

TAKE PRIDE IN ENERGIZING THE NATION WITH BPCL

GOOD PEOPLE SPREAD GOOD ENERGY

BHARAT PETROLEUM CORPORATION LIMITED (BPCL) RECRUITMENT - SPECIAL RECRUITMENT DRIVE FOR PERSONS WITH BENCHMARK DISABILITIES (PwBDs) / DIVYANGJANS

A Fortune Global 500 Company, Bharat Petroleum is the second largest Indian Oil Marketing Company and one of the integrated energy companies in India, engaged in refining of crude oil and marketing of petroleum products, with presence in the upstream and downstream sectors of the oil and gas industry. The company attained the coveted Maharatna status, joining the club of companies having greater operational & financial autonomy. Bharat Petroleum's Refineries at Mumbai, Kochi and Bina have a combined refining capacity of around 35.3 MMTPA. Its marketing infrastructure includes a network of installations, depots, fuel stations, aviation service stations and LPG distributors. Its distribution network comprises over 23,500+ Fuel Stations, over 6,200+ LPG distributorships, 500+ Lubes distributorships, 80 POL storage locations, 54 LPG Bottling Plants, 79 Aviation Service Stations, 5 Lube blending plants and 5 cross-country pipelines. Bharat Petroleum is integrating its strategy, investments, environmental and social ambitions to move towards a sustainable planet. The company has Electric vehicle charging stations at 6500+ Fuel Stations. With a focus on sustainable solutions, the company is developing an ecosystem and a roadmap to become a Net Zero Energy Company by 2040, in Scope 1 and Scope 2 emissions. Bharat Petroleum has been partnering communities by supporting several initiatives connected primarily in the areas of education, water conservation, skill development, health, community development, capacity building and employee volunteering. With 'Energising Lives' as its core purpose, Bharat Petroleum's vision is to be an admired global energy company leveraging talent, innovation & technology.

IMPORTANT DATES	
Commencement of Online Applications	**09th Nov 2026**
Last date for submission of Online Applications	**29th Nov 2026**
Issuance of Admit card	**10th Dec 2026 (Tentative)**
Conduct of CBT	**19th Dec 2026 (Tentative)**



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Recruitment of Persons with Disabilities (PwBDs / Divyangjan – Category A/B/C/D/E)

We are looking for committed professionals who can assimilate our business processes and are interested in taking up assignments in their respective fields in locations spread across the country.

Candidates belonging to the Persons with Benchmark Disabilities (PwBD) category must have a benchmark disability of not less than 40% of the relevant specified 'permanent disability', as applicable, and possess a valid disability certificate issued by a competent medical authority in accordance with the applicable Government of India guidelines.

PwBD Category	Description
A	Blind & Low Vision
B	Deaf & Hard of Hearing
C	Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims & muscular dystrophy
D	Autism, intellectual disability, specific learning disability & mental illness
E	Multiple disabilities from amongst persons under clauses (A) to (D) including deaf-blindness

The details of the positions are as follows:

S. No	Profile	No. of Vacancies (Indicative)	Essential Qualification	Work Experience	Post identified as suitable for following categories
1	Associate Executive (Engineering)	33	BE / B. Tech. / B.Sc. (Engineering) in Chemical / Mechanical / Electrical / Civil / Instrumentation & Electronics / Computer Science (*Full time Degree*). Candidates who have completed the above Degree in 3 years after completing Diploma course shall also be eligible.	3 years post qualification	**Chemical –** OH (OA, OL), AAV. **Mechanical –** HH, OH (OL), AAV. **Electrical –** HH, OH(OL), AAV. **Civil –** HH, OH (OA, OL), AAV. **Instrumentation/ Electronics –** HH, OH (OL), AAV. **Computer Science –** OH (OA, OL, OAL, BL, DW, AAV), HH, VH (B, LV).



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S. No.	Profile	No. of Vacancies (Indicative)	Essential Qualification	Work Experience	Post identified as suitable for following categories
2	Junior Executive (Accounts)	08	Inter CA / CMA + Graduation.	5 years post qualification	HH, OH (OA, OL, OAL, BL, BLOA), DW, AAV
3	Associate Executive Official Language (Hindi)	04	Master's degree in Hindi (*Full-time degree*). Candidate should have studied English as a subject in Class XII or Graduation with minimum 50% marks	3 years post qualification	HH, OH (OA, OL, OAL, BL), VH (B, LV), DW, AAV.
4	Associate Executive (Quality Assurance)	04	M.Sc (Chemistry) / M.Sc (Chemistry) with specialization in Organic / Physical / Inorganic / Analytical chemistry. (*Full-time degree*)	3 years post qualification	OH (OA, OL), DW, AAV.

Abbreviations Used in the above Table:

Abbreviation	Description	Abbreviation	Description
OH	Orthopedically impaired	OA	One Arm
OL	One Leg	AAV	Acid Attack Victim
HH	Hard of Hearing	OAL	One Arm & One Leg
BL	Both Legs	DW	Dwarfism
B	Blind	LV	Low vision
BLOA	Both Legs and One Arm	VH	Visually Impaired

- Educational Qualifications from Institutions/ Colleges and Universities/ Deemed Universities should be duly recognized by AICTE/ UGC/ AIU.
- Candidates completed Inter CA/ CMA only for account professionals in the final examination of CA/ CMA.
- Percentage of marks would be the aggregate of all semesters irrespective of the norms / system being followed in the Institute/ University.



- Wherever CGPA/ OGPA or Letter Grade in a degree is awarded, equivalent percentage marks should be indicated in the online application (as per norms adopted by the University/ Institute). No rounding off percentage would be allowed.

JOB PROFILE FOR ASSOCIATE EXECUTIVE (ENGINEERING)

<table>
<tr>
<td>ESSENTIAL EDUCATIONAL QUALIFICATION</td>
<td>Candidate must have passed B. Tech / B.E./ B. Sc (Engg) (4-year course) in Mechanical / Electrical / Instrumentation & Electronics/ Civil/ Chemical/ Computer Science Engineering from a recognized University with minimum 55% aggregate percentage (or equivalent CGPA & above), relaxed to 50% for SC/ ST candidates.
NOTE: Please refer table below for the List of relevant Engineering / Technology Disciplines, eligible to apply. No allied disciplines/ streams of Engineering other than the ones explicitly mentioned below are allowed. However, candidates possessing an allied discipline/stream may be considered eligible if they submit a valid Equivalence Certificate issued by the concerned University certifying that the discipline is equivalent to one of the specified eligible disciplines.
<table>
<tr><th>Core Discipline</th><th>Eligible Degree as mentioned on Degree Certificate</th></tr>
<tr><td>Mechanical</td><td>Mechanical</td></tr>
<tr><td>Civil</td><td>Civil</td></tr>
<tr><td>Computer Science</td><td>Computer Science</td></tr>
<tr><td>Electrical</td><td>Electrical,
Electrical and Electronics</td></tr>
<tr><td>Chemical</td><td>Chemical,
Petrochemical,
Petroleum,
Refinery & Petrochemical</td></tr>
<tr><td>Instrumentation/ Electronics</td><td>Instrumentation,
Instrumentation & Control,
Instrumentation & Electronics,
Electronics & Instrumentation / Electronics /
Electronics and Communication</td></tr>
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ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2026)	1. Minimum **3 years** of continuous post-qualification relevant work-experience in: ***i.*** Operations / Maintenance/ Project roles in a Petroleum Oil & Gas organization within India in the following plants: a) POL Terminal / Depot/ Installation having more than 25,000 KL storage capacity **OR** b) OISD -144 Compliant LPG Bottling Plant **OR** c) Cross-country (at least 50 km) POL / LPG Pipeline **OR** d) Bulk LPG/ POL Coastal Import Terminal **OR** e) Aviation Fueling Station (Commercial/ Defense) **OR** f) Commercial/ Defense Aviation Fueling Station **OR** g) Petroleum Oil Refinery OR Petrochemical plant **OR** h) Integrated petrochemical plant **OR** i) City Gas Distribution. **OR** ***ii.*** Engineering/ Technology Assistance/ Operations role in a Retail Fueling Station (POL products only) operating out of Territory / Sales / Divisional / Zonal / Regional office of a Petroleum Oil & Gas organization within India. **OR** ***iii.*** Operations / Maintenance role in Petrochemical or polymer manufacturing plants (e.g., ethylene, polypropylene) / Large-scale inorganic or organic chemical plants (e.g., acids, solvents) / Specialty Chemical organization within India **OR** ***iv.*** Operations / Maintenance role in the following organizations within India- a) Fertilizer Manufacturing organization **OR** b) Automobile & Auto Components **OR** c) Defense Manufacturing **OR** d) Steel & Metals Manufacturing **OR** e) Power Sector **OR** f) Renewable Sector **OR** g) Chemical Industry **OR**



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	h) Cement Manufacturing Industry **OR** i) FMCG **OR** j) Food Processing Industry **OR** k) Pharmaceuticals **OR** l) Paints & Coating Manufacturing Industry **OR** m) Paper Manufacturing Industry **OR** n) Rubber Tyre Manufacturing Industry **OR** o) Glass Manufacturing Industry **OR** p) Textile Manufacturing Industry **OR** q) Electrical/ Electronic Equipment Manufacturing Industry **OR** r) Electronics Consumer Durables **OR** s) Air Separation Unit in any manufacturing industry **OR** t) Petroleum Exploration organization **OR** u) Natural Gas Processing organization **OR** v) Engineering & Capital Goods – Operations / Maintenance role only in the following organisation – • Machine Tools • Textile Machinery • Earthmoving & Mining Machinery • Heavy Electrical Equipment • Plastic Machinery • Process Plant equipment • Dies, Moulds & Press Tools • Printing Machinery • Metallurgical Machinery • Food Processing machinery 2. For Civil discipline, in addition to the industries (A to E), any other organization focusing on infrastructure & construction projects (including road, bridges construction and warehouse construction but excluding housing complexes) shall also be considered. 3. For Computer Science Discipline, experience in IT is required, majority of it should be in handling one or more of the following domains: Information Security/ Information Security Governance/ Risk and Compliance/ Operations & Design of solutions such as



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	firewall/ Unified Threat Management/ Identity and Access Management/ Web Security/ Vulnerability management/ Application Security/ Security in Operations Technology, Security Operations & Design of solutions such as firewall/Unified Threat Management/ Proxy Server/ Virtual Private Network/ Identity and Access Management/ Email Security/ Endpoint Security/ Cloud Security/ Mobile App Security/ Security Operations & Design of solutions such as firewall/ Proxy Server/ Identity and Access Management/ Web Application Firewall/ Security of OT/ SIEM/ SOAR/ UEBA etc. 4. The candidate must be employed in a managerial/ supervisory role as on 01.10.2026 in any of the above-mentioned industry / sector / company within India. **NOTE:** A gap of less than or equal to 3 months in the work-experience will be permissible and will be considered as continuous work-experience.
POST IDENTIFIED AS SUITABLE FOR FOLLOWING CATEGORIES	**Chemical –** OH (OA, OL, AAV) **Mechanical –** HH, OH (OL, AAV) **Electrical –** HH, OH(OL, AAV) **Civil –** HH, OH (OA, OL, AAV) **Instrumentation/ Electronics –** HH, OH, (OL, AAV) **Computer Science –** OH (OA, OL, OAL, BL, DW, AAV), HH, VH (B, LV)

JOB PROFILE FOR JUNIOR EXECUTIVE (ACCOUNT)

ESSENTIAL EDUCATIONAL QUALIFICATION	Graduate in any discipline with **minimum 55%** aggregate percentage (or equivalent CGPA & above), **relaxed to 50%** for SC/ ST candidates **AND** have passed the CA Intermediate / CMA Intermediate from CA/ CMA institute respectively. **Please note: Candidates who have passed final examination from CA/ CMA institute are NOT eligible to apply. Qualified CA/CMA shall not be allowed for final joining in the Corporation.**
ESSENTIAL WORK-EXPERIENCE	Minimum **5 years** of post-qualification relevant experience in finance function.



(AS ON 01.10.2026)	• Relevant field of experience includes experience in the field(s) of Finance/ Accounts/ Taxation/ Cost Accounting/ Auditing etc. These fields/experiences are not exhaustive and only indicative in nature. The Corporation reserves the right to take a final decision for considering/ not considering any experience as valid experience for the post. • Experience obtained after date of declaration of CA(Inter) / CMA(Inter) result shall only be considered for this position. Further, the articleship training/ practical training which is integrated to the curriculum of respective institution shall not be considered as valid experience for this purpose.
POST IDENTIFIED AS SUITABLE FOR FOLLOWING CATEGORIES	HH, OH (OA, OL, OAL, BL, BLOA, DW, AAV)

JOB PROFILE FOR ASSOCIATE EXECUTIVE (OFFICIAL LANGUAGE IMPLEMENTATION)

ESSENTIAL EDUCATIONAL QUALIFICATION	Master's degree (Full-time) in Hindi with **minimum 55%** aggregate percentage (or equivalent CGPA & above), **relaxed to 50%** for SC/ ST candidates. The candidate should have studied English as a subject in Class XII or Graduation with minimum **50%** Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration. Specialization in the aforementioned streams should be clearly mentioned in the degree certificate/document issued by the University
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2026)	Minimum **3 years** of post-qualification work experience in translation work from English to Hindi and vice-versa. Candidates should be fully conversant with the implementation of Official Language policy of the Government of India
POST IDENTIFIED AS SUITABLE FOR FOLLOWING CATEGORIES	HH, OH (OA, OL, OAL, BL, DW, AAV), VH (B, LV)



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JOB PROFILE FOR ASSOCIATE EXECUTIVE (QUALITY ASSURANCE)

ESSENTIAL EDUCATIONAL QUALIFICATION	M.Sc (Chemistry), **OR** M.Sc Chemistry with specialization in Chemistry / Organic Chemistry / Physical Chemistry / Inorganic Chemistry / Analytical Chemistry / Polymer Chemistry, (Full-time degree) from a recognized University with a **minimum 55%** aggregate percentage (or equivalent CGPA & above), **relaxed to 50%** for SC/ ST candidates. No allied disciplines/ streams other than the ones explicitly mentioned here are allowed.
ESSENTIAL WORK-EXPERIENCE (AS ON 01.10.2026)	Minimum **3 years'** relevant post-qualification work-experience in laboratory in Petroleum/ Oil & Gas/ Petro-Chemical Industry / any chemical industry. Note: Experience under PhD curriculum shall not be considered for the purpose of calculating work experience.
POST IDENTIFIED AS SUITABLE FOR FOLLOWING CATEGORIES	OH (OA, OL, DW, AAV)

Age Limit:

The maximum age limit of candidate applying for each category is provided below-

Category	Age Criteria / Relaxation (as on 01.10.2026)
General / EWS	Maximum age – 35 years
OBC-NCL	Maximum age – 38 years
SC / ST	Maximum age – 40 years
Ex-Servicemen	Age relaxations will be applicable as per Govt. of India guidelines.



Indicative nature of work to be performed:

Candidates should ensure that they have the capability to perform the nature of work given below without use of any assistance by any other person:

S. No.	Profile	Nature of work to be performed*
1	**Engineering (Chemical/ Mechanical/ Electrical / Instrumentation & Electronics / Civil)**	Perform infrastructure planning & development, procurement of equipment and follow up and visit sites and locations for assessment. Implement Health, Safety and Environment initiatives at Projects sites. Look after maintenance, repair and upkeep of all equipment in plant/refinery for production optimization; Procurement of equipment /materials required for project completion, execution & supervision of activities of project at site. Arrangement of materials, machinery, labour and commencement of work at site and ensure correct execution of work according to specification at every stage of progress. Inspect and examine completion of work to ensure its conformity with prescribed specifications.
	Engineering (Computer Science)	Provide IT systems and services support on 24 x 7 basis to the business; Design new IT systems/ applications as per requirement; Use functional specific IT solutions to add value to Business. Manage business decision support systems, manage network & service, system administration & IT Infrastructure Management and service. Implementation of corporate IS policies, asset management, programming of software and tools for testing.
2	**Account**	Maintenance of accounts, scrutinizing bills, receipts, payment etc. for proper entries in cash-book, journal, ledger and other records. keeping record of all taxes, fees etc., Preparing annual budget, final accounts such as trial balance, profit and loss statement etc., making periodical checks of accounts, advising on financial matters. Job involves travelling on need basis without any assistance.
3	**Official Language Implementation (Hindi)**	Translation from Hindi to English and vice-versa, implementation of Raj bhasha, etc. Job involves travelling on need basis without any assistance.



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4	**Quality Assurance**	Reduce formulation cost, increase efficiency in operations, increase new products development, improve R&D service provided to field staff, Quality Management at Plants, improve efficiency in completion of planned R&D projects.

*The above-mentioned jobs are only indicative and not exhaustive. However, the Corporation reserves the right to offer any suitable job to the selected candidate, as per the Corporation's requirements.

Application Process

Online applications will be accepted from **09th Nov 2026 till 23:59 hours on 29th Nov 2026** and no other mode of application will be accepted.

Interested and eligible candidates are requested to apply **ONLINE only** on Job Openings after reading detailed advertisement. Please follow the steps mentioned below, before filling in the online application form:

STEP 1: ELIGIBILITY

Applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves with the same before applying.

STEP 2: DOCUMENTS

Applicants are advised to keep legible scanned copies of the below mentioned documents (PDF documents) ready and upload them in the online application form at place(s) designated for the same.

i. Date of Birth Proof (Class 10th / 12th pass certificate/ DOB Certificate).

ii. Educational Qualification Proof (Consolidated Marksheet & Degree/ Diploma Certificate). The documents pertaining to the highest relevant degree/diploma should be uploaded. The candidate must have successfully passed such degree/ diploma and should have relevant work experience after such degree/ diploma as stipulated in the section above. **It is mandatory to upload both Consolidated Marksheet along with Degree/Diploma Certificate to be considered eligible for any profile.**

iii. Service Certificate/ Work-Experience Certificates (issued by respective organizations on their letterhead) clearly showing:

a. Details of Employee (Showing Name, Designation, Length of Service, Date of Joining and Date of Separation (if applicable, etc.)
b. Nature of Employment – Full time
c. Detailed Nature of Work
d. Current Basic Salary and Cost to Company (CTC)



The Work Experience/ Service certificate should necessarily be on the letterhead of the organization and should be signed/ stamped by authorized representative of such organization. Such Work Experience/ Service Certificate should necessarily be provided for each organization mentioned in the candidates' application form.

In case of absence of any of the aforesaid data in the Work Experience/ Service Certificate, BPCL shall be at liberty to take a final decision on the basis of the information furnished by the candidate.

iv. Relevant Category/ Caste Certificate (applicable only for SC/ ST/ OBC-Non-Creamy Layer/ EWS/ PwBD, Ex-Servicemen, **issued for Appointments in Posts Under Government of India**).

v. **Appendix-I** & **Appendix-II** (available on the BPCL career website) in case the candidate is opting for a scribe/ reader.

vi. Recent Color Passport Size Photograph, not older than Sept-2026.

vii. Scanned copy of Signature. Signature in CAPITAL LETTERS will NOT be accepted.

viii. Latest three salary slips from their current working organization scanned together in a single pdf file.

Any mismatch in name, qualification, experience, etc., from original documents and the data submitted in the online application form will lead to disqualification at any stage.

STEP 3: APPLICATION REGISTRATION

- Candidates are requested to apply online only on www.bharatpetroleum.in CAREERS → CURRENT JOB OPENING → APPLY ONLINE, after reading detailed advertisement. No other mean / mode of submitting the application shall be accepted.

- To register application, choose the tab "CLICK HERE FOR NEW REGISTRATION" and enter Name, Contact details and Email-Id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidates should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.

- In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab.

  Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.

- Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.



- The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. **Any change/ alteration found may disqualify the candidature.**
- Validate your details and save your application by clicking the 'Validate your details' and 'Save & Next' button.
- Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature.
- Candidates can proceed to fill in other details of the Application Form.
- Click on the Preview Tab to preview and verify the entire application form before COMPLETE REGISTRATION.
- Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded, and other details filled by you are correct.
- Click on the 'Payment' Tab and proceed for payment. Click on the 'Submit' button.

For clarifications, if any, reach out to us by writing an email to **z_hrd_co_recruit@bharatpetroleum.in**. The subject of the email must clearly mention the Application ID.

Kindly note:

1. Applications with incomplete/ wrong particulars will not be considered.
2. The email id and mobile number provided in online application should remain valid for at least **one year**. Candidates must use proper e-mail ids created in their names. Applications with pseudo/ fake email ids will attract appropriate action under the law.
3. Communications to the candidates shall be made on their registered email id and/or mobile number. Post registration of email id and mobile number, request for change of e-mail ID and mobile number will not be entertained.
4. All the details given in the online form will be treated as final and no changes shall be entertained.
5. In the event of non-submission of completed application for whatsoever reason, his/ her candidature will stand cancelled and no further communication/ consideration on the same will be entertained.
6. Candidates are advised in their own interest to apply online before the closing date and not to wait till the last date to avoid the possibility of disconnection/ inability / failure to log on to the website on account of heavy load on internet or website jam.



7. **Candidates are NOT required to send printout of application or any other documents in hard copy to BPCL**.

Selection Methodology

1. The multi-stage selection process may comprise of various shortlisting tools like Application Screening (on basis of number of years of relevant work-experience, educational qualification, etc.), Computer Based Test (CBT) & Personal Interviews. The selection process adopted will depend on the number of applications received for a particular profile.
2. CBT will consist of objectives and will comprise of 2 parts which are as under:

   i) General Aptitude consisting of Verbal Ability, Quantitative Aptitude and Logical Reasoning.
   ii) Professional Knowledge comprising of questions related to area of specialization.

Structure of the CBT for profile of Associate Executive (Engineering), Associate Executive Official Language (Hindi) & Junior Executive (Accounts)

Sr. No.	Name of the Test	Number of Questions	Maximum Marks	Version	Duration
1	Verbal Ability	30	30	Only English	**120 Minutes***
2	Quantitative Aptitude	40	40		
3	Logical Reasoning	30	30		
	Total	**100**	**100**		

Note: Only those candidates who opt to use a scribe/ reader shall be eligible for compensatory time of 20 minutes for every hour of examination or as otherwise advised.

Structure of the CBT for profile of Associate Executive (Quality Assurance)

Sr. No.	Name of the Test	Number of Questions	Maximum Marks	Version	Duration
1	Verbal Ability	30	30	Only English	**150 Minutes***
2	Quantitative Aptitude	40	40		
3	Logical Reasoning	30	30		
4	Professional Knowledge	20	20		
	Total	**100**	**100**		

Note: Only those candidates who opt to use a scribe/ reader shall be eligible for compensatory time of 20 minutes for every hour of examination or as otherwise advised.

3. Basis scrutiny of the application, uploaded documents and category-wise & discipline-wise merit list in Computer Based Test, shortlisted candidates will be called for Case Based Discussion and/or Group Task and/or Personal Interviews.



4. Candidates' document verification shall be conducted before Personal Interviews. In case a candidate is not able to establish his / her eligibility as per the advertisement, he / she shall not be allowed to appear for the interview process.
5. The provisional selection of the candidate will be based on multiple parameters, such as, Relevant work experience, Significant on-the-job achievements, Performance in various selection processes.
6. Please note that application for this profile and/ or participation in any stage of recruitment i.e., Computer Based Test, Personal Interviews & Pre-Employment Medical Examination does not confer any right to an individual for employment with BPCL.

Appointment in these positions will be offered to PwBD/ Divyangjan candidates after considering the nature of duties & responsibilities of the job, location, hazard, strain & other factors, also considering that the disability is not likely to interfere with the performance of duties of the post with reasonable efficiency and without possible deterioration of health of candidate.

Probation & Placement

Selected candidates would be on Probation for one year (Extendable in case of non-satisfactory performance). Upon successful completion of the probation period, they will be considered for confirmation as per company policy. The selected candidates can be posted across the country, in any of the businesses / locations or offices including joint ventures & subsidiary companies of BPCL currently in existence and establishments that may be set up in future besides roles on deputation to other organizations. The service would be transferable to the needs of the Corporation and candidates may be required in shift duties.

Emoluments

Designation	Pay Scale* (In Rs.)	Approx. CTC at the minimum of Pay Scale.
Junior Executive	(E0) 30,000-1,20,000	Rs.12.38 Lakhs per annum at the minimum of the pay scale.
All selected candidates in Account profile shall join in Job Group (JG) 'A0' as Junior Executive, irrespective of the years of experience.		
Designation	**Pay Scale* (In Rs.)**	**Approx. CTC at the minimum of Pay Scale.**
Associate Executive	(E1) 40,000-1,40,000	Rs.17.25 Lakhs per annum at the minimum of the pay scale.
All selected candidates in the Official language implementation (Hindi), Quality Assurance & Engineering profile shall join in JG 'A' as Associate Executive, irrespective of the years of experience.		

**Candidates will be inducted at the minimum of the pay scale.*



In addition to the Basic Pay, the following will be payable: Dearness Allowance (DA) based on IDA pattern, HRA (House Rent Allowance, if applicable, based on the class of city of posting), Perks & Allowances, Retirement Benefits and Performance Related Pay in line with Corporation's policy in vogue. It may please be noted that the retirement benefits are admissible upon separation /retirement as per the Corporation policy prevailing at that time.

Medical Standards

- Candidates provisionally selected by BPCL will have to undergo a Pre-employment Medical Examination before joining. The health of candidates will be assessed by Company's Authorized Medical Officers/ nominated hospitals, and the appointment will be subject to meeting the medical standards prescribed by the Company.
  Candidates shortlisted except the disability for which relaxation is acceptable, must be within the prescribed normal range for all other physical standards.
- The decision on medical fitness by Company's authorized medical officers/ nominated hospitals would be final and binding on all candidates. No correspondence or queries in this regard shall be entertained by BPCL.
- Myopia & Hypermetropia (vision), if any, should be within permissible limits i.e. (-) 6.00 & (+) 4.00. (Not applicable for B & VH candidates).
- Color blindness or squint, partial or full is not acceptable as per OISD guidelines. (Not applicable for B & VH candidates).
- Any major medical ailment will debar a candidate from being eligible for the job.
- The medical standards mentioned are only indicative and not exhaustive.
- Details can be accessed through the following website www.oisd.gov.in. (Please refer section 10 of OISD Standard 166).

RESERVATIONS, CONCESSIONS & RELAXATIONS

1. Candidates seeking reservation as SC/ ST/ OBC-NCL, shall have to produce a certificate in the prescribed proforma, meant for appointment to posts under the Government of India, from the designated authority indicating clearly the candidate's caste, the Act/ Order under which the caste is recognised as SC/ ST/ OBC-NCL and the Village/ Town the candidate is ordinarily a resident of.



They must also ensure that the name of their caste/community and its spelling in their caste/community certificate should be exactly as mentioned in the lists notified by the Central Government from time to time (for OBC-NCL category, list of castes recognized by the Govt. of India as OBC castes in the central list is available on the site http://www.ncbc.nic.in, for ST category the list of castes for each state is available on the site http://www.ncst.nic.in and for SC category the list of castes for each state is available on the site http://www.socialjustice.gov.in). A certificate containing any variation in the caste name will not be accepted. Further the OBC certificate should also clearly indicate that the candidate does not belong to Creamy Layer as defined by the Government of India for applying to posts and services under the Central Government.

2. The OBC claim of a candidate will be determined in relation to the State (or part of the State) to which his/her father originally belongs. A candidate who has migrated from one State (or part of the State) to another should, therefore, produce an OBC certificate which should have been issued to him/her based on his/her father's OBC certificate from the State to which he (father) originally belongs.

3. The OBC candidates who belong to 'Creamy Layer' are not entitled for concession admissible to OBC-NCL candidates and such candidates will have to indicate their category as 'General'. Further the OBC-NCL candidates will have to give a self-undertaking, at the time of Personal Interviews (if shortlisted), in terms of DOPT memo No. 36012/22/93-Extt. (SCT) dated 08.09.1993, indicating that they belong to OBC-NCL.

4. PwBD candidates will have to submit a disability certificate issued by a Competent Authority as prescribed in the Rights of Persons with Disabilities Act, 2016.

5. For getting the benefits of reservation under EWS category, the Income and Asset Certificate shall be valid for the financial year 2025-26 and should have been prepared on the basis of income and asset verification for the financial year 2024-25. The name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General/ Samanya etc." will not suffice.
   Applicant's photo on the certificate should be duly pasted, signed and stamped by issuing authority. 'Income and Asset Certificate' shall be submitted by such candidates at the time of interview (if called for interview). No request for extension of time for production of 'Income & Asset Certificate' beyond the said date shall be entertained. **In case candidates fail to produce the same at the time of interview, they will not be allowed to appear for interview. Further, their request for interview under General category will also not be entertained.**

6. If the SC/ ST/ OBC-NCL/ PwBD/ EWS certificate has been issued in a language other than English/ Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.



7. Any request for change in Category (Gen./ SC/ ST/ EWS/ OBC-NCL) once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.

General Instructions

1. Only Indian Nationals are eligible to apply.
2. Candidates must have an active e-mail id, which must remain valid for at least next one year. All future communication with the candidates will take place through e-mail only.
3. Candidates should have relevant documents like percentage of marks obtained in the degree examination, degree certificate, date of birth, caste/disability certificate (as applicable), e-mail id etc. readily available with them before they commence the ONLINE application process. This information would be required at the time of filling in the ONLINE application.
4. At the time of Computer Based Test/ Written examination (if any), only Blind (B)/ Low Vision (LV) candidates can use scribe/ reader at his/ her own cost as per extant applicable government guidelines.

   In all such cases where a scribe/reader is used, the following rules will apply:

   i) The candidate will have to arrange his/her own scribe/reader.

   ii) The candidate will have to give a suitable undertaking, as per **Appendix I & II** (enclosed with this advertisement on the BPCL website) at the time of submission of form & needs to produce the same along with the valid ID proof (Aadhaar/ PAN/ Driving License / Passport/ Voter ID) of the scribe during CBT.

   iii) Only those candidates who opt to use a scribe/ reader shall be eligible for compensatory time of 20 minutes for every hour of examination or as otherwise advised. In case candidates do not opt scribe/reader, no compensatory time shall be provided.

   iv) The qualification of scribe/ reader shall be one level less than the minimum qualification required for the applied post by the concerned candidate.

   v) The facility of a Scribe shall be permitted upon submission of a certificate (**Appendix-I**) issued by the competent authority, in the prescribed Government of India format (Certificate regarding Physical Limitation of an examinee to respond in CBT). The certificate must clearly state that the Candidate has a physical limitation in operating a computer and requires the assistance of a scribe to appear in the examination.

   vi) Candidates with benchmark disabilities who opt to engage their own Scribe must furnish the Scribe's details in the prescribed format, i.e., **Appendix-II** (Letter of Undertaking for using own Scribe).



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

Both the prescribed formats (**Appendix-I & II**) are available on the BPCL website under 'CAREERS → CURRENT JOB OPENINGS'.

The scribe arranged by the candidate must not be appearing for the same examination. In case of any violation detected at any stage, the candidature of both the candidate and the scribe shall be cancelled. Candidates intending to avail the facility of a Scribe must mandatorily indicate the same in the online application form. Requests made subsequently may not be considered.

A person acting as a Scribe for one Candidate shall not act as a Scribe for any other Candidate. The academic stream of the Scribe must be different from that prescribed for the post but the qualification of scribe shall be one level less than the minimum qualification required for the applied post by the concerned Candidate.

If, at any stage, it is found that the candidate or the Scribe does not meet the prescribed eligibility criteria or has suppressed any material information, the candidature shall be cancelled irrespective of the result of the online examination.

The Scribe is strictly prohibited from answering questions independently. Any such instance observed during the examination will lead to immediate termination of the session and cancellation of the Candidate's candidature. Further, if it is subsequently reported by the test administrator that the Scribe answered questions independently, the candidature of the candidate shall be cancelled.

5. Candidates presently employed in Central/ State Government, Autonomous bodies and PSUs must apply through proper channel and submit 'No Objection Certificate' of their employer at the time of Personal Interview failing which they will not be allowed to appear for the selection process.

6. Candidates not found to be meeting the prescribed eligibility criteria, can be rejected at any stage of the selection process.

7. BPCL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the recruitment process, if the need arises.

8. Any request for change of venue/ date for Computer Based Test/ Case Based Discussion/ Group Task/ Personal Interviews/ Any other tests shall not be entertained.

9. For CBT, if sufficient number of candidates do not opt for a particular centre OR if the number of candidates is more than the capacity available for a centre then the other adjacent centre shall be allotted to the candidate.

10. Court of jurisdiction for any dispute will be at Mumbai.

11. While applying for the above post, candidate must ensure that he/she fulfils the eligibility and other norms mentioned above, as on the specified dates and the particulars furnished are correct in all respects.



In case it is detected at any stage of recruitment / selection that the candidate does not fulfil the eligibility norms and / or that he / she has furnished any incorrect / false information or has suppressed any material fact(s), his/her candidature will automatically stand cancelled. If any of the above shortcoming(s) is / are detected even after appointment, his/her services are liable to be terminated without any Notice, as the appointment would be deemed to be void ab initio.

12. If any candidate attempts to use external influence for the purpose of facilitation of his / her selection, it will result in automatic cancellation of his/her candidature.
13. The last date for reckoning age and all other eligibility criteria shall be **01.10.2026.**
14. All the courses as defined in the qualification criteria should be from AICTE approved/ UGC recognized University/ Deemed University. The courses offered by Autonomous Institutions should be equivalent to the relevant courses approved / recognized by Association of Indian Universities (AIU/UGC/AICTE).
15. Calculation of percentage of marks should be based on total marks obtained in all semesters/ years in all subjects. **Rounding off percentage is not allowed.**
16. Wherever CGPA/OGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by University/ Institute. Please also obtain a certificate to this effect from University / Institute which shall be required at the time of selection process (if shortlisted).
17. Experience gained after date of declaration of the result of qualifying degree will only be considered towards counting experience. Any experience gathered as a short-term trainee (summer/ winter project etc. during pursuing Degree/ Diploma) will not be considered experience.
18. **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 with utmost care making correct entries in the respective fields. An application once submitted shall not be considered for any editing later on.**
19. Candidates have to necessarily declare (in case they are shortlisted for subsequent stages) if he/ she has been arrested, prosecuted, kept under detention or fined, convicted by the Court of Law for any offence, debarred/ disqualified by any Public Service Commission from appearing in its examination.
20. Mere shortlisting in Computer Based Test (if any) does not entail the right for Interview and Corporation reserves its right to call for suitable candidates depending upon their credentials/ declarations.
21. Corrigendum/ Addendum etc. with regard to this advertisement, if any, will be made available on the Careers page of our official website https://www.bharatpetroleum.in/ only.



All the candidates are requested to remain updated regarding each step of the selection process by visiting the aforementioned page. Candidates may please note that personal calls and/or interaction with any of the BPCL officials during recruitment drive is discouraged, except when necessary/critical.

22. **All future communications with the candidates regarding further selection process and shortlisting will be through e-mail ONLY. BPCL will not be responsible for any loss/ non-delivery of email/admit card/ any other communication sent, due to invalid/incorrect email id.**

23. Qualifications in Branches/ Subjects as specified against respective posts above will ONLY be considered as eligible qualification. Degree/ Diploma in other than the specified Branches/ Subjects will not be considered. Claim regarding possession of a qualification equivalent to the prescribed qualification will not be entertained.

24. Shortlisting will be provisional without verification of documents. Candidature will be subject to verification of all details/ documents with the originals when a candidate reports for further selection process (if shortlisted). In case a candidate is called for selection process and is found to be not satisfying the eligibility criteria (Age, Educational Qualification, Work Experience, etc.) he/ she will not be allowed to appear for any selection process(s).

25. Candidates are advised to submit only one application. In case of multiple applications from a candidate, the latest one shall be considered as final, and the older applications shall be rejected without any notice.

26. Reimbursement of travel expenses at actuals, subject to a maximum of 3rd AC train fare to the outstation candidates appearing for Computer Based Test (CBT) and that restricted to 2nd AC train fare to the outstation candidates appearing for the interview is admissible, provided that the distance travelled is not less than 30 KM. The 'Travel Expenses Reimbursement' will be processed through NEFT mode. The candidates are required to duly fill in the travel expenses reimbursement form which will be made available during the selection processes (CBT/Interview). The form should be enclosed with travel tickets and cancelled cheque leaf and submitted to the coordinators. Incomplete applications will not be considered for reimbursement. In case, a candidate is called for the selection process and is found to be not satisfying the eligibility criteria on the basis of age, educational qualification, work experience, etc., he/she will not be entitled for reimbursement of travel expenses.

27. At the time of Interviews/ Group Task, in case a candidate is called for the selection process and is found to be not satisfying the eligibility criteria (Age, Educational Qualification, Work Experience, etc.) he/ she will not be entitled for reimbursement of any travelling expenses.

28. The Corporation also reserves the right not to fill the advertised post at any stage of selection.

29. The total number of vacancies is provisional and may increase/decrease at the discretion of the Corporation basis business requirements.



BPCL reserves the right not to fill any post and no claim will arise for employment, whatsoever.

30. The disability conditions falling under the category "likely to improve" under temporary disability category, are not eligible for reservation.

31. BPCL reserves the right to take a final decision to assign/offer any suitable job/ role/ profile to the candidates found suitable as per the Corporation's requirements.

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