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Recruitment of Engineers/Officers and Engagement as Graduate Apprentice Engineers in Indian Oil Corporation Limited through GATE-2021

Advt. No.: DP/5/5/Open (GATE 2021)   **Dated: 7th July 2021**

Detailed Advertisement

Indian Oil Corporation Limited (IOCL) is a diversified, integrated energy major with presence in oil, gas, petrochemicals and alternative energy sources. 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'.

Indian Oil Corporation Ltd. has been featuring year after year among India's **Best Companies to Work For** and has been recognized as Best Employer among Nation-Builders. Recording an all-time high Profit After Tax of Rs. 21,836 Crore in FY 2020-21, the organisation is propelled to perfection by its high-calibre people adopting best practices aided by state-of-the-art technologies, cutting-edge R&D. 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. Electrical Engineering
d. Instrumentation Engineering
e. Mechanical Engineering

Additionally, few candidates would also be selected from above disciplines (except Instrumentation Engg) for Engagement as Graduate Apprentice Engineers (GAEs) in line with Apprenticeship Act, 1961 (and subsequent amendments thereafter). GAEs are offered lump sum monthly stipend and on the basis of their satisfactory performance 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

1.1	Who can Apply	a. Only Indian Nationals are eligible to apply. b. Applicants must have appeared and qualified in GATE 2021 from any one of the disciplines mentioned in para 1.2 below.
1.2	Eligible Disciplines **(GATE 2021)**	a. Candidates must have qualified in the GATE 2021 examination from one of the following disciplines in order to be eligible to apply for the advertised posts: i. Chemical Engineering (GATE 2021 code: CH) ii. Civil Engineering (GATE 2021 code: CE) iii. Electrical Engineering (GATE 2021 code: EE) iv. Instrumentation Engineering (GATE 2021 code: IN) v. Mechanical Engineering (GATE 2021 code: ME) b. Qualifying in GATE 2021 from any other disciplines other than 05 (five) mentioned above shall not be accepted towards eligibility for the advertised post. c. GATE marks of previous years (GATE 2020 or before) shall not be accepted.
1.3	Educational Qualification and Degree **(Qualifying Degree)**	a. **Qualifying Degree:** B.Tech./BE /Equivalent as Full-time Regular course from Institutions/ Colleges/ Universities/ Deemed Universities duly recognized by AICTE/UGC in anyone of the following disciplines: i. **Chemical Engineering** (including Petrochemicals/Polymer/ Plastic Engineering but excluding Rubber/ Oil/ Paint Technology/ Surfactant Technology/Ceramics Engineering etc.) ii. **Civil Engineering** (excluding Construction /Environmental/Transportation Engineering etc.) iii. **Electrical Engineering** (including Electrical & Electronics Engineering but excluding Electrical & Communication/ Power Engineering/ Telecommunication Engineering etc.) iv. **Instrumentation Engineering** (including Electronics & Instrumentation Engineering/ Instrumentation & Control Engineering but excluding Electronics & Communication Engineering/Telecommunication Engineering etc.) v. **Mechanical Engineering** (excluding Automation/ Automobile/ Industrial/ Manufacturing/ Power/ Production Engineering/ Mining Engineering & Technology, Mining & Machinery/Marine Engineering/ Textile Engineering/ Robotics/ Welding etc.) 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 above.

		a. Candidates who have completed/are pursuing M.Tech in any disciplines are also eligible to apply provided they have appeared in GATE 2021 examination in the eligible discipline **(para 1.2)** and completed B.Tech./BE in one of the above mentioned disciplines **(para 1.3)** as mentioned above.
		Example:
		A candidate who is pursuing/has completed M.Tech in Power Systems (*which is not an eligible discipline*) but has done B.Tech./BE in Electrical Engineering (*which is an eligible discipline*) is eligible to apply only if the candidate has appeared and qualified in GATE – 2021 in Electrical Engineering discipline (*which is an eligible discipline*). However, vice versa instances of above example will not be considered towards meeting eligibility.
1.4	Candidates pursuing M.Tech/ Integrated course / Dual Course / PG Courses	b. Candidates pursuing Integrated ME/ M.Tech where separate degrees for BE/B.Tech and ME/M.Tech. are awarded are also eligible, only if they have completed (or are completing) the course requirement for award of BE/ B.Tech in one of the Engineering disciplines mentioned above **(para 1.3)** and have completed (or are completing) ME/ M.Tech by 30th September, 2021.
		➢ Such candidates must have both BE/B.Tech and ME/M.Tech degrees at the end of the program, if selected in Indian Oil.
		➢ If a candidate who is pursuing/completed integrated ME/M.Tech Programs 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/BTech only will be considered to determine the eligibility of the candidate.
		c. If a single degree i.e. ME/M.Tech is awarded 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.

1.5	Upper Age Limit	**Upper Age Limit:** Maximum 26 years as on 30th June, 2021 for General and Economically Weaker Sections (EWSs) category candidates. Relaxation in upper age limit shall be available to respective categories as below, in line with the Presidential Directives.

Category	Relaxation in Upper Age Limit
OBC (Non-Creamy Layer)	3 years
SC/ST	5 years
PwBD (Persons with Benchmark Disability)	10 years
Domiciled in Jammu & Kashmir between 1.1.1980 & 31.12.1989	5 years
Ex-servicemen & Commissioned Officers (including ECOs/SSCOs) subject to rendering minimum 5 years' military service and fulfillment of other conditions prescribed by Government of India.	5 years

		a) Candidates should have secured following minimum marks in qualifying degree examination:
1.6	Minimum Marks in Qualifying Degree	

a) Candidates should have secured following minimum marks in qualifying degree examination:

Category	Minimum % Marks
General/OBC(NCL)/EWS	65%
Scheduled Caste (SC)/Scheduled Tribe (ST)/ PwBD	55%

Calculation of percentage of marks in the qualifying degree would be governed by institute/university rules.

b) Candidates currently in final year/semester of their qualifying degree may also apply subject to obtaining minimum marks as mentioned above from aggregate of marks obtained in all semesters declared so far. However, if selected, they would be allowed to join only if, besides meeting other eligibility criteria, their aggregate 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 30th September, 2021.

c) Wherever final marks in the qualifying degree have been awarded as letter grade (CGPA/GPI/SGPA etc), equivalent percentage of marks shall be adopted from conversion formula issued by respective institute/university for establishing eligibility criteria. Such candidates would be required to submit the conversion certificate issued by the concerned institute/university at the time of Personal Interview, if shortlisted.

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 following its own conversion formula.

1.7 Reservation

a) Reservation of posts for candidates from EWS/OBC(NCL)/SC/ST/PwBD will be available as per directives of Government of India.

b) Candidates belonging to EWS/OBC(NCL)/SC/ST/PwBD should have valid certificate in support of their claim of belonging to such category, to be eligible for claiming reservation under the respective category.

c) **For getting the benefits of reservation under OBC(NCL) category:**

- 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.

- Candidates should be able to 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.

- The certificate must contain date of issue along with name of caste, spelled exactly in the same manner as appearing in the central list.

- 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.

		d)	**For getting the benefits of reservation under SC/ST category:**
			• Name of caste to which candidate belongs must appear in the Central List of SC/ST of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India.
			• The caste certificate must contain date of issue along with name of caste.
			• The candidates need to furnish their SC/ST certificate as per the latest format prescribed by Government of India.
		e)	**For getting the benefits of reservation under EWSs category:**
			• The Income and Asset Certificate shall be valid for the year 2021 – 22 and shall be prepared on the basis of income and asset verification for the financial year 2020 – 21.
			• Name of the caste should be clearly mentioned in the aforesaid certificate.
			• Applicant's photo on the certificate should be duly pasted, signed and stamped by issuing authority.
		f)	**For getting the benefit of reservation under PwBD category:**
			• The candidate needs to furnish PwBD certificate as per latest format applicable to relevant category of disability.
1.8	Physical Fitness	a.	**Pre – Employment Medical Examination Guidelines (PEME Guidelines)** – Final selection of candidates is subject to meeting the physical fitness criteria as described in the PEME guidelines.
			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 they meet the physical fitness parameters as per the PEME guidelines before commencing filling the ONLINE application.
		b.	The medical report 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 finally selected for the advertised positions.

2.0 **Others: Candidates to Note**

	a.	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, caste serial number as per central list, name of caste, issuing authority etc.
	b.	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.
	c.	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.
	d.	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.

	e. 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,.
	f. 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.
	g. 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.
	h. Any canvassing directly or indirectly by the applicant will lead to disqualification of his/ her candidature.
	i. Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of IOCL website: www.iocl.com. Candidates are requested to visit the website regularly to keep themselves updated.
	j. All the details mentioned in the online form will be treated as final and no 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 Application Process: Applications for the current recruitment process shall be through ONLINE Mode only.

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 shall be available on the Indian Oil's website 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 during registration:
	➢ Scanned copy of Recent Color Passport Size Photograph, not older than 6 months. ➢ Scanned copy of Signature ➢ Aadhar Card
	d) Prior to applying ONLINE, Candidate would be required to register their email id and mobile number on the online portal. Therefore, they must have a valid email id and mobile number, both of which should remain active for minimum 01 year from the date of registration. Communications to the candidates to apprise them about various stages of recruitment process shall be sent on their registered email id and/or mobile number.
	e) Post registration of email id and mobile number, Request for change of Mobile number and e-mail ID will not be entertained.

		f)	During registration process, initially Candidate need to enter his/her GATE 2021 registration number, Discipline of GATE 2021 and marks obtained by them in GATE 2021 (Out of 100, up to two places of decimal). The portal will verify the entries made from the database and allow the candidate to proceed further for registration only in case the entries are correct, and candidate has qualified in the GATE 2021 examination.
		g)	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.
		h)	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. Such candidates must furnish details of such documents in ONLINE application portal wherever asked for.
		i)	Candidate must keep .pdf format of the ONLINE application form in their safe custody for future reference, if any. Candidates need not send this printout to any office of Indian Oil.
		j)	For the advertised position, Only the registration done on our ONLINE portal shall be acceptable and no other mode/format of application shall be acceptable.

4.0 **Selection Process:** Selection process shall consist of **Group Discussion, Group Task and Personal Interview.** However, eligibility of the candidates shall be verified prior to GD, GT and PI and only those candidates shall be allowed to appear in GD, GT and PI who are meeting the eligibility criteria by furnishing relevant and valid documents in latest formats in Original at the time of document verification.

4.1	Shortlisting Procedure	a) Only those candidates shall be considered for shortlisting for GD, GT and PI who meet all eligibility criteria, applicable to them, as mentioned in this detailed advertisement. b) Shortlisting of eligible candidates shall be done category wise in descending order of their marks obtained (out of 100) in GATE 2021. c) Merely qualifying in GATE-2021 examination does not guarantee short-listing for GD, GT and Personal Interview.
4.2	Document Readiness	a) Candidates will be allowed to appear in GD, GT and PI only if they meet the eligibility criteria prescribed in the advertisement for recruitment of Engineers/Officers and Engagement of GAEs. Therefore, candidates must be in a position 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 process prior to GD, GT and PI, failing which candidates may not be allowed to participate in GD, GT and PI and may be declared ineligible for the position. b) Candidates are therefore advised to exercise utmost caution while filling up the application form.
4.3	Merit List	Merit list shall be prepared only of those candidates who qualify in all of the following components of evaluation process individually as well as consolidated weighted sum of the evaluation components: a. GATE 2021 (marks out of 100) b. Group Discussion and Group Task c. Personal Interview

5.0 Other Information:

5.1	Nature of Job (Indicative)	Depending upon the requirements of the Corporation, selected candidates can be posted in any Division/Group of Indian Oil and anywhere in India or abroad, including IOCL Subsidiary/ Joint Venture companies. a) **Refineries Division**: May be posted in engineering services, process, production, projects, power plant, maintenance, inspection or in any other discipline as per organization requirement b) **Marketing Division:** May be posted in Aviation Services, Engineering, Operations, LPG, Lubes, Maintenance & Inspection, Sales and Marketing or in any other discipline as per organization requirement c) **Pipelines Division**: May be posted in operations and maintenance, construction, projects or in any other discipline as per organization requirement d) **Business Development**: May be posted in petrochemicals & polymer projects, operations, sales/marketing, gas, renewable energy & sustainable development or in any other discipline as per organization requirement, E&P.
5.2	Remuneration	**Candidates selected as Engineers/Officers** 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. 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. The gross valuation of remuneration to the company will be about Rs. 15.20 Lakhs per annum 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. **Candidates selected as GAEs (Graduate Apprentice Engineer)** shall receive a fixed monthly stipend for duration of apprenticeship.
5.3	Service Bond	Candidates selected as Officer/Engineer will have to execute a bond to serve the Corporation for a minimum period of three years from the date of joining the corporation as under: <table><tr><td>Category</td><td>Officers/ Engineers</td></tr><tr><td>General</td><td>Rs. Three Lakhs only</td></tr><tr><td>EWS/OBC(NCL)/SC/ST/ PwBD</td><td>Rs. Fifty Thousand only</td></tr></table>
5.4	Last date application	Last date of applying for posts advertised in this advertisement is **26th July, 2021**
5.5	Contact Us	In case of any query, Candidates can write to us at **recruit2021@indianoil.in**