selection process thereunder without any further notice and without assigning any reasons.
- s. The Computer Based Test for Grade A positions will be conducted on the same day. Since the Computer Based test for all the above positions is to be conducted on the same day, the candidates should apply for one position only.
- t. Applications with incomplete / wrong particulars or not in the prescribed format will not be considered. The email id/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.
- u. 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.
- v. Candidates presently employed in Government Departments / PSU's / Autonomous Bodies owned by the Government, should submit their application through proper channel. They must produce No Objection Certificate at the time of interview, failing which they will not be allowed to appear for the interview and their candidature will not be entertained.
- w. Candidates must be in possession of all applicable Degree Certificates and mark sheets at the time of application.
- x. All the details given in the submitted online form will be treated as final and no changes will be entertained.
- y. All applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves before applying. No enquiry asking for advice as to eligibility will be entertained.
- z. In the event of non-receipt of application & processing fee from candidates for reasons whatsoever, his / her candidature will stand cancelled and no further communication on the same will be entertained.
- aa. Reimbursement of 2nd class rail fare by the shortest route to examination Centre is admissible for outstation SC, ST & PwBD candidates appearing for Computer Based Test, 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 as detailed on HPCL website and submit it along with Travel Proof for travel undertaken. Candidates also need to upload the tickets on our website with all the details. Travel allowance will be processed through online mode. This reimbursement is not applicable to candidates who are already in Central/State Government Services/PSUs.
- bb. Admit card for Computer Based Test is to be downloaded from the website has to be duly signed by the candidate and photograph affixed and is required to be produced at the time of Computer Based Test.

Furnishing of wrong/false information will lead to disqualification and HPCL will not be responsible for any of the consequences of furnishing such wrong/false information. Since all the 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 candidates have furnished false or wrong 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 intimation and or suppressing of any material fact is detected / noticed even after appointment, his/her services will be liable for termination without any further notice. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.

Court of jurisdiction for any dispute will be at Mumbai.

Any further corrigendum / addendum would be uploaded only on our website www.hindustanpetroleum.com

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