



**::Join IndianOil – Fuel Your Career**

Recruitment of Engineers/Officers and Engagement as Graduate Apprentice Engineers in  
Indian Oil Corporation Limited through GATE-2023

**Advt. No.: DP/5/5/Open (GATE 2023)**

**Dated: 1<sup>st</sup> June 2023**

**Detailed Advertisement**

Indian Oil Corporation Limited (IOCL) is a leading, diversified, and integrated energy major with presence across all streams of Oil, Gas, Petrochemicals and Alternative Energy sources. Contributing to the growth of nation year after years, Indian Oil has risen to position of leadership with its ubiquitous presence and its diligence to make a mark in the lives of the citizens of India. Empowered with the 'Maharatna' status, the organization renders overriding prominence to the energy needs of the country and aspires to be 'The Energy of India' and 'A Globally Admired Company'.

Delivering energy at the doorstep and services at a click, IndianOil is propelled to perfection by its high-caliber people adopting best practices aided by state-of-the-art technologies, cutting-edge R&D. For the FY 2022-23, Indian Oil sold 95.714 million tonnes of products and recorded an all-time high revenue from operations of Rs.9,34,952 crores. The organization is on the path to an even greater glory.

To fuel its future growth, Indian Oil is looking for energetic and dedicated Graduate Engineers with bright academic record to join the organization as Engineers/Officers from following disciplines:

- a. Chemical Engineering
- b. Civil Engineering
- c. Computer Science and Engineering
- d. Electrical Engineering
- e. Instrumentation Engineering
- f. Mechanical Engineering

Additionally, few candidates would also be selected for Engagement as Graduate Apprentice Engineers (GAEs) in select disciplines (*from above disciplines*) in line with The Apprenticeship Act, 1961 (and subsequent amendments thereafter). Subject to satisfactory performance of GAEs during the apprenticeship period, they may be absorbed in the Corporation in the pay scale applicable to induction level officers at the time of such absorption.

**1.0 Eligibility Criteria:** Candidates meeting eligibility criteria as below may apply for the advertised positions:

| <b>1.1 Who can Apply</b>                                            | <p>a. Only Indian Nationals are eligible to apply.</p> <p>b. Applicants must have appeared and qualified in GATE 2023 from any one of the disciplines mentioned in <b>para 1.2</b>.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                            |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------|----------------------|----------------------|----------|-------------------|----------------------|----------------------------|----------------------------|------------------------|----------------------------|----------------------------|----------------------|----------------------------|-----------------------------|---------------------------------------------------------------------|--------------------------------------------------|------------------------|----------------------|
| <b>1.2 Eligible Disciplines (GATE 2023)</b>                         | <p>a. Candidates must have qualified in the GATE 2023 examination from one of the following disciplines in order to be eligible to apply for the advertised posts:</p> <table><tr><td>i.</td><td>Chemical Engineering</td><td>(GATE 2023 code: CH)</td></tr><tr><td>ii.</td><td>Civil Engineering</td><td>(GATE 2023 code: CE)</td></tr><tr><td>iii.</td><td>Computer Sc &amp; Engineering</td><td>(GATE 2023 code: CS)</td></tr><tr><td>iv.</td><td>Electrical Engineering</td><td>(GATE 2023 code: EE)</td></tr><tr><td>v.</td><td>Instrumentation Engineering</td><td>(GATE 2023 code: IN)</td></tr><tr><td>vi.</td><td>Mechanical Engineering</td><td>(GATE 2023 code: ME)</td></tr></table> <p>b. A candidate can apply in IOCL only from one of the aforesaid disciplines. In order to apply, the candidate must have qualified GATE 2023 examination from any one of the above disciplines and also done BE/B.Tech from the same discipline [<i>or the corresponding engineering discipline mentioned in para 1.4</i>]</p> <p>For example:</p> <p><i>In case a candidate has qualified in GATE 2023 from 2 papers – say Electrical Engg and Instrumentation Engg – and has done BE/B.Tech in Instrumentation Engg, then the candidate can apply only in Instrumentation Engg and not in Electrical Engg for this recruitment.</i></p> <p>c. Qualifying in GATE 2023 from disciplines other than 06 (Six) disciplines mentioned above shall not be accepted towards eligibility for the advertised post.</p> <p>d. GATE marks of previous years (GATE 2022 or before) shall also not be accepted.</p> |                            | i.       | Chemical Engineering | (GATE 2023 code: CH) | ii.      | Civil Engineering | (GATE 2023 code: CE) | iii.                       | Computer Sc & Engineering  | (GATE 2023 code: CS)   | iv.                        | Electrical Engineering     | (GATE 2023 code: EE) | v.                         | Instrumentation Engineering | (GATE 2023 code: IN)                                                | vi.                                              | Mechanical Engineering | (GATE 2023 code: ME) |
| i.                                                                  | Chemical Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | (GATE 2023 code: CH)       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| ii.                                                                 | Civil Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | (GATE 2023 code: CE)       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| iii.                                                                | Computer Sc & Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | (GATE 2023 code: CS)       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| iv.                                                                 | Electrical Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | (GATE 2023 code: EE)       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| v.                                                                  | Instrumentation Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | (GATE 2023 code: IN)       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| vi.                                                                 | Mechanical Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | (GATE 2023 code: ME)       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| <b>1.3 Upper Age Limit (As on 30<sup>th</sup> June 2023)</b>        | <p><b>Upper Age Limit:</b> Candidates applying from General/EWS category should not be more than 26 years. Relaxation to candidates applying from other categories shall apply as per Government of India guidelines. Following cut off on Date of Birth shall apply:</p> <table><tr><th rowspan="2">Category</th><th colspan="2">Born on/after dates</th></tr><tr><th>Non PwBD</th><th>PwBD</th></tr><tr><td>General, EWS</td><td>01<sup>st</sup> July 1997</td><td>01<sup>st</sup> July 1987</td></tr><tr><td>OBC (Non-Creamy Layer)</td><td>01<sup>st</sup> July 1994</td><td>01<sup>st</sup> July 1984</td></tr><tr><td>SC, ST</td><td>01<sup>st</sup> July 1992</td><td>01<sup>st</sup> July 1982</td></tr><tr><td><b>Ex-Servicemen and Commissioned Officers including ECOs/SSCOs</b></td><td colspan="2">As per extant guidelines of Government of India.</td></tr></table> <p>Certificate issued by Board of Secondary Education for passing Matriculation/Higher Secondary mentioning the date of birth shall be the only acceptable document in support of proof of age.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                            | Category | Born on/after dates  |                      | Non PwBD | PwBD              | General, EWS         | 01 <sup>st</sup> July 1997 | 01 <sup>st</sup> July 1987 | OBC (Non-Creamy Layer) | 01 <sup>st</sup> July 1994 | 01 <sup>st</sup> July 1984 | SC, ST               | 01 <sup>st</sup> July 1992 | 01 <sup>st</sup> July 1982  | <b>Ex-Servicemen and Commissioned Officers including ECOs/SSCOs</b> | As per extant guidelines of Government of India. |                        |                      |
| Category                                                            | Born on/after dates                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                            |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
|                                                                     | Non PwBD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | PwBD                       |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| General, EWS                                                        | 01 <sup>st</sup> July 1997                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 01 <sup>st</sup> July 1987 |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| OBC (Non-Creamy Layer)                                              | 01 <sup>st</sup> July 1994                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 01 <sup>st</sup> July 1984 |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| SC, ST                                                              | 01 <sup>st</sup> July 1992                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 01 <sup>st</sup> July 1982 |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |
| <b>Ex-Servicemen and Commissioned Officers including ECOs/SSCOs</b> | As per extant guidelines of Government of India.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                            |          |                      |                      |          |                   |                      |                            |                            |                        |                            |                            |                      |                            |                             |                                                                     |                                                  |                        |                      |

**1.4 Educational  
Qualification  
and Degree  
(Qualifying  
Degree)**

- a. **Qualifying Degree:** B.Tech./BE /Equivalent obtained as Full-time Regular course from Institutions/ Colleges/ Universities/ Deemed Universities duly recognized by AICTE/UGC in anyone of the following disciplines:

| <b>Engineering Discipline in B.Tech./BE /Equivalent</b>                                                                                                                                                                    | <b>Eligible GATE 2023 discipline</b>             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <b>Chemical Engineering</b> (including Petrochemicals/Polymer/ Plastic Engineering but excluding Rubber/ Oil/ Paint Technology/ Surfactant Technology/Ceramics Engineering etc.)                                           | Chemical Engg<br>GATE Code - CH                  |
| <b>Civil Engineering</b> (excluding Construction /Environmental/ Transportation Engineering etc.)                                                                                                                          | Civil Engg<br>GATE Code - CE                     |
| <b>Computer Science &amp; Engineering</b> (Including Information Technology Engineering but excluding Information & Communications Technology etc.).                                                                       | Computer Science<br>GATE Code - CS               |
| <b>Electrical Engineering</b> (including Electrical & Electronics Engineering but excluding Electrical & Communication/ Power Engineering/ Telecommunication Engineering etc.)                                             | Electrical<br>Engineering<br>GATE Code - EE      |
| <b>Instrumentation Engineering</b> (including Electronics & Instrumentation Engineering/ Instrumentation & Control Engineering but excluding Electronics & Communication Engineering/Telecommunication Engineering etc.)   | Instrumentation<br>Engineering<br>GATE Code - IN |
| <b>Mechanical Engineering</b> (excluding Automation/ Automobile/ Industrial/ Manufacturing/ Power/ Production Engineering/ Mining Engineering & Technology, Mining & Machinery/Marine Engineering/ Robotics/ Welding etc.) | Mechanical<br>Engineering<br>GATE Code - ME      |

- b. Candidates pursuing/completed their graduation (BE/B.Tech) in combined/ integrated disciplines/ inter-disciplinary subjects like Mechatronics/ Robotics etc will not be eligible.
- c. Candidates having qualifying degree from a discipline other than those above are not eligible to apply. The Corporation reserves the right to take a final decision in considering an Engineering discipline eligible in case different from those mentioned above.

| <p><b>1.5</b> Candidates pursuing ME/M.Tech as Integrated course or Dual degree Course of BE/B.Tech Program</p> | <p>a. Candidates who are currently pursuing M.Tech as part of Integrated Course or Dual Degree course of BE/B.Tech program are also eligible to apply provided they have appeared in GATE – 2023 examination in the eligible discipline (<b>refer para 1.2 of this ad</b>) and completed B.Tech./BE in one of the disciplines mentioned above (<b>refer para 1.4 of this ad</b>). Such candidates must have both BE/B.Tech and ME/M.Tech degrees by 30<sup>th</sup> September, 2023, if selected in Indian Oil.</p> <p>Example:</p> <p>i. A candidate who is pursuing/has completed M.Tech in Power Systems (<i>which is not an eligible discipline under this recruitment process</i>) but has done B.Tech/BE in Electrical Engineering (<i>which is an eligible discipline under this recruitment process</i>) is eligible to apply only if the candidate has appeared and qualified in GATE – 2023 in Electrical Engineering discipline (<i>which is an eligible discipline</i>). However, vice versa instances of this example will not be considered towards meeting eligibility for applying to the advertised positions under Electrical Engg discipline.</p> <p>ii. Candidates pursuing Integrated ME/ M.Tech where separate degrees for BE/B.Tech and ME/M.Tech are awarded are eligible to apply, only if they have completed the course requirement for award of BE/ B.Tech in one of the Engineering disciplines mentioned above (<b>para 1.4</b>) and have completed (<i>or are completing</i>) ME/ M.Tech by 30<sup>th</sup> September, 2023.</p> <p>b. If a candidate who is pursuing/completed integrated ME/M.Tech programme and is awarded two separate degrees i.e. BE/B.Tech and ME/M.Tech, then the percentage of marks/CGPA obtained by the candidates in BE/B.Tech only will be considered to determine the eligibility of the candidate.</p> <p>c. If a single degree is awarded i.e. ME/M.Tech to the candidate at the end of integrated ME/M.Tech program, then the percentage of marks/CGPA obtained by the candidates in ME/M.Tech program only will be considered to determine the eligibility of the candidate.</p> |          |                              |                        |        |                 |        |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------------------|------------------------|--------|-----------------|--------|
| <p><b>1.6</b> Minimum Marks in Qualifying Degree</p>                                                            | <p>a. Candidates should have secured the following minimum percentage of marks in qualifying degree examination.</p> <table border="1" data-bbox="462 1346 1459 1503"> <thead> <tr> <th>Category</th><th>Minimum Percentage of Marks*</th></tr> </thead> <tbody> <tr> <td>General, EWS, OBC(NCL)</td><td>65.00%</td></tr> <tr> <td>SC, ST and PwBD</td><td>55.00%</td></tr> </tbody> </table> <p>*Calculation of percentage of marks in the qualifying degree would be governed by institute/university rules.</p> <p>b. Candidates currently in final year/final semester of their qualifying degree may also apply subject to obtaining minimum percentage of marks as mentioned above from aggregate of marks obtained in semesters declared so far. However, if selected, they would be allowed to join only if, besides meeting other eligibility criteria, their aggregate percentage of marks in the qualifying examination is equal/more than the minimum percentage of marks as prescribed above. Such candidates should also be in a position to submit their final mark sheet by 30<sup>th</sup> September 2023.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Category | Minimum Percentage of Marks* | General, EWS, OBC(NCL) | 65.00% | SC, ST and PwBD | 55.00% |
| Category                                                                                                        | Minimum Percentage of Marks*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |                              |                        |        |                 |        |
| General, EWS, OBC(NCL)                                                                                          | 65.00%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |                              |                        |        |                 |        |
| SC, ST and PwBD                                                                                                 | 55.00%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |                              |                        |        |                 |        |

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|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                             | <p>c. Wherever final marks in the qualifying degree have been awarded as letter/number grade (CGPA/GPI/SGPA etc.), equivalent percentage of marks for establishing eligibility criteria shall be arrived at by referring to CGPA to Percentage conversion formula adopted by respective institute/university. Such candidates would have to submit the conversion certificate issued by the concerned institute/university at the time of Personal Interview, if shortlisted.</p> <p>d. However, in case the institute does not follow any conversion formula for converting CGPA to Percentage, IOCL shall be at liberty to arrive at equivalent percentage of marks by adopting a multiplication factor to arrive at equivalent percentage of marks. Candidates from such colleges/institutes will have to submit a certificate mentioning that their college/institute does not follow CGPA to Percentage conversion formula at the time of Personal Interview, if shortlisted.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 1.7 Documents to avail Reservation in posts | <p>a. Reservation in posts for candidates from EWS, OBC(NCL), SC, ST and PwBD categories will be available as per directives of Government of India.</p> <p>b. Candidates belonging to EWS, OBC(NCL), SC, ST and PwBD categories should have valid certificate in support of their claim of belonging to such category, to be eligible for claiming reservation under the respective category.</p> <p><b>c. For getting the benefits of reservation under OBC(NCL) category:</b></p> <ul style="list-style-type: none"> <li>• Name of caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India for appointment to posts under GOI and Central Govt. Public Sector Undertakings. The name of the caste mentioned in the certificate should be spelled exactly in the same manner as appearing in the central list.</li> <li>• Candidates should produce caste certificate issued by the competent authority in the latest prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking.</li> <li>• The certificate must contain the date of issue along with name of caste, spelled exactly in the same manner as appearing in the central list of the respective state.</li> <li>• OBC(NCL) certificate should have been issued on or after 01.04.2023 by the competent authority.</li> <li>• The OBC category candidates who belong to “CREAMY LAYER” are not entitled for OBC(NCL) concession/reservation and such candidates shall have to apply as “General” category candidate.</li> <li>• OBC(NCL) candidate belonging state of Maharashtra must have valid Caste Validity certificate issued in his/her name by Government of Maharashtra.</li> </ul> <p><b>d. For getting the benefits of reservation under SC/ST category:</b></p> <ul style="list-style-type: none"> <li>• Name of caste/tribe to which candidate belongs must appear in the Central List of SC/ST of respective state as notified respectively by Ministry of Social Justice and Empowerment, Govt of India and Ministry of Tribal Affairs, Govt of India</li> </ul> |

|                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                      | <ul style="list-style-type: none"> <li>• The caste/tribe certificate must contain date of issue along with name of caste/tribe. The certificate must contain the date of issue along with name of caste/tribe, spelled exactly in the same manner as appearing in the central list of the respective state.</li> <li>• The candidates need to furnish their SC/ST certificate as per the latest format prescribed by Government of India.</li> <li>• SC/ST candidate belonging state of Maharashtra must have valid Caste Validity certificate issued in his/her name by Government of Maharashtra.</li> </ul> <p>e. <b>For getting the benefits of reservation under EWSs category:</b></p> <ul style="list-style-type: none"> <li>• The Income and Asset Certificate shall be valid for the financial year 2023-24 and should have been prepared on the basis of income and asset verification for the financial year 2022-23.</li> <li>• Name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General/Samanya etc." will not suffice.</li> <li>• Applicant's photo on the certificate should be duly pasted, signed and stamped by issuing authority.</li> </ul> <p>f. <b>For getting the benefit of reservation under PwBD category: The candidate should meet following criteria to claim relaxation/reservation under PwBD category</b></p> <ul style="list-style-type: none"> <li>• Nature of Disability – Permanent</li> <li>• Degree of Disability – Minimum 40%</li> <li>• PwBD certificate as per latest format applicable to relevant category of disability.</li> </ul> |
| 1.8 Physical Fitness | <p>a. <b>Pre – Employment Medical Examination Guidelines (PEME Guidelines)</b> – Final selection and joining of candidates is subject to meeting the physical fitness criteria as described in the PEME guidelines.</p> <p>Therefore, Candidates are advised to go through the 'Guidelines and Criteria for Physical Fitness for Pre-employment Medical Examination' placed on the registration portal and should satisfy that they meet the physical fitness parameters as per the PEME guidelines before commencing filling the ONLINE application.</p> <p>b. All medical reports towards physical fitness – as per format mentioned in the guidelines shall be required to be submitted by the candidate at the time of joining, if empaneled for the advertised positions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

**2.0 Application Process:** Applications for the current recruitment process shall be through ONLINE Mode only.

**2.1 How to apply**

- a. Candidates must go through this detailed advertisement very carefully and check their eligibility before proceeding to apply ONLINE for the position.
- b. The relevant link to apply ONLINE is available on the Indian Oil's website at <https://iocl.com/latest-job-opening> on [www.iocl.com](http://www.iocl.com) Candidates should click on the ONLINE application link, read the instructions carefully and fill-in the ONLINE application form giving correct and complete information.
- c. Candidate should have following documents ready for uploading on the ONLINE portal at the time of registration:
  - a. Scanned copy of Recent Color Passport Size Photograph, *captured in January 2023 or later.*
  - b. Scanned copy of Signature
- d. Prior to applying ONLINE, candidate will have to register his/her email id and mobile number on the online portal. Once registered, the email id and mobile number cannot be changed. Communications to the candidates shall be made on their registered email id/ mobile number with our portal. Therefore, their email id and mobile number must be valid and should remain active for minimum 01 year from the date of application. Request for change of e-mail ID and mobile number will not be entertained.
- e. After successful registration of email id and mobile number, candidates will be asked few multiple-choice questions pertaining to terms and conditions mentioned in this detailed advertisement. Candidates will be allowed to proceed further in the application process only when the questions are answered correctly by the candidate. It is therefore very important to read and understand all terms and conditions of this detailed advertisement.
- f. At the start of application process, candidate will be asked following details on the recruitment portal:
  - a. Date of Birth (dd-mm-yyyy format)
  - b. GATE 2023 Registration Number
  - c. GATE 2023 Discipline
  - d. Marks obtained in GATE 2023 (Out of 100, up to two places of decimal)

The candidate will be allowed to proceed further in the application process only when the entries made against above queries are found matching with GATE 2023 database.
- g. The portal will capture candidate's LIVE photo using candidate's system camera through portal's in-built feature. Candidate should position himself/herself in such a way that **only the face and Neck area** of the candidate is in focus and is captured by the camera. Additionally, candidate will also be required to upload recent most colour photo (*passport size, captured in January 2023/onwards*) during the application process. Candidate should ensure that candidate's appearance in the photo (*both uploaded and captured by the system*) matches with the actual appearance of the candidate on the day of personal interview, if shortlisted.
- h. Candidate must read the On-Screen instructions very carefully while applying and filling the entries in the ONLINE form. Candidate must keep on verifying their entries repeatedly prior to submitting their ONLINE application, as no request for changes in the entries shall be entertained after submission of the ONLINE application form.

- i. Candidates applying from any of the reserved category (EWS, OBC(NCL), SC, ST, PwBD) must have relevant and valid document in support of their claim of belonging to reserved category from which they are applying, failing which their candidature may be cancelled and appointment/engagement may be summarily terminated, if selected. Such candidates must also furnish correct details of such documents in ONLINE application portal wherever asked for.
- j. Candidate must keep .pdf format of the ONLINE application form in their safe custody for future reference. Candidates need not send this printout to any office of Indian Oil.
- k. Candidates need not submit/upload their EWS/Caste/PwBD certificate at the time of registration. However, they must furnish information sought about such documents in the online application – like issue date, certificate number, caste serial number as per central list, name of caste, issuing authority etc.
- l. Since all the applications will be screened without documentary evidence/ proof, the candidates must satisfy themselves of meeting the eligibility criteria for the position to which they are applying.
- m. The candidates should ensure that they fulfill all eligibility criteria and other conditions as specified in this advertisement and that the particulars furnished by them in the online application are complete and correct in all respects.
- n. Suppression of any fact may lead to termination of candidature at any stage of selection process or during employment, if selected. Furnishing false information or concealment/suppression of factual information may render the candidate unfit for employment/engagement.
- o. Mere registration on portal shall not mean that candidate is meeting the eligibility criteria. The same has to be established by producing relevant and valid documents in original at the time document verification. In case it is detected at any stage of the selection process that a candidate does not fulfill the eligibility criteria, and/ or that candidate has furnished any incorrect information or has suppressed any material fact(s), his/her candidature may be cancelled, and appointment may be summarily terminated, if selected.
- p. Candidature of the candidates not found meeting the prescribed eligibility criteria or submitting false/ incorrect information may be rejected at any stage of selection process.
- q. Candidates presently employed in Government Departments / PSUs / Autonomous Bodies need to submit NOC from competent authority of their current employer at the time of interview. Selected candidates will have to submit clear/unconditional release letter from their current employer, failing which they will not be allowed to join/engage. Selected candidates working in Private organization will have to submit proof of acceptance of resignation from their current employment prior to being allowed to join as officer or engaged as GAE.
- r. Any canvassing directly or indirectly by the applicant will lead to disqualification of his/ her candidature.
- s. Any revision, clarification, addendum, corrigendum, time extension in submission of ONLINE application, etc. to the above advertisement will be hosted on “Careers” section of IOCL website: [www.iocl.com](http://www.iocl.com). Candidates are requested to visit the website regularly to keep themselves updated.
- t. All the details mentioned in the online form will be treated as final and no request for changes will be entertained later on. Therefore, candidates are advised to fill the ONLINE form very carefully making correct entries in the respective fields. An application once submitted shall not be considered for any editing later on.



### **3.0 Selection and Shortlisting Process:**

|                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.1 Selection Process    | <p>Selection process shall consist of following components:</p> <ol style="list-style-type: none"><li>Marks in GATE 2023 exam</li><li>Personal Interview (PI)</li><li>Group Discussion (GD) and Group Task (GT)</li></ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 3.2 Shortlisting Process | <p>Shortlisting of eligible candidates for further selection process shall comprise of GD, GT and PI and shortlisting shall be done category wise in descending order of their marks obtained in GATE 2023 examination for respective discipline. Merely qualifying in GATE 2023 examination does not guarantee short-listing for GD, GT and Personal Interview.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 3.3 Document Readiness   | <p>Eligibility of the shortlisted candidates shall be verified at the time GD, GT, PI prior to allowing candidates further in the selection process and only those candidates shall be allowed to appear in the selection process who would meet the eligibility criteria by furnishing relevant and valid documents in latest formats in original at the time of document verification.</p> <p>Therefore, candidates must be able to produce valid and relevant documents in latest formats in original in support of information furnished by them in their IOCL application form at the time of document verification, failing which candidates may not be allowed to participate further in the selection process and may be declared ineligible for the position.</p> <p>Candidates are therefore advised to exercise utmost caution while filling up the application form.</p> |
| 3.4 Merit List           | <p>Merit list shall be prepared only of those candidates who qualify individually in not only all components of selection process but also in consolidated weighted sum of marks obtained in the components of selection process as below:</p> <ol style="list-style-type: none"><li>GATE 2023 exam</li><li>Personal Interview</li><li>Group Discussion and Group Task</li></ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

#### **4.0 Other Information:**

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|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4.1 Placement & Nature of Job (Indicative) | <p><b>Placement</b> – Depending upon the requirements of the Corporation, selected candidates can be placed to any place in India or any Section / Plant/Unit/Department/Division of the Corporation or Establishment including in any other Associate Subsidiary/ Group Company / Joint Venture companies of the Corporation, including overseas offices at the discretion of the Management without detriment to the emoluments.</p> <p>a) <b>Refineries Division:</b> May be posted in engineering services, process, production, projects, power plant, maintenance, inspection or in any other discipline as per organization requirement.</p> <p>b) <b>Marketing Division:</b> May be posted in Aviation Services, Engineering, Operations, LPG, Lubes, Maintenance &amp; Inspection, Sales and Marketing or in any other discipline as per organization requirement.</p> <p>c) <b>Pipelines Division:</b> May be posted in operations and maintenance, construction, projects or in any other discipline as per organization requirement.</p> <p><b>Business Development:</b> May be posted in petrochemicals &amp; polymer projects, operations, sales/marketing, gas, renewable energy &amp; sustainable development Exploration &amp; Production or in any other discipline as per organization requirement.</p>                                      |
| 4.2 Joining Time                           | Selected candidates will have to join the organization on the date mentioned in their offer of appointment failing which the organization reserves the right to cancel/withdraw the offer of appointment without any further correspondence/reference to the candidates.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 4.3 Remuneration                           | <p><b>Candidates selected as Engineers/Officers</b> will receive a starting basic Pay of Rs. 50,000/- per month and shall be placed in the pay scale of Rs. 50,000 - 1,60,000. In addition, the selected candidates will receive Dearness Allowance (DA) and other allowances, according to the rules of the Corporation in force, and as amended from time to time.</p> <p>Other allowances /benefits include HRA/subsidized housing accommodation (depending upon place of posting), medical facilities, gratuity, contributory provident fund, employees' pension scheme, group personal accident insurance scheme, leave encashment, leave travel concession (LTC)/ LFA, contributory superannuation benefit fund scheme, conveyance advance/ maintenance reimbursement, performance related pay (PRP) etc. as per rules of the corporation.</p> <p>The gross valuation of remuneration to the company will be <b>approx. 16.80 Lacs per annum</b> inclusive of performance related pay (PRP). The actual remuneration may vary depending on place of posting, financial performance of the Corporation and annual performance appraisal of the individual.</p> <p><b>Candidates selected as GAEs (Graduate Apprentice Engineer)</b> shall receive a fixed monthly stipend of Rs.60000.00 (Rs. Sixty Thousand only) for the duration of apprenticeship.</p> |

|                                        |                                                                                                                                                                                     |                            |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| 4.4 Service Bond                       | Candidates selected as Officer/Engineer will have to execute a bond as under to serve the Corporation for a minimum period of three years from the date of joining the Corporation: |                            |
|                                        | <b>Category</b>                                                                                                                                                                     | <b>Officers/ Engineers</b> |
|                                        | General                                                                                                                                                                             | Rs. Three Lakhs only       |
|                                        | EWS, OBC(NCL), SC, ST and PwBD                                                                                                                                                      | Rs. Fifty Thousand only    |
| 4.5 Last date and Time for application | Last date/time of applying for posts advertised in this advertisement is 23:59 hrs of <b>22<sup>nd</sup> June 2023</b>                                                              |                            |
| 4.6 Contact Us                         | In case of any query, Candidates can write to us at <a href="mailto:recruit2023@indianoil.in">recruit2023@indianoil.in</a>                                                          |                            |

### **5.0 Few Frequently Asked Questions:**

- When will IOCL announce date for GD/GT and PI** – The shortlisted candidates will be informed about their GD/GT and PI schedule in due course.
- I made some mistakes in my application form. Do you allow any Editing in Application Form already submitted** – No change is allowed. Please fill in the application form very carefully and recheck the entries made you prior to final submission of the ONLINE application form.
- Is there any Application Fee – NIL**
- I did my B.Tech from Electrical Engg but appeared and qualified in GATE 2023 from Electrical as well as Instrumentation Engg. Can I apply from Electrical and Instrumentation Engg for this recruitment?** – NO. You are only eligible to apply from Electrical Engg and NOT from Instrumentation Engineering.
- I shall be completing my B.Tech in 2023. Therefore, I do not have aggregate marks for all 8 semesters. So, for how many semesters should I fill my marks in the application form** – Please fill your marks obtained up to 7 semesters.
- I scored 54.99% in mt BE/B.Tech. Do you allow rounding it off to 55.00%?** – Rounding off of percentage is NOT allowed. In this case, you are not eligible to apply.
- CGPA to Percentage related** – My college follows a complex formula to convert CGPA to Percentage. I have obtained 7.3 CGPA on a scale of 10 and this converts to 78% after referring to conversion formula adopted by my college. What multiplication factor should I enter in the application form? – **You should enter 9.315 [78/7.3]**
- I am not sure whether I fulfil the criteria for getting benefit under SC/ ST/ OBC(NCL) /EWS /PwBD category. What do I do?** - The onus of claim to belong to any of these categories and providing a valid relevant certificate to this effect rests with the candidate. Hence, the candidate should satisfy himself/herself fully before claiming to belong to one of these categories.

In case it is found at any stage of recruitment/engagement process or any time after recruitment/engagement, that the candidate has obtained reservation benefits by submitting false/ incorrect certificate/ information; the candidature of such candidates will be cancelled, and services/engagement terminated immediately.

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