



**INDIAN OIL CORPORATION LIMITED  
(Refineries Division)**

Advertisement Nos.: Guwahati- GR/P/Rectt./23; Barauni- BR/HR/RECTT/OR/2021-23; Gujarat- JR/Rect/02/2023; Haldia- PH/R/02/2023; MR/HR/RECT/JEA(AI)/2022-23;PanipatRefinery&PetrochemicalComplex(PRPC)-PR/P/46(2021-22);Digboi-DR/R2/2023; Bongaigaon- BGR/02/2023; Paradip- PDR/HR/02/Rectt-23

Date: 14-02-2023

**Requirement of Experienced Non-Executive Personnel**

IndianOil has been featuring year after year among India's Best Companies to Work For and has been recognized as Best Employer among Nation-Builders. To fuel its future growth, IndianOil invites applications from bright, young and energetic persons of Indian Nationality for selection to various posts in the pay scale of **Rs.25,000-1,05,000/** for its Refineries / Petrochemical Units at Guwahati, Digboi & Bongaigaon (Assam), Barauni (Bihar), Vadodara (Gujarat), Haldia (West Bengal), Mathura (Uttar Pradesh), Panipat {Panipat Refinery & Petrochemical Complex (PRPC)}(Haryana) and Paradip (Odisha).

Number of Posts including reservation, Educational Qualification, Experience Criteria, and other eligibility criteria / parameters shall be as under:

**A) Number of Posts and Reservations**

Post Code	Name of Post	Refinery	Total	Vacancies Per Refinery						Remarks
				UR	EWS	SC	ST	OBC (NCL)	PwBD	
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
201	Junior Engineering Assistant-IV (Production)	Guwahati	28	11	3	3	3	8	0	0
		Barauni	23	10	2	4	0	7	0	0
		Gujarat	46	19	4	3	8*	12	0	*Includes 01 ST Backlog
		Mathura	33	14	3	7	0	9	0	0
		PRPC, Panipat	50	21	5	10	0	14	0	0
		Digboi	45	19	5	3	5	13	0	0
		Bongaigaon	13	5	1	1	2	4*	0	*Includes 01 OBC(NCL) Backlog
202	Junior Engineering Assistant-IV (P&U)	Paradip	58	28	5	9	8	8*	0	*Includes 01 OBC(NCL) Backlog
		Guwahati	3	2	0	0	0	1	0	0
		Barauni	2	1	0	0	0	1	0	0
		Gujarat	5	2	1	1	1	0	0	0
		Mathura	6	2	1	1	0	2	0	0
		Digboi	13	6	1	1	1	4	0	0
203	Junior Engineering Assistant-IV (Electrical)/ Junior Technical Assistant - IV for Guwahati, Barauni, Gujarat, Mathura, Digboi and Bongaigaon Refinery	Bongaigaon	6	2	1	0	1	2	0	0
		Guwahati	4	2	0	0	1	1	2 (01 PL-OH-OA/OL, 01 Multiple Disabilities®)	0
		Barauni	2	1	0	1	0	0	0	0
		Gujarat	3	2*	0	1	0	0	02 ( 01- PL + 1*)	*Backlog for - 01 PL ( \$)
	Junior Engineering	Mathura	11	5	1	3	0	2	5 ( 01 PV, 01 PH-HH + 3*)	*Backlog 01-PV (\$) /01-PH-HH(\$)/01-PL ( \$)

	Assistant-IV (P&U-O&M) for Panipat Refinery & Petrochemical Complex & Paradip Refinery	PRPC, Panipat	16	8	1	3	0	4	0	0
		Digboi	4	2	0	0	1	1	1 (PH-HH)	0
		Bongaigaon	2	1	0	0	1	0	1 (PV)	0
		Paradip	23	10	2	4	5	2	0	0
204	Junior Engineering Assistant-IV (Mechanical)/Junior Technical Assistant - IV	Guwahati	5	2	1	0	1	1	2 (1 PV, 1 PH-HH)	0
		Barauni	2	1#	0	0	0	1*	0	Backlog- *01 OBC-NCL and #01- for Multiple Disabilities @ (\$)
		Gujarat	1	1*	0	0	0	0	0	*Backlog - for PH (\$)
		PRPC, Panipat	6	2	1	1	0	2	2* (PV)	*Backlog(\$)
		Digboi	4	2	0	0	1	1	1 (PV)	0
		Bongaigaon	5	3	1	0	0	1	1 (Multiple Disabilities @)	0
		Paradip	9	5	1	1	1	1	2 (1-PV, 1-Multiple Disabilities@)	0
205	Junior Engineering Assistant-IV (Instrumentation)/Junior Technical Assistant - IV	Guwahati	1	1	0	0	0	0	0	0
		Barauni	5	1	0	3*	0	1	1 PL	• Backlog
		Gujarat	1	1*	0	0	0	0	0	*Backlog- for PH-HH(\$)
		Haldia	3	1	1	0	0	1	0	0
		Mathura	4	0	0	0	0	4*	01 - PL/ 01-Multiple Disabilities @ #	*Backlog for - OBC-NCL # Backlog(\$)
		PRPC, Panipat	6	2	1	1	0	2	3* (2 PH-HH, 1 PL)	*Backlog(\$)
		Digboi	5	2	1	0	1	1	1 (PL-OH-OA/OL)	0
		Bongaigaon	3	2	0	0	0	1	1 (PH-HH)	0
206	Junior Quality Control Analyst-IV	Guwahati	1	1	0	0	0	0	0	0
		Barauni	5	3	0	1*	0	1	0	* Backlog- for SC & PH-HH(\$)
		Gujarat	4	2	0	1*	1	0	2 (01-PV, 01-Multiple Disabilities @)	* Backlog
		Haldia	2	1	0	0	0	1	0	0
		PRPC, Panipat	5	2	1	1	0	1	1* (PL)	*Backlog(\$)
		Digboi	7	3	1	1	1	1	0	0
		Bongaigaon	5	2	0	0	2*	1	2* (PL-OH - OA/ OL)	*Includes 01 Backlog - for ST & PL-OH - (OA/ OL) (\$)
207	Junior Engineering Assistant-IV (Fire & Safety)	Guwahati	2	1	0	0	0	1	0	0
		Gujarat	4	2	0	0	1	1	0	0

		Haldia	2	1	0	1	0	0	0	0
		Mathura	2	1	0	0	0	1	0	0
		PRPC, Panipat	4	2	0	1	0	1	0	0
210	Junior Material Assistant - IV / Junior Technical Assistant - IV	Barauni	1	1*	0	0	0	0	0	* Backlog - for Multiple Disabilities @(\$)
		Gujarat	3	3*	0	0	0	0	0	*Backlog - for 1PH-HH(\$)/2PL-OH-OA/OL (\$)
211	Junior Nursing Assistant- IV	Barauni	1	0	0	0	0	1*	0	*Backlog
(\$) Candidates from the other 3 sub categories under PwBD ( refer Note 3) can also apply with stipulation that in case of non-availability of a candidate belonging to the notified sub-category, the vacancy shall be filled by interchange among the any of the other sub-categories. <b>Reservation for Ex-Servicemen (ExSM) shall be as per Government of India guidelines</b> Prescribed reservations for PwBD & Ex-servicemen will be applied on horizontal basis as per Govt. guidelines. UR- Un-reserved, EWS- Economically Weaker Section, SC- Scheduled Caste, ST- Scheduled Tribe, OBC(NCL)- Other Backward Class- Non-Creamy Layer, PwBD- Persons with Benchmark disability, @ For PwBD- Multiple Disabilities- refer Note 3 appended below										

**Note:**

- Positions are operated with work arrangements in one, two or three shifts. Incumbents may be required to perform duties in any of the work arrangements depending upon work exigencies.
- Number of vacancies indicated above is tentative and may increase or decrease in the relevant categories at the absolute discretion of the management and in compliance with the Presidential Directives on reservation at the time of appointment.
- Petroleum Refining being a complex and hazardous process, candidates belonging to Persons with Benchmark Disabilities category (40% or higher) shall be considered only against the identified positions/ numbers as indicated above.

**The Rights of Persons with Disabilities Act 2016** - Section 2(r) defines "person with benchmark disability" as a person duly certified by the certifying authority with:

- not less than 40% of a specified disability where specified disability has not been defined in measurable terms and
- a disability where specified disability has been defined in measurable terms.

The candidates are required to submit a Disability Certificate issued by competent authority as per the Rights of Persons with Disabilities Rules, 2017, failing which their candidature as PwBD candidates will not be considered. Persons with Benchmark Disabilities must be capable of performing the task assigned to them/take instructions using suitable aids and appliances. Appointment of candidates belonging to PwBD categories will be from categories below against identified posts under categories notified at Post Code 203 (for Junior Engineering Assistant-IV (Electrical)/ Junior Technical Assistant - IV post only){except Barauni Refinery} ,204,205,206 and 210.

- PV-Low vision
- PH-Hard of hearing, Deaf
- PL-Musculoskeletal (OH-OA/OL), Dwarfism, Acid attack victim, Cerebral Palsy, Leprosy Cured
- Multiple (a combination of 1,2 or 3 above)

P=Physical; V=Vision; H=Hearing;  
L=Locomotors; O=Orthopaedic;  
OA=One Arm;  
OL=One Leg

Being a hazardous industry, deployment of PwBDs with Disabilities, other than that mentioned above, may put such PwBDs at risk, hence not included.

**B) Qualification & Experience Criteria:**

**1. Post-wise Qualification and Experience requirement:**

Sl. No.	Name of Post	Post Code	Qualification (Only Regular Full Time Recognised Courses from Indian Universities/ Institutes)	Area of Experience
I	<b>Junior Engineering Assistant-IV (Production)</b>	<b>201</b>	3 years Diploma in Chemical / Refinery & Petrochemical Engg. or B.Sc. (Maths, Physics, Chemistry or Industrial Chemistry) from a recognized Institute/ University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST candidates against reserved positions.	Minimum one year of post qualification experience in operation (rotating shift) of Pump House, Fired Heater, Compressor, Distillation Column, Reactor, Heat exchanger etc. in a Petroleum Refinery/ Petrochemicals/ Fertilizer/ Heavy Chemical/ Gas Processing Industry.
II	<b>Junior Engineering Assistant-IV (P&amp;U)</b>	<b>202</b>	3 years Diploma in Mechanical or Electrical Engg. from recognized Institute/University & Boiler Competency Certificate (Ist Class or IIInd Class)  Provided that: in case of non-availability of sufficient number of candidates meeting the prescribed Parameters,	<ul style="list-style-type: none"> <li>For candidates possessing Diploma/ Matric with ITI (Fitter) &amp; holding Boiler Competency Certificate or B.Sc. with Boiler Apprenticeship, <u>no further experience shall be required</u></li> <li>For candidates possessing the Diploma:</li> </ul>

			<p>candidates possessing the following qualification may also be considered:</p> <ol style="list-style-type: none"> <li>1. Matric with ITI (Fitter) with Boiler Competency Certificate (Ist Class or IInd Class)</li> <li>2. B Sc. (PCM) with an Apprenticeship Training in Boiler Trade.</li> <li>3. 3 years Diploma in Mechanical or Electrical Engg. from recognized Institute/University with minimum of 50% marks in aggregate for General &amp; OBC candidates &amp; 45% in case of SC/ST candidates against reserved positions.</li> </ol> <p><b><u>Subject to the condition below:</u></b>  Candidate selected under Category (2) &amp; (3) above and posted in Boiler Operations shall undertake to acquire Boiler Competency Certificate (IInd Class) within four years of joining the services of the Corporation.</p>	<p>minimum one year post qualification experience in operation of Industrial Boiler/ HRSG/Thermal Power Station (DM plant/RO plant/Air compressors/ Steam Turbines/ Gas turbines cooling tower/RO Plant/ Air Compressor in Petroleum Refinery/ Petrochemicals/ Heavy Chemical/ Fertilizers/ Power Plants/ large industrial establishment.</p>
III	<p><b>Junior Engineering Assistant-IV (Electrical)/ Junior Technical Assistant - IV</b>  for Guwahati, Barauni, Gujarat, Mathura, Digboi and Bongaigaon Refinery</p> <p><b>Junior Engineering Assistant-IV (P&amp;U-O&amp;M) for Panipat Refinery &amp; Petrochemical Complex and Paradip Refinery</b></p>	203	<p><b>for Guwahati, Gujarat, Mathura, Digboi and Bongaigaon Refinery</b>  3 years Diploma in Electrical Engineering from recognized Institute/ University with minimum of 50% marks in aggregate for General &amp; OBC candidates &amp; 45% in case of SC/ST/PwBD candidates against reserved/identified for PwBD positions.</p> <p><b>For Barauni, Panipat Refinery &amp; Petrochemical Complex and Paradip Refinery</b>  3 years Diploma in Electrical Engineering from recognized Institute/ University with minimum of 50% marks in aggregate for General &amp; OBC candidates &amp; 45% in case of SC/ST candidates against reserved positions.</p>	<p><b>Guwahati, Barauni, Gujarat, Mathura, Digboi and Bongaigaon Refinery</b>  Minimum one year of post qualification experience in operation/maintenance of Power Generators/ Distribution Sub-Stations (LT &amp; HT at 0.4 KV &amp; 6.6 KV level or above respectively)/ Maintenance of HT/LT Switch gears (PCC/MCC)/ Transformers/Motors/ ACBs/VCBs/ UPS/Battery Chargers/ Variable speed drives/protective relays including electromagnetic/ Static/ Numerical relays in Petroleum Refinery/ Petro-chemicals/ Heavy Chemical/ Fertilizers / Power Plants/ large industrial establishments.</p> <p><b>For Panipat Refinery &amp; Petrochemical Complex and Paradip Refinery Only</b></p> <ul style="list-style-type: none"> <li>• Minimum one year of post qualification experience in operation/maintenance of Power Generators/ Distribution Sub-Stations (LT &amp; HT at 0.4 KV &amp; 6.6 KV level or above respectively)/ Maintenance of HT/LT Switch gears (PCC/MCC)/ Transformers/Motors/ ACBs/VCBs/ UPS/Battery Chargers/ Variable speed drives/protective relays including electromagnetic/ Static/ Numerical relays in Petroleum Refinery/ Petro-chemicals/ Heavy Chemical/ Fertilizers / Power Plants/ large industrial establishments.</li> </ul> <p><b>AND/ OR</b></p> <ul style="list-style-type: none"> <li>• Minimum one year post qualification experience in operation of Industrial Boiler/ HRSG/Thermal Power Station (DM plant/RO plant/Air compressors/ Steam Turbines/ Gas turbines cooling tower/RO Plant/ Air Compressor in Petroleum Refinery/ Petrochemicals/ Heavy Chemical/ Fertilizers/ Power Plants/ large industrial establishment.</li> </ul>
IV	<p><b>Junior Engineering Assistant-IV (Mechanical)/ Junior Technical Assistant - IV</b></p>	204	<p>3 years Diploma in Mechanical Engineering from recognized Institute/ University with minimum of 50% marks in aggregate for General &amp; OBC candidates &amp; 45% in case of SC/ST/PwBD candidates against reserved/ identified for PwBD positions or Matric with ITI in Fitter Trade with Pass class.</p>	<p>Minimum one year of post qualification experience in maintenance/ overhauling of rotary equipment such as Compressors, Gas/ Steam Turbines, Boilers, Columns, Valves, Pumps, Mechanical Seals/ Dry gas seals, Bearings (Journal/ Anti-friction), Safety valves, etc; in Petroleum Refinery/ Petro-chemical/ Heavy Chemical/ Fertilizer/ Power Plants/ large industrial establishment.</p>
V	<p><b>Junior Engineering Assistant-IV (Instrumentation)/ Junior Technical Assistant - IV</b></p>	205	<p>3 years Diploma in Instrumentation/ Instrumentation &amp; Electronics/ Instrumentation &amp; Control Engineering from a recognized Institute/ University with minimum of 50% marks in aggregate for General &amp; OBC candidates &amp; 45% in case of SC/ST/PwBD candidates</p>	<p>Minimum one year of post qualification experience in Maintenance of Modern instrumentation control system like DCS, PLC with electronic field instrumentation, Control Valve, Smart Positioners, loop configuration,</p>

			against reserved/identified for PwBD positions.	online Analyzers condition monitoring, cabling, earthing etc., in a Petroleum Refinery/ Petrochemicals/ Heavy Chemical/ Fertilizers /Power Plants/ Gas Processing Industry/ large industrial establishments.
VI	<b>Junior Quality Control Analyst-IV</b>	<b>206</b>	B.Sc. with Physics, Chemistry/ Industrial Chemistry & Mathematics with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST/PwBD candidates against reserved/identified for PwBD positions.	Minimum one year of post qualification experience in handling instruments like HPLC, XRF, WDXRF, GC, ICAP, AAS, Auto Analyzers, Flash Points, etc. in a Petroleum Refinery/ Petro-chemical/ Heavy Chemical/Gas Processing Industry/ Power Plants/ large industrial establishments.
VII	<b>Junior Engineering Assistant-IV (Fire &amp; Safety)</b>	<b>207</b>	Matric plus Sub-Officers' Course from NFSC-Nagpur or Equivalent (Regular Course) from any other recognized institute, with <b>Heavy Vehicle Driving License</b> .  <b>Physical Standards</b> <b>Height:</b> Minimum 165 cms. (Relaxable by 5 cms in case of Garhwalis, Assamese, Gorkha and members of Schedule Tribe) <b>Chest:</b> 81cms Unexpanded and 86 cms Expanded (Fully expanded with minimum 5 cms Expansion) <b>Weight: Minimum 50 Kgs.</b> Disqualification: BMI beyond 28 with systemic involvement for candidates upto 35 years of age, BMI beyond 30 with systemic involvement for candidates above 35 years <b>Medical Standards</b> a) Vision – Better Eye – 6/6 without aid (Eligible vision – 6/6 only) Worse eye – 6/12 b) No Colour Blindness c) No Night Blindness d) Must not have knock knee, flat foot, squint eyes and stammering { Please also refer Clause K (2) }	Minimum one year of post qualification experience in Fire & Safety set-up involving handling of fire-fighting equipment, fire water networks, related communication systems, emergency handling, fire-fighting, operation of fire tenders/ pump-house, etc. in a Petroleum Refinery/ Petro-chemical/ Heavy Chemical/ Gas Processing Industry/ Fertilizers/ Power Plants/ large industrial establishments.
VIII	<b>Junior Material Assistant - IV / Junior Technical Assistant - IV</b>	<b>210</b>	3 years Diploma in Mechanical/Electrical/Instrumentation Engg. from recognized Institute/University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST/PwBD candidates against reserved/identified for PwBD positions	Minimum one year of post qualification experience in Materials Department (Purchase, Stores & Inventory management) in any industrial establishment with computer proficiency. Working Knowledge of ERP Systems like SAP etc. will be preferred.
IX	<b>Junior Nursing Assistant - IV</b>	<b>211</b>	4 years B.Sc. (Nursing) or 3 years Diploma in Nursing & Midwifery or Gynaecology & Obstetrics from recognized Institute/University with minimum of 50% marks in aggregate for General & OBC candidates & 45% in case of SC/ST candidates against reserved positions.	Minimum one year of post qualification experience in Nursing (& Midwifery) or Gynaecology & Obstetrics in any Hospital/ Nursing Home. Experience in a Hospital of a large establishment will be preferred.

2. Diploma / BSc./ ITI in Branch / Subjects as specified against respective Posts above will ONLY be considered as eligible qualification. Diploma / BSc./ ITI in other than specified Branch / Subjects shall not be considered.
3. The prescribed qualification should be from a recognized Indian University/Institute as a regular full time course / Diploma course (including a sandwich diploma course with industrial training as part of the course; with no break) with minimum 50% marks (relaxed to 45% for SC/ST and PwBD category candidates against reserved/identified posts) in aggregate. For ITI (Fitter), only a pass shall be eligible.
4. Candidates possessing 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.
5. Qualification of MSc (Chemistry) shall not be considered a disqualification for post codes 201 & 206. However, percentage requirement shall be applied on graduation level only.
6. Regular full-time ITI (Fitter) course recognised by NCVT/SCVT shall be considered for Post Code 202 & 204.
7. Candidates possessing higher professional qualifications such as B.E. / B. Tech, MBA, CA, LLB, MCA or any such equivalent qualification shall not be eligible.
8. No Claim of possession of a qualification equivalent to a prescribed qualification shall be entertained.
9. Qualification for the purpose of this clause would mean the qualification based on which candidature is offered or considered claimed by a candidate.
10. Candidates holding a qualification through part-time/correspondence/distance education mode are not eligible.
11. The criteria for full time regular course shall not be insisted upon in case of Ex-Servicemen, provided they possess a requisite EQUIVALENT qualification that has been acquired during the service period and is recognized by AICTE/MHRD, GoI and have secured the prescribed minimum percentage of marks.
12. Work experience as prescribed of technical or professional nature is essential for being considered eligible.
13. For Ex Servicemen, a declaration of same area of work experience will be sufficient and no work experience related document will be required.

14. Ex-servicemen claiming an equivalence in qualification shall be required to produce a copy of equivalence certificate by the concerned Ministry
15. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, etc.
16. Suppression of information regarding possession of or pursuing higher qualification shall render a candidate ineligible for consideration at any stage of selection and termination at any time during employment, if recruited.

**C) Important Instructions:**

1. A candidate is allowed to apply for only one post. In case of receipt of more than one application for more than one post, all the applications will be rejected.
2. Large Industrial Establishment would mean industrial/manufacturing Units whose investment in plant & machineries exceed Rs. 10 crores and which has been in operation.
  - Candidates shall be required to attach a copy of the relevant page of the last published Balance sheet of the establishment with the physical application under self-certification by the candidate.
  - Candidates employed, directly or by or through any agency (including a contractor) by a Large Industrial Establishment shall also be eligible to apply, provided they furnish copy of the work order issued to the agency/contractor along with the page of the balance sheet.
3. Candidates who are registered with Local Employment Exchange(s)/ District Sainik Resettlement Board/ Special Employment Exchange and meeting the prescribed eligibility criteria, whose names are sponsored to concerned Refinery Unit against this notification, are advised to apply Online, failing which their candidature will not be considered.

**D) Opportunity for Women:**

1. No woman is permitted to work in or allowed to enter any building in which the generation of gas from dangerous petroleum as defined in the Petroleum Act 1934, is carried on. No woman is allowed to work in LPG storage and handling area.
2. Accordingly, Women candidates will not be considered for vacancies in Production and also against the cadres/work areas that require shift operations, 365 days in a year or necessitates undertaking work beyond 07.00 pm (& upto 06.00 am), like P&U Operations (Boiler & Electrical), Quality Control and Fire & Safety or maintenance services normally performed in shifts. However, subject to limitations above, exemptions if any, work & work performance requirements and availability of identified positions, women may be appointed.

**E) Reservation for SC/ST/OBC (Non – Creamy Layer)/ExSM/PwBD/EWS:**

1. Reservation of Posts for SC/ST/OBC (Non – Creamy Layer)/ExSM/PwBD/EWS candidates and relaxations thereof will be in terms of numbers indicated above / as per Govt. guidelines. Reservation for EWS candidates shall be as per Government Guidelines in this regard vide Department of Public Enterprises' O.M. 20(10)/99-DPE-GM-Part-2019-FTS-1517 dated 25.01.2019 and Department of Personnel & Training's O.M. No. 36039/1/2019-Estt(Res) dated 31.01.2019.
2. SC/ST/OBC candidates can be considered under General standard of merit against the un-reserved posts provided no relaxation in age, qualification etc. is availed of/extended to them.
3. For claiming the benefit of OBC category, candidates belonging to OBC category as per Govt. of India guidelines, should submit a latest caste certificate in the proforma prescribed by Govt. of India, which would, among others specifically mention that the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 & OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017.
4. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. Accordingly such candidates may choose to apply for the positions provided they meet the age criteria applicable to UR candidates and indicate their category as "UR".
5. Candidates belonging to EWS category are required to submit an Income and Asset certificate issued by Competent Authority prescribed under point no. 5 of Department of Personnel and Training's O.M No. 36039/1/2019-Estt.(Res) dated 31.01.2019. If the candidates are not able to submit the income and asset certificate at the time of making application, Declaration in this regard must be furnished. Format of Income and Asset certificate /Declaration can be downloaded from the website [www.iocl.com](http://www.iocl.com) and [www.iocrefrecruit.in](http://www.iocrefrecruit.in)
6. PwBD candidates with less than 40% of permanent disability are not eligible. The PwBD candidates are required to submit a Disability Certificate issued by competent authority as per the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Amended Rules, 2017, failing which their candidature as PwBD candidates will not be considered.
7. In case of Persons with Benchmark Disabilities in the category of Cerebral Palsy, the facility of Scribe shall be given, if so desired by the candidate. In case of other category of persons with benchmark disabilities, the provision of scribe can be allowed upon production of a certificate to the effect that the candidate concerned has physical limitation to write and scribe is essential to write examination on his behalf, from the Chief Medical Officer/ Civil Surgeon/ Medical Superintendent of a Govt. Healthcare Institution as per prescribed Proforma (*Certificate regarding Physical Limitation of an examinee to write*). In case the PwBD candidate is desirous of bringing his own Scribe, the qualification of the Scribe should be one step below the qualification of the candidate taking the examination. The person with benchmark disability opting for own Scribe/ Reader should submit details of the own Scribe as per prescribed Proforma (*Letter of*

Candidates shall send the scanned copy of Proforma duly completed and signed on the email id of the concerned Refinery {please refer to **by 20-03-2023**

8. A candidate working in Armed Forces would become eligible for applying against civil posts only when he/she completes the prescribed period of Armed Force Service within a year from the last date for receiving applications. Such candidate is required to submit prescribed Proforma (*Proforma of Certificate for employed Officials*). The prescribed proforma is available on website [www.iocl.com](http://www.iocl.com) and [www.iocrefrecruit.in](http://www.iocrefrecruit.in). Candidates shall send self-attested copy of Proforma duly completed and signed along with print-out of the online application {refer to Clause No. N (5 c(ix)) below}.
9. Such candidate from Armed Forces, who has been released/retired/discharged from Armed Forces and qualified as an Ex-servicemen is required to submit an undertaking {*Form of Undertaking to be given by Candidates Applying for Civil Posts under Ex Servicemen Category*} duly signed by him stating that he has not secured any appointment on the civil side, along with his application. The prescribed proforma is available on website [www.iocl.com](http://www.iocl.com) and [www.iocrefrecruit.in](http://www.iocrefrecruit.in). Candidates shall send self-attested copy of Proforma duly completed and signed along with print-out of the online application {refer to Clause No. N (5 c(x)) below}.

10. A Person with a specified disability listed in the Schedule but not covered under Section 34 (1), if certified by a Certifying Officer as a person with disability of 40% or above, in terms of provisions of the Rights of Persons with Disabilities Act, 2016 shall be allowed concessions / relaxations available to PwBDs against Post Codes 203 (for Junior Engineering Assistant-IV (Electrical)/ Junior Technical Assistant – IV post only){ except Barauni Refinery}, 204, 205, 206 & 210 only and if selected on merit against unreserved vacancies, he/she shall be declared successful. His/her candidature will not be considered / adjusted against reservation provided to PwBDs under Section 34 (1) of the Act of 2016.

**F) Other Concessions/Relaxations to SC/ST/OBC (NCL)/PwBD & ExSM :**

1. The minimum qualifying marks will be relaxed by 5% in written test for candidates belonging to SC/ST/PwBD categories against reserved positions.
2. SC/ST/PwBD candidates called for Written Test and Skill/Proficiency/Physical Test will be reimbursed single Innd class rail fare from the nearest railway station of the mailing address to the place of Written Test and Skill/Proficiency/Physical Test (if shortlisted) and back by the shortest route on production of ticket provided the distance is not less than 30 Kms.
3. SC/ST/PwBD/ExSM candidates are exempted from payment of application fee.

**G) Age limit/ Relaxation for candidates belonging to SC/ST/OBC(NCL) /PwBD/ ExSM:**

1. Certificate issued by a Board of Secondary Education for passing Matriculation/Higher Secondary shall be the only acceptable document in support of proof of age.
2. Minimum 18 years and Maximum age shall be 26 years for General candidates as on **20-03-2023**
3. Relaxation in age upto 5 years for SC/ST and 3 years for OBC (NCL) candidates considered against reserved positions will be allowed.
4. PwBD candidates will be allowed age-relaxation upto 10 years (upto 15 years for SC/ST and upto 13 years for OBC (NCL) candidates), if considered against reserved positions.
5. Relaxation to Ex-servicemen will be allowed as per Govt. Guidelines i.e in case of ExSM, Period of actual military service will be deducted from his actual age and if the resultant age does not exceed the maximum age limit by more than three years, he shall be considered to be fulfilling the age criteria.
6. PwBD / ExSM candidates belonging to SC/ST/OBC (NCL) categories shall be eligible for grant of cumulative age relaxation under the categories.
7. Age relaxation of a period equal to minimum years of experience notified against a post shall be allowed.
8. Period of Apprenticeship training {under The Apprentices Act 1961/1973 (as amended)}, in an industry covered under the experience criteria notified in this advt. relevant to a post will be considered for relaxation in age.
9. Further, Period of Apprenticeship training in an industry covered under the experience criteria notified in this advt. relevant to a post may be considered as experience. However, in such cases, relaxation towards age shall not be available.
10. Maximum relaxation of one year in age will be given to candidates possessing Boiler Competency Certificate & being considered for the post code 202.

**H) Date of reckoning Eligibility criteria:**

The date for the purposes of possession of qualification & experience and meeting age criteria shall be **30-03-2023**.

**I) Pay & Perks:**

Besides Basic Pay and Industrial pattern of DA, the other allowances / benefits include HRA/ Housing accommodation (as per availability), Medical Facilities, Productivity Incentive, Performance Linked Incentive, Gratuity, Provident Fund, Group Personal Accident Insurance, Leave Encashment, Leave Travel Concession/LFA, Contributory Superannuation Benefit Fund Scheme, House Building Advance, Conveyance Advance/Maintenance Reimbursement, Children Education Allowance etc., as per Corporation rules.

**J) Selection Methodology:**

1. The selection methodology will comprise Written Test and a Skill/Proficiency/Physical Test (SPPT). The SPPT will be of qualifying nature.
2. A candidate will have to secure a minimum of 40% marks in the written test to qualify for further consideration.
3. The minimum qualifying marks in the written test will be relaxed by 5% for candidates belonging to SC/ST/PwBD categories considered against reserved positions.
4. For candidates applying for notified posts at Guwahati Refinery, Barauni Refinery, Gujarat Refinery, Digboi Refinery and Bongaigaon Refinery, Written Test will be conducted at the location of respective Refinery Unit. For candidates applying for notified posts at Haldia Refinery, Mathura Refinery, Panipat Refinery & Petrochemical Complex and Paradip Refinery, Written Test will be conducted at Kolkata; Delhi; Panipat & Delhi and Bhubaneswar respectively. Exact venue details will be communicated through the Admit Card.
5. Admit cards for Written Test will be issued to all **prima-facie eligible** candidates on the basis of the details furnished in Online-Application form and submission of application fees (applicable for UR, EWS & OBC (NCL) Category candidates). Scrutiny of documents submitted by the candidates will be carried out post Written Test. Only those candidates will be considered/ called for next stage i.e. Skill/Proficiency/Physical Test (SPPT) who are (a) shortlisted on the basis of written test { refer Clause J (7) } and (b) meet the notified eligibility criteria upon verification of documents sent / submitted by the candidates and other parameters.
6. Obtaining minimum qualifying marks in the written test does not confer any right or claim by the candidate for being shortlisted for SPPT or the final selection, as the same is based on candidate's rank in the merit list on the basis of marks obtained in the Written Test, ratio applied, relative performance in respective categories, number of seats in respective Posts, Reservation position, candidates meeting the notified eligibility criteria & other parameters and documents found in order upon verification.
7. Short listed candidates, in the ratio of 1:2 (two candidates for one post, with due cognizance to number of reserved posts) subject to securing minimum qualifying marks in the written test, will be required to undergo a Skill/Proficiency/Physical Test (SPPT).
8. In case of tie of marks in the written test for the last position on the Shortlist for SPPT, all such candidates shall be called for the SPPT, even if the total number exceeds the prescribed ratio. If such a situation arises anywhere before the last position while drawing a list, the last name/last few names, in proportion to the prescribed ratio, will get eliminated.

9. Category-wise Merit list shall be drawn on the basis of marks obtained in the written test from & out of the said short-list; only for such candidates who qualify in the SPPT.
10. In case of tie of marks for the last position on the Merit List, the candidate with prior date of birth (senior by age) shall find a place in the Merit list. However, the name of the junior shall also be retained in the said Merit List, as the last name. If such a situation arises anywhere before the last position while drawing a list, the last name/last few names in the list, in proportion to the prescribed ratio, will get eliminated.
11. PwBD (availing of relaxation in qualification or written test qualifying marks) and Ex-Servicemen candidates, if found suitable, will be considered against reserved vacancy irrespective of their position in Merit list (in order of merit within the category) on horizontal reservation policy.
12. However, a PwBD candidate availing of only age relaxation (no relaxation in eligibility qualification marks / in Written test qualifying Marks) shall be considered against an unreserved post in order of merit in the select list, before being considered against a reserved post.
13. SC/ST/OBC (NCL) Candidates, who have availed of concession in Age or Eligibility qualification marks or in Written Test qualifying marks, as is available to the category, will be considered against reserved vacancies, irrespective of their position in select list (in order of merit within the category).
14. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, experience etc. At any stage of the selection process, if it is found that the candidate has furnished false or incorrect information, the candidature/appointment of the candidate will be cancelled.
15. Filling up of vacancies is solely at the discretion of the management based on suitability of candidates and no claim will arise for appointment, if some of these vacancies are not filled due to unsuitability of available candidates or insufficiency in number of candidates.
16. The decision of the Management will be final and binding on all candidates on all matters relating to eligibility, acceptance or rejection of the application, mode of selection, cancellation of the selection process either in part or full, etc. No correspondence will be entertained in this regard.

**K) Pre-Employment Medical and Physical Fitness:**

1. Candidates are advised to ensure that they are medically fit as per IndianOil's Pre-Employment Medical Standard. Candidates are advised to go through the "Guidelines and Criteria for Physical Fitness for Pre-employment medical examination" and satisfy themselves of meeting the fitness criteria before starting the application submission process. The guidelines are available in the following link : [https://www.iocrefrecruit.in/iocrefrecruit/advert\\_pdf/Preemployment\\_Medical.pdf](https://www.iocrefrecruit.in/iocrefrecruit/advert_pdf/Preemployment_Medical.pdf)
2. Candidates applying for the post of Jr. Engineering Assistant-IV (Fire & Safety) shall be required to meet the parameters of Physical Standards prescribed under 'Qualification' (Clause No. B 1- (VII)), in addition to physical standards prescribed under Clause No. K(1).

**L) Liability to Declare :**

1. Candidates with reported ailments, deficiencies or abnormalities and also those with finding of not meeting the physical fitness criteria as above, shall make a declaration to this effect while submitting their application.
2. A candidate found UNFIT for a position during medical examination by any other location/ Refinery unit of the Corporation or a Government Authority or any other PSU, shall be required to declare his medical condition with reasons for being declared "UNFIT". If the candidate applies / seeks employment/ engagement at any other location/ post of the Corporation, suppression of such information may render the candidature liable for Rejection.

**M) General Instructions :**

1. Candidates are advised to carefully read the full advertisement for details of educational qualification and other eligibility criteria before submission of on-line application.
2. Rules/guidelines, as may be prescribed by the Govt./framed by the Corporation from time to time, shall apply.
3. Candidates are hereby informed that any Corrigendum/ Addendum/ Notice etc. with regard to this advertisement will be made available on the website [www.iocl.com](http://www.iocl.com) ONLY. Candidates are advised to refer to the above website periodically for updates.
4. A candidate employed in Govt/Govt Departments/PSUs/Autonomous Bodies will be required to submit 'NO OBJECTION CERTIFICATE' at the time of Skill/Proficiency/Physical Test (if shortlisted for Skill/Proficiency/Physical Test) , failing which the candidate will not be allowed to appear in the Skill/Proficiency/Physical Test. Such candidates, if offered an appointment, shall be required to submit proper 'RELEASE ORDER' from their employer at the time of joining, without which they will not be allowed to join.
5. General, EWS and OBC (NCL) candidates are required to pay Rs.150/- (Rupees One hundred and fifty only) as application fee (non-refundable) through **SBI e- collect** only. The bank charges, as applicable, have to be borne by the candidate.
6. The path for accessing and paying fee on SBI e-Collect portal is as follows:  
Log onto <https://www.onlinesbi>

and Select Payment Category as the concerned Refinery for which candidate has applied for against the relevant post notified for the refinery. The last date for making Application Fee payment is **20.03.2023 17:00 Hrs)**

**N) How to Apply: On-Line Application**

1. Before applying on-line, a candidate must have an active email ID and a mobile phone number which must remain valid for at-least twelve month period for future communication (including issue of call letters).
2. The candidate should have the relevant documents/certificates pertaining to age, qualification, caste, experience, Disability Certificate (where applicable), scanned copy of colour photograph and signature in jpg format (size not exceeding 50 KB) ready before applying on-
3. Candidates meeting the prescribed eligibility criteria for a post, may visit the website [www.iocl.com](http://www.iocl.com) G\_\_\_\_\_ to 'What's New' > Go to Requirement of Experienced Non-Executive Personnel 2023 in IOCL, Refineries Division> Click on 'tailed advertisement' (to refer to the Advertisement) > Click on "Click here to Apply Online" ( fill online application form) . The link to online application



will remain open from **01-03-2023 (10:00 Hrs) to 20-03-2023(17:00 Hrs)** Applications submitted through on-line mode will **ONLY be accepted** . All future communication with candidate will take place only through website/ email/ SMS.

4. The candidate must ascertain the correctness of each information/details before filling in the 'Online Application Form' and its final submission. The candidate shall be wholly/exclusively responsible for the information/details so filled/provided in his online Application Form.
5. After successful submission of online Application, the candidates are required to send the following documents to the **concerned authority at the Refinery applied for** (as mentioned in the table at Clause No. N (7) below) by **Ordinary Post so as to reach by 20-03-2023** :

- a) Print out of on-line application form, duly signed
- b) a Color photograph under self-attestation
- c) Self attested copies of the following documents:
  - i. Matriculation/Higher Secondary certificate issued by Board of Secondary Education.
  - ii. Marksheet of Class XII by the concerned education Board / Semester-wise mark sheets of ITI (Fitter) issued by NCVT or SCVT/Sub Officer's Course / Graduation/Diploma in Engineering issued by University/ Institute ( as applicable)
  - iii. Certificate of Class XII Pass by the concerned education Board /Final ITI (Fitter) issued by NCVT or SCVT/ Sub Officer's Course/ Graduation/Diploma in Engineering Final/ Provisional Pass Certificate issued by respective University/Institute ( as applicable)
  - iv. Conversion certificate from CGPA/OGPA/Letter Grade to percentage of marks from concerned University/Institute (if applicable)
  - v. SC/ST/ Disability Certificate / OBC (NCL) Certificate alongwith "Declaration" / EWS-Income & Asset Certificate/ "DECLARATION for ECONOMICALLY WEAKER SECTIONS Candidates". Certificate must be in the prescribed format (available on website [www.iocl.com](http://www.iocl.com) and [www.ioclrecruit.in](http://www.ioclrecruit.in)) and issued by the Competent Authority.
  - vi. Experience Certificate or Copy of Offer Letter, Joining Letter, Payslips, Increment Letter, relieving letter etc. proving the continuance of experience for the period being claimed. The documents submitted in support of Experience **must clearly establish the period of experience as well as the nature of relevant prescribed experience** being claimed against the post applied for.
  - vii. For experiences being claimed under Large Industrial Establishment, wherever prescribed, copy of the relevant page of the last published Balance sheet of the establishment and copy of the work order issued to the agency/contractor along with the page of the balance sheet to be furnished where the candidate is employed, directly or by or through any agency (including a contractor) by a Large Industrial Establishment.
  - viii. Proof of Qualification (equivalence) / Self Declaration of same area of work experience / Service Certificate/ Discharge Certificate in case of Ex-Servicemen.
  - ix. Duly completed *Proforma of Certificate for employed Officials* - to be submitted by candidates belonging to Ex-Servicemen, as applicable {Please refer to Clause No. E (8)}
  - x. Duly completed *Form of Undertaking to be given by Candidates Applying for Civil Posts under Ex Servicemen Category*- to be submitted by candidates belonging to Ex-Servicemen, as applicable {Please refer to Clause No. E (9)}
  - xi. Photo Identity Proof ( Aadhar Card/Driving License/ Voter Id/ PAN Card/ Passport)

Further, all candidates are required to bring and submit one set of above mentioned documents {as mentioned at Clause No. N (5)} on the day of examination i.e. 20-04-2023 at the venue of Written Test.

6. ~~Printout of the application for the communication. Candidates should superscribe the Clause No. N (5) above is not received by the Refinery applied for, b 19-04-2023 by Ordinary Post OR on 20-04-2023 at Written test venue by hand, his/her candidature shall be~~ **Refinery applied for, b 19-04-2023 by Ordinary Post OR on 20-04-2023 at Written test venue by hand, his/her candidature shall be** *Name of Post, Post Code and Name of the Refinery Applied for* on the top of the envelope while sending the documents by Ordinary Post or submitting the documents at Written Test venue.
7. While sending the printout of the online applications alongwith specified documents by Ordinary Post, candidates shall ensure that the same are sent to the concerned authority at the Refinery applied for. Postal addresses of the Units are furnished below:

Refinery	Address
Guwahati Refinery	The Advertiser, Guwahati GPO, Post Box No -21, Meghdoot Bhawan, Panbazar, Guwahati – 781001 (Assam)
Barauni Refinery	Dy. General Manager (HR), Indian Oil Corporation Limited, Barauni Refinery, P.O. Barauni Oil Refinery, Dist. Begusarai - 851114 (Bihar)
Gujarat Refinery	Dy. General Manager (HR), Indian Oil Corporation Limited, Gujarat Refinery, P.O. Jawahar Nagar, Dist. Vadodara - 391320(Gujarat)
Haldia Refinery	Deputy General Manager(HR), Indian Oil Corporation Limited, Haldia Refinery, PO: Haldia Oil Refinery, Dist: Purba Medinipur- 721606 (West Bengal)
Mathura Refinery	The Advertiser – IOCL Mathura Refinery, Post Box No : 02, Mathura HPO, Mathura - 281001 (Uttar Pradesh)
Panipat Refinery & Petrochemical Complex	Post Box No. 128, Panipat Head Post Office, Panipat - 132103 (Haryana)
Digboi Refinery	Sr. Employee Relations Manager, Indian Oil Corporation Limited, Assam Oil Division, Digboi Refinery, PO: Digboi, Dist. –Tinsukia - 786171(Assam)
Bongaigaon Refinery	Sr. Employee Relations Manager, HR Department, Bongaigaon Refinery, Indian Oil Corporation Limited, P.O. Dhaligaon, Dist. Chirang - 783385 (Assam)
Paradip Refinery	Dy. General Manager (HR), Indian Oil Corporation Limited, Paradip Refinery, At/Po- Jhimani Via – Kujanga, Dist. -Jagatsinghpur – 754141 (Odisha)

8. As regards online application and documents sent by Post, candidates shall note that the same sent to any address other than those specified at Clause N (7) or sent by Registered Post/ Speed Post / Email/ Courier etc. (i.e. other than Ordinary post) shall stand automatically Rejected.

9. Incomplete applications, applications not supported by copies of relevant documents, applications not fulfilling the eligibility criteria or non-receipt of applications (in physical form) by Ordinary Post OR at Written test venue by/on the dates specified, shall be treated as Rejected without any further communication.
10. In the event of non-receipt of application fee (applicable for General, EWS & OBC Category candidates) for ANY reason whatsoever, his / her candidature will stand cancelled and no further communication shall be entertained. IOCL will not be responsible for any glitch in SBI e-collect payment gateway or any failure of payment/non- generation of transaction number through the gateway.
11. Candidates shall be required to carry a copy of the online application submitted by him/her alongwith the originals & self-attested copies of all testimonials and produce the same at the time of SPPT for verification( if shortlisted for SPPT).
12. Further information regarding written examination and SPPT (if shortlisted), call letters/ admit cards, results, etc. shall be made available through the website/ over email. Candidates are, therefore, advised to keep visiting the website regularly.
13. IOCL will not be responsible for any loss / non-delivery of email/ any other communication, due to invalid / wrong email id/ mailbox being full/ incorrect contact details furnished by the candidate etc.
14. Canvassing in any form is liable to render the candidate ineligible. Queries, if any, may be addressed to the following e-mail ids & Contact Nos. given below.

**For Queries / Clarification(s)**

15.

Unit	Contact No.	E-mail ID
Guwahati Refinery	0361-2657001	grrecruitment@indianoil.in
Barauni Refinery	06243-275259, 275242, 275266	brrecttcell@indianoil.in
Gujarat Refinery	0265-2238154	jr-recruitment@indianoil.in
Haldia Refinery	03224-223262 / 223271 / 223268	hrrectt@indianoil.in
Mathura Refinery	0565 -241-7137/7143/8153	mr_recruitment@indianoil.in
Panipat Refinery & Petrochemical Complex	0180-252 - 2048/2037/2035	prprecruitment@indianoil.in
Digboi Refinery	03751-263133/ 03751-263131	drperreccell@indianoil.in
Bongaigaon Refinery	03664-254871	bgrrecruit@indianoil.in
Paradip Refinery	06722-252040	pdrp-recruitment@indianoil.in

**Important Dates for Candidates:**

- 📅 DATE OF OPENING OF ONLINE APPLICATION : 01-03-2023(10:00 Hrs.)
- 📅 LAST DATE OF SUBMISSION OF ONLINE APPLICATION : 20-03-2023 (17:00 Hrs.)
- 📅 LAST DATE FOR PWBD CANDIDATES TO SUBMIT PRESCRIBED PROFORMAS  
FOR SCRIBE THRU' EMAIL {REFER CLAUSE E (7)} : 22-03-2023 (17:00 HRS.)
- 📅 DATE OF RECEIPT OF PRINTOUT OF ONLINE APPLICATION  
FORM ALONGWITH SUPPORTING DOCUMENTS
  - BY ORDINARY POST : BY 19-04-2023
  - AT WRITTEN TEST VENUE BY HAND : ON 20-04-2023
- 📅 TENTATIVE DATE OF WRITTEN TEST
- 📅 LIKELY DATE OF PUBLICATION OF WRITTEN TEST  
RESULT (SHORTLIST FOR SPPT) : by 15-05-2023

**Canvassing in any form is liable to render a Candidate Ineligible**

**Be Aware of Frauds  
Recruitment in Indian Oil are undertaken only through Employment Exchange / Press Notifications  
: 20-04-2023**