



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

**PDR/HR/01/Rectt-18**

- On-line registration of application commences on **17.02.2018 (10:00 Hrs)** and closes on **10.03.2018(17:00 Hrs)**.
- The link to the on-line registration of the application has been hosted on the website [www.iocl.com](http://www.iocl.com)
- The Written Test is likely to be held in the month of **March 2018**.

**Requirement of Experienced Non-Executive Personnel**

Indian Oil Corporation Limited the largest commercial undertaking in India and a Fortune "Global 500" company requires result oriented experienced personnel with initiative and enterprise for its Paradip Refinery.

**On-line Applications** are invited from bright, young and energetic persons of Indian Nationality for the following posts in the pay scale of **Rs.11,900-32,000/-**:

Code	Name of Post	Vacancies					
		Total	UR	SC	ST	OBC (NCL)	EXM
1	2	3	4	5	6	7	8
101	Junior Engineering Assistant-IV (Production)	15	4	0	10 \$	1	As per Govt. guidelines.
103	Junior Engineering Assistant-IV (Electrical)/ Junior Technical Assistant – IV #	1	1	0	0	0	
104	Junior Engineering Assistant-IV (Mechanical)	2	2	0	0	0	
105	Junior Engineering Assistant-IV (Instrumentation)	2	1	0	1\$	0	

**# Candidates have to apply against post code 103. However, the candidature of the candidates shall be considered for the post of Junior Engineering Assistant-IV (P&U-O&M) at Paradip Refinery.**

**\$ Backlog Vacancies**

- Positions are operated with work arrangements in one, two or three shifts. Incumbents may be required to perform duties in any of the work arrangements depending upon work exigencies.
- Number of vacancies indicated above is tentative and may increase or decrease in the relevant categories at the absolute discretion of the management and in compliance with the Presidential Directives on reservation at the time of appointment.

**A. Qualification & Experience Criteria:**

Sl. No.	Name of Post	Post Code	Qualification (Full Time Regular Courses only from Indian Universities/ Institutes)	Area of Experience
1	Junior Engineering Assistant-IV (Production)	101	3 years Diploma in Chemical/ Refinery & Petrochemical Engg. or B.Sc. (Maths, Physics, Chemistry or Industrial Chemistry) from a recognized Institute/ University with minimum of 50% marks in aggregate for General, SC & OBC candidates & 45% in case of ST candidates against reserved positions.	Minimum one year of post qualification experience in operation (rotating shift) of Pump House, Fired Heater, Compressor, Distillation Column, Reactor, Heat exchanger etc. in a Petroleum Refinery/ Petrochemicals/ Fertilizer/ Heavy Chemical/ Gas Processing Industry.
2	Junior Engineering Assistant-IV (Electrical) / Junior Technical Assistant – IV #	103	3 years Diploma in Electrical Engineering from recognized Institute/ University with minimum of 50% marks in aggregate.	<p>Minimum one year of post qualification experience in operation/maintenance of Power Generators/ Distribution Sub-Stations (LT &amp; HT at 0.4 KV &amp; 6.6 KV level or above respectively)/ Maintenance of HT/LT Switch gears (PCC/MCC)/ Transformers/Motors/ ACBs/VCBs/ UPS/Battery Chargers/ Variable speed drives/protective relays including electromagnetic/ Static/ Numerical relays in Petroleum Refinery/ Petrochemicals/ Heavy Chemical/ Fertilizers / Power Plants/ large industrial establishments.</p> <p>or</p> <p>Minimum one year of post qualification experience in operation of Industrial Boiler/ HRSG/Thermal Power Station (DM plant/RO plant/Air compressors/ Steam Turbines/ Gas turbines cooling tower/RO Plant/ Air Compressor in Petroleum Refinery/ Petrochemicals/ Heavy Chemical/ Fertilizers/ Power Plants/ large industrial establishment.</p> <p><b># Candidates with qualification as mentioned against post code 103 and experience mentioned above have to apply for the said post. However, their</b></p>

				<b>candidature shall be considered for the post of Junior Engineering Assistant-IV (P&amp;U- O&amp;M).</b>
3	Junior Engineering Assistant-IV (Mechanical) / Junior Technical Assistant - IV	104	3 years Diploma in Mechanical Engineering from recognised Institute/ University with minimum of 50% marks in aggregate or Matric with ITI in Fitter Trade with Pass class.	Minimum one year of post qualification experience in maintenance/ overhauling of rotary equipment such as Compressors, Gas/ Steam Turbines, Boilers, Columns, Valves, Pumps, Mechanical Seals/ Dry gas seals, Bearings (Journal/ Anti-friction), Safety valves, etc; in Petroleum Refinery/ Petro-chemical/ Heavy Chemical/ Fertilizer/ Power Plants/ large industrial establishment.
4	Junior Engineering Assistant-IV (Instrumentation) )	105	3 years Diploma in Instrumentation/ Instrumentation & Electronics/ Instrumentation & Control Engineering from a recognised Institute/ University with minimum of 50% marks in aggregate for General, SC & OBC candidates & 45% in case of ST candidates against reserved positions.	Minimum one year of post qualification experience in Maintenance of Modern instrumentation control system like DCS, PLC with electronic field instrumentation, Control Valve, Smart Positioners, loop configuration, online Analyzers condition monitoring, cabling, earthing etc., in a Petroleum Refinery/ Petrochemicals/ Heavy Chemical/ Fertilizers /Power Plants/ Gas Processing Industry/ large industrial establishments.

#### **B. Important Instructions:**

1. The prescribed qualification should be from a recognised Indian University/Institute as a regular full time course / Diploma course (including a sandwich diploma course with industrial training as part of the course; with no break) with minimum 50% marks (45% for ST category candidates against reserved positions) in aggregate. For ITI (Fitter), only a pass shall be eligible.
2. Candidates possessing Diploma under recognized lateral entry scheme (Class-XII (Sc.)/ ITI admitted in 2nd year of Diploma course) shall also be considered eligible subject to meeting prescribed percentage of marks on the basis of aggregate of 4 semesters in the diploma course.
3. Qualification of MSc (Chemistry) shall not be considered a disqualification for post code 101. However, percentage requirement shall be applied on graduation level exam (BSc-PCM) only.
4. Regular full-time ITI (Fitter) course recognised by NCVT/SCVT shall also be considered.
5. Candidates possessing higher professional qualifications such as Engineering Graduates/MBA/MCA/ CA/CS/ICWA/LLB or those claiming possession of a Qualification equivalent to the Qualification prescribed shall not be considered for any of the above posts.
6. A candidate is allowed to apply for only one discipline. In case of receipt of more than one application for more than one discipline, all the applications will be rejected.
7. Qualification for the purpose of this clause would mean the qualification based on which candidature is offered or considered claimed by a candidate. Prescribed qualification shall be strictly adhered to.
8. The criteria for full time regular course shall not be insisted upon in case of Ex-Servicemen, provided they possess a requisite EQUIVALENT qualification that has been acquired during the service period and is recognized by AICTE/MHRD, GoI and have secured the prescribed minimum percentage of marks.
9. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, etc.
10. Suppression of information regarding possession of or pursuing higher qualification shall render a candidate ineligible for consideration at any stage of selection and termination at any time during employment, if recruited.
11. Large Industrial Establishment would mean industrial/manufacturing Units whose investment in plant & machineries exceed Rs. 10 crores and which has been in operation.
  - Candidates shall be required to attach a copy of the relevant page of the last published Balance sheet of the establishment with the physical application under self-certification by the candidate.
  - Candidates employed, directly or by or through any agency (including a contractor) by a Large Industrial Establishment shall also be eligible to apply, provided they furnish copy of the work order issued to the agency/contractor along with the page of the balance sheet.
12. Candidates who are registered with Local Employment Exchange(s)/ District Sainik Resettlement Board and meeting the prescribed eligibility criteria, whose names are sponsored to concerned Refinery Unit against this notification, are advised to apply Online, failing which their candidature will not be considered.
13. Ex-servicemen claiming an equivalence in qualification shall be required to produce a copy of equivalence certificate by the concerned Ministry.

#### **C. Opportunity for Women:**

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

**D. Reservation for SC/ST/OBC (Non – Creamy Layer)/ExSM :**

1. Reservation of Posts for SC/ST/OBC (Non – Creamy Layer)/ExSM candidates and relaxations thereof will be in terms of numbers indicated above / as per Govt. guidelines.
2. SC/ST/OBC candidates can be considered under General standard of merit against the un-reserved posts provided no relaxation in age, qualification etc. is availed of/extended to them.
3. For claiming the benefit of OBC category, the candidate should submit a latest caste certificate in the proforma prescribed by Govt. of India, which would, among others specifically mention that the candidate does not belong to the persons/sections (creamy layer) as mentioned in column 3 of the schedule to the Department of Personnel & Training, Government of India OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 & OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017.
4. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. Accordingly such candidates may choose to apply for the positions provided they meet the age criteria applicable to UR candidates and indicate their category as "UR". Indian Oil Corporation Ltd. being a Central Public Sector Undertaking, only those communities that are mentioned in the common list of OBC approved by Central Government shall be treated as OBC for the purpose of reservation. Relevant List can be viewed at <http://www.ncbc.nic.in>.
5. Prescribed reservation for Ex-servicemen will be applied on horizontal basis as per Govt. guidelines.

**E. Other Concessions/Relaxations to SC/ST/OBC & Ex-servicemen (EXM) :**

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

**F. Age limit/ Relaxation for candidates belonging to SC/ST/OBC/ Ex-servicemen (EXM) :**

1. Certificate issued by a Board of Secondary Education for passing Matriculation/Higher Secondary shall be the only acceptable document in support of proof of age.
2. Minimum 18 years and Maximum age shall be 26 years for General candidates as on **28.02.2018**.
3. Relaxation in age upto 5 years for ST and 3 years for OBC candidates considered against reserved positions will be allowed.
4. Relaxation to Ex-servicemen will be allowed as per Govt. Guidelines i.e in case of EXM, Period of actual military service will be deducted from his actual age and if the resultant age does not exceed the maximum age limit by more than three years, he shall be considered to be fulfilling the age criteria.
5. EXM candidates belonging to ST/OBC categories shall be eligible for grant of cumulative age relaxation under the categories.
6. Age relaxation of a period equal to minimum years of experience notified against a post shall be allowed.
7. Period of an Apprenticeship training in an industry covered under the experience criteria notified in this advt. relevant to a post will be considered for relaxation in age.
8. Further, period of an Apprenticeship training in an industry covered under the experience criteria notified in this advt. relevant to a post may be considered as experience. However, in such cases, relaxation towards age shall not be available.
9. Candidates must mandatorily possess a minimum qualification of Diploma in Electrical Engineering for being considered for the post of Junior Engineering Assistant-IV (P&U-O&M) at Paradip Refinery. Candidates with a Boiler Competency certificate and meeting other eligibility criteria as mentioned in this notification may also apply. Maximum relaxation of one year in age will be given to candidates possessing Boiler Competency Certificate & being considered for the post of JEA-IV (P&U-O&M).

**G. Consideration for Ex-Apprentices**

Apprentices of IOCL completing apprenticeship training in any of IOCL Refineries **on or before 28.02.2018** are also eligible to apply.

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

1. The date for the purposes of possession of qualification & experience and meeting age criteria shall be **28.02.2018**.

**I. Pay & Perks:**

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

**J. Selection Methodology:**

1. The selection methodology will comprise Written Test and a Skill/Proficiency/Physical Test (SPPT) which will be of qualifying nature.
2. A candidate will have to secure a minimum of 40% marks in the written test to qualify for further consideration.
3. The minimum qualifying marks in the written test will be relaxed by 5% for candidates belonging to ST category considered against reserved positions.

4. Obtaining minimum qualifying marks in the written test does not confer any right or claim by the candidate for being shortlisted for further consideration or the final selection, as the same is related to number of positions, ratio applied and relative performance in respective categories.
5. Short listed candidates, in the ratio of 1:2 (two candidates for one post, with due cognizance to number of reserved posts) subject to securing minimum qualifying marks in the written test, will be required to undergo a Skill/Proficiency/Physical Test (SPPT). The SPPT for each discipline shall be conducted by a duly constituted committee.
6. In case of tie of marks in the written test for the last position on the Shortlist for SPPT, all such candidates shall be called for the SPPT, even if the total number exceeds the prescribed ratio. If such a situation arises anywhere before the last position while drawing a list, the last name/last few names, in proportion to the prescribed ratio, will get eliminated.
7. Category-wise Merit list shall be drawn on the basis of marks obtained in the written test from & out of the said short-list; only for such candidates who qualify in the SPPT.
8. In case of tie of marks for the last position on the Merit List, the candidate with prior date of birth (senior by age) shall find a place in the Merit list. However, the name of the junior shall also be retained in the said Merit List, as the last name. If such a situation arises anywhere before the last position while drawing a list, the last name/last few names in the list, in proportion to the prescribed ratio, will get eliminated.
9. Ex-Servicemen candidates, if found suitable, will be considered against reserved vacancy irrespective of their position in Merit list (in order of merit within the category) on horizontal reservation policy.
10. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, experience etc. At any stage of the selection process, if it is found that the candidate has furnished false or incorrect information, the candidature/appointment of the candidate will be cancelled.
11. Filling up of vacancies is solely at the discretion of the management based on suitability of candidates and no claim will arise for appointment, if some of these vacancies are not filled due to unsuitability of available candidates or insufficiency in number of candidates.
12. The decision of the Management will be final and binding on all candidates on all matters relating to eligibility, acceptance or rejection of the application, mode of selection, cancellation of the selection process either in part or full, etc. No correspondence will be entertained in this regard.

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

1. Candidates are advised to ensure that they are medically fit as per Indian Oil's pre-employment medical standard. Candidates are advised to go through the "Guidelines and Criteria for Physical Fitness for Pre-employment medical examination" and satisfy themselves of meeting the fitness criteria before starting the application submission process before they commence the application process. The guidelines are available in the following link :

[http://www.iocl.com/PeopleCareers/Preemployment\\_Guiding\\_Principles11th\\_mar\\_2011.pdf](http://www.iocl.com/PeopleCareers/Preemployment_Guiding_Principles11th_mar_2011.pdf)

**L. Liability to Declare :**

1. Candidates with reported ailments, deficiencies or abnormalities and also those with finding of not meeting the physical fitness criteria as above, shall make a declaration to this effect while submitting their application.
2. A candidate found UNFIT during medical examination conducted by any refinery unit while seeking engagement as an apprentice in the past shall also be required to declare the same with reasons for being declared UNFIT.

**M. General Instructions :**

1. Candidates are advised to carefully read the full advertisement for details of educational qualification and other eligibility criteria before submission of on-line application.
2. A candidate employed in Govt/Govt Departments/PSUs/Autonomous Bodies will be required to submit '*NO OBJECTION CERTIFICATE*' at the time of Written Test, failing which the candidate will not be allowed to appear in the Skill/Proficiency/Physical Test. Such candidates, if offered an appointment, shall be required to submit proper '*RELEASE ORDER*' from their employer at the time of joining, without which they will not be allowed to join.
3. General and OBC candidates are required to pay Rs.150/- (Rupees One hundred and fifty only) as application fee (non-refundable) though **SBI e- collect** only.

**N. How to Apply: On-Line Application Form**

1. Before applying on-line, a candidate must have an active email ID and a mobile phone number which must remain valid for at-least twelve month period for future communication (including issue of call letters).
2. The candidate should have the relevant documents/certificates pertaining to age, qualification, caste, experience, scanned copy of colour photograph and signature in jpg format (size not exceeding 50 KB) ready before applying on-line. The photo and signature in digital form will be required to be uploaded.
3. Candidates meeting the prescribed eligibility criteria for a post, may visit the website of IOCL [www.iocl.com](http://www.iocl.com) and apply on-line. The website will remain open from **17.02.2018 (10:00 Hrs) to 10.03.2018 (17:00 Hrs)**. Only online mode of applications will be accepted.

Candidates meeting the prescribed eligibility criteria for a post, may visit the website [www.iocl.com](http://www.iocl.com) go to '**What's New**' > **click on Requirement of Experienced Non-Executive Personnel 2018 in IOCL, Refineries Division**. All future communication with candidate will take place only through website / email / mobile phone. Applications submitted through on-line mode will only be accepted.

After successfully applying / registering on-line applications, the candidates are advised to send the print out of on-line application form, duly signed by him/her, to the concerned authority as mentioned in the table below, along with all supporting documents & a photograph under self attestation, **by ordinary post** so as to reach us by **24.03.2018**.

4. If printout of the online application of a candidate is not received by the refinery unit applied for, by **24.03.2018**, his/her candidature shall be summarily rejected. Candidates should super scribe the Name of Post Applied for, name of the Refinery Unit and Post Code on the top of the envelope.
5. The Candidates shall ensure that the printout of the online applications are sent to the address mentioned below. Application of candidate submitting online application for one Unit and sending the printout of the online application to other Unit shall be summarily rejected. Postal address is furnished below :

Unit	Address
Paradip Refinery	The Advertiser, General Post Office (GPO), Post Box. No. 145, Bhubaneswar – 751 001.

6. Candidates are advised to carry a copy of the application with originals & self-authenticated copies of all testimonials and produce the same at the time of SPPT for verification.
7. Incomplete applications, applications not supported by copies of relevant documents, applications not fulfilling the eligibility criteria or applications received after the last date of receipt of applications (in physical form) shall be treated as "Rejected".
8. Candidates shall note that the documents sent to any other address or sent as a registered letter, shall stand automatically rejected.
9. Further information regarding written examination, call letters, results, etc. shall be made available through this website/ over email. Candidates are, therefore, advised to keep visiting the website regularly.
10. Canvassing in any form is liable to render the candidate ineligible. Queries, if any, may be addressed to the following e-mail ids & Contact No. given below.

### **For Queries / Clarification(s)**

Unit	Contact No.	e-mail ID
Paradip Refinery	06722-252040	<a href="mailto:pdrp-recruitment@indianoil.in">pdrp-recruitment@indianoil.in</a>

### **Important Dates for Candidates:**

<b>DATE OF OPENING OF ONLINE APPLICATION</b>	<b>: 17.02.2018</b>
<b>LAST DATE OF SUBMISSION OF ONLINE APPLICATION</b>	<b>: 10.03.2018</b>
<b>LAST DATE OF RECEIPT OF PRINTOUT OF ONLINE APPLICATION FORM ALONGWITH SUPPORTING DOCUMENTS</b>	<b>: 24.03.2018</b>
<b>TENTATIVE DATE OF WRITTEN TEST</b>	<b>: 25.03.2018</b>
<b>LIKELY DATE OF PUBLICATION OF WRITTEN TEST RESULT</b>	<b>: 17.04.2018</b>

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

<b>Be Aware of Frauds</b> <b>Recruitment in Indian Oil are undertaken only through Employment Exchange / Press Notifications</b>
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