



TAKE PRIDE IN ENERGISING THE NATION WITH BPCL

RECRUITMENT OF EXPERIENCED R&D PROFESSIONALS

Fortune Global 500 Company, Bharat Petroleum is the second largest Indian Oil Marketing Company and one of the premier integrated energy companies in India, engaged in refining of crude oil and marketing of petroleum products, with a significant presence in the upstream and downstream sectors of the oil and gas industry. The company attained the coveted Maharatna status, joining the elite 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, Energy Stations, Aviation Service Stations, and LPG distributors. Its distribution network comprises over 20,000 Energy Stations, over 6,200 LPG distributorships, 733 Lubes distributorships, 123 POL storage locations, 53 LPG Bottling Plants, 61 Aviation Service Stations, 3 Lube blending plants and 4 cross-country pipelines.

Bharat Petroleum is integrating its strategy, investments, environmental and social ambitions to move towards a sustainable planet. The company has chalked out the plan to offer electric vehicle charging stations at around 7000 energy stations over next 5 years.

With a focus on sustainable solutions, the company is developing a vibrant 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 innumerable 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 the most admired global energy company leveraging talent, innovation & technology.

BPCL has set up state-of-the-art Corporate R&D Centre (CRDC) at Greater Noida (near Delhi) in July'2001 to support business growth. CRDC is one of the leading R&D Centres in the country and recognized by the Dept. of Scientific & Industrial Research (DSIR), Govt. of India. CRDC is actively involved in supporting Corporate business through constant advanced technical support and novel product/ process technology development in niche areas leading to new business development. In line with this, CRDC has illuminated paths to engender breakthrough innovations in the energy sector. CRDC's research areas include advanced characterization and evaluation of crude oils, digital tools, catalysis, process simulation and modelling, Process intensification, Energy efficient separation processes, novel reactors configuration, corrosion and fouling, bitumen, residue upgradation, petrochemicals/polymers, alternative fuels/energy, biofuels/biochemicals, green hydrogen, DME, solar photovoltaic etc.

We invite applications from inspired, talented, committed individuals with appropriate qualifications and experience looking for exciting career opportunities in various verticals of BPCL. Interested and eligible candidate can apply for the following profiles ONLINE.

IMPORTANT DATES	
Commencement of online application	16 th December 2022
Last date of online application	31 st December 2022



PROFILE ON OFFER

PROFILE	UPPER AGE LIMIT (as on 01.03.2023)	ESSENTIAL EDUCATIONAL QUALIFICATION	MINIMUM WORK EXPERIENCE (as on 01.03.2023)
Carbon Capture and Utilization	35	Ph.D. in Chemistry/Chemical Engineering/ Material Science & Engineering	Minimum 1 year research experience from reputed national or international laboratories, in the areas of CO ₂ separation and utilization
Green Hydrogen	35	Ph.D. degree in Electrochemical Engineering / Material Science & Engineering or closely related fields with specialization in Green Hydrogen Technologies	Minimum 1 year research experience in the areas of green hydrogen energy systems such as electrolyzers, fuel cells and hydrogen storage

DETAILED JOB PROFILE FOR CARBON CAPTURE AND UTILIZATION

Essential Educational Qualifications / Certifications	<p>Ph.D. degree in Chemistry/Chemical Engineering/ Material Science & Engineering.</p> <p>The candidate should have secured minimum 65% marks (aggregate marks of all semesters/years) in all Graduate and Post graduate degree examinations, relaxed to 55% for SC/ST/PWD.</p>
Essential Work-Experience* (as on 01.03.2023)	<p>Minimum 1 year research experience from reputed national or international laboratories, in the areas of CO₂ separation and utilization</p> <p>NOTE:</p> <ul style="list-style-type: none"> Teaching Experience will not be considered as relevant work experience. Research Work carried out during course of acquiring Ph.D. will not be considered as relevant work experience.
Key challenges and expectations	<p>The selected candidate will work on R&D projects as part of the Scientific team. They will be primarily responsible for:</p> <ol style="list-style-type: none"> Electrocatalysis based CO₂ conversion, synthesis of value-added chemicals/advanced materials. Characterization and performance testing of developed materials. Design and development of CO₂ capture processes by experimentation and modeling, simulation, scale-up studies.
DESIRED SKILLS	<ul style="list-style-type: none"> Demonstrate high level of technical proficiency in CO₂ capture and value addition. Sound knowledge of Process Development, Thermodynamics, Modelling & Simulation.



	<ul style="list-style-type: none"> • Excellent communication skills, highly motivated and goal oriented • Good knowledge of design of experiments, modelling, simulation and statistical methods • Ability to develop new research ideas, pursue research projects and manage its commercialisation activities. • Prepare technical research reports, patent new ideas and also publish in high-impact peer reviewed journals. • Coordinate and manage administrative and support activities related to R&D and take additional responsibilities as and when assigned.
<p>Upper Age Limit (as on 01.03.2023)</p>	<p>For General / EWS candidates: 35 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. For candidates domiciled in J&K state between 1.1.1980 to 31.12.1989 relaxations as applicable will apply. (Refer to 'RESERVATION, CONCESSIONS AND RELAXATIONS' Section below for more information)</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

DETAILED JOB PROFILE FOR GREEN HYDROGEN

<p>Essential Educational Qualifications / Certifications</p>	<p>Ph.D. degree in Electrochemical Engineering / Material Science & Engineering or closely related fields with specialization in Green Hydrogen Technologies. The candidate should have secured minimum 65% marks (aggregate marks of all semesters/years) in all Graduate and Post graduate degree examinations, relaxed to 55% for SC/ST/PWD.</p>
<p>Essential Work-Experience* (as on 01.03.2023)</p>	<p>Minimum 1-year hands-on research experience in the areas of green hydrogen energy systems such as electrolyzers, fuel cells and hydrogen storage.</p> <p>NOTE:</p> <ul style="list-style-type: none"> • Teaching Experience will not be considered as relevant work experience. • Research Work carried out during course of acquiring Ph.D. will not be considered as relevant work experience.
<p>Key challenges and expectations</p>	<p>The selected candidate will work on R&D projects as part of the Scientific team. They will be primarily responsible for:</p> <ol style="list-style-type: none"> Carrying out research in the area of green hydrogen- production, storage & applications Developing new ideas, proof-of-concept at lab scale and technology scale-up.



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Possess sound knowledge of technology trends related to Green hydrogen and allied areas. • Design, synthesis, characterization, and testing of novel materials for Green hydrogen production, storage, and application. • Conduct research in materials and parts to develop technologies that encompass stacks and systems, to advance the hydrogen economy; technologies include Green hydrogen generation in any of the electro-catalytical technologies like AEM/ SOEC water electrolysis, seawater electrolysis, hydrogen storage system (metal hydride, complex hydride, Liquid organic hydrogen carriers), fuel cells and upcoming technologies. • Excellent communication skills, highly motivated and goal oriented • Good knowledge of design of experiments, modelling, simulation and statistical methods • Ability to develop new research ideas, pursue research projects and manage its commercialisation activities. • Prepare technical research reports, patent new ideas and also publish in high-impact peer reviewed journals. • Coordinate and manage administrative and support activities related to R&D and take additional responsibilities as and when assigned.
<p>Upper Age Limit (as on 01.03.2023)</p>	<p>For General / EWS candidates: 35 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives. For candidates domiciled in J&K state between 1.1.1980 to 31.12.1989 relaxations as applicable will apply. (Refer to 'RESERVATION, CONCESSIONS AND RELAXATIONS' Section below for more information)</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

IMPORTANT TERMS AND CONDITIONS

- At the time of application, the candidate should have proof of award of Ph.D. Final degree/Provisional degree at the time of application.
- Eligibility would be Ph.D. after M.E/ M.Tech, B.E/B.Tech or M.Sc. in relevant branch.
- Candidate with Integrated Ph.D. may also apply. However, such candidates must produce master's degree qualification along with Ph.D. degree.



- For Ph.D. in other relevant areas of Material Sciences/ Chemical Sciences, relevancy of Ph.D. will be decided by subject matter experts.
- **Experience will be counted from the date of award of final Degree/Provisional Degree of Ph.D. It is mandatory for candidates to mention the date of successful defense of Ph.D. in their application.**
- Research Experience must be in the relevant specialized area.

APPLICATION PROCESS

Email applications (in the prescribed format available on careers page of the BPCL official website) will be accepted from **16th December 2022 to 31st December 2022 23:59 hours.**

Interested & eligible candidates are requested to fill the **Application form** in the format available on <https://www.bharatpetroleum.in> under Careers → Job Opportunities or by clicking on <https://www.bharatpetroleum.in/Careers/Job-Openings.aspx>, after reading detailed advertisement.

Completed Application forms can then be mailed to z_bpcl_recruit@bharatpetroleum.in. The subject of the mail should be “Application for R&D Professional- <Candidate’s Name>”.

No other means / mode of application shall be accepted. Incomplete applications will be summarily rejected.

Applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves of the same before applying. No enquiry asking for advice on eligibility will be entertained. 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.

For clarifications, if any, reach out to us by writing an email to z_bpcl_recruit@bharatpetroleum.in. The subject of the email must clearly mention the Your Name and Post Applied For.

Kindly note:

1. Applications with incomplete / wrong particulars will not be considered.
2. The email id and mobile number provided in application form 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 the primary email id and/or mobile number provided by them in the application form. Request for change of e-mail ID and mobile number will not be entertained post submission of form.
4. All the details given in the application form will be treated as final and no changes will 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. No email confirmation will be sent to the candidates on receipt of application forms.

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, number of patents (wherever applicable)/ publications in high impact journals, etc.), Written/Computer Based Test, Case Based Discussion, Group Task, Personal Interview etc. The selection process adopted will depend on the number of applications received.
2. The provisional selection of the candidate will be based on parameters, such as, Relevant work-experience, Significant on-the-job achievements, Performance in Case Based Discussions/ Group Task, Personal Interview/s, etc.
3. Please note that application for this profile and/or participation in any stage of recruitment i.e., Written /Computer Based Test / Case Based Discussion / Personal Interviews / any other tests / Pre-Employment medical examination etc., does not confer any right to an individual for employment with BPCL.

MEDICAL STANDARDS

1. Candidates provisionally selected by BPCL will have to clear a Pre-Employment Medical Examination before joining. Company's Authorized Doctor/ nominated hospitals will assess the health of such candidates and the final appointment will be subject to them meeting the medical standards prescribed by the Company. The decision on medical fitness by Company Doctor/ Company Authorized Doctor would be final and binding on all candidates. No correspondences or queries in this regard shall be entertained by the Corporation.
2. Candidates selected under Persons with Benchmarked Disability (PwBD) category, except for the handicap for which relaxation is acceptable and extended, must be within the prescribed normal range for all other physical standards.
3. Myopia & Hypermetropia (vision), if any, should be within permissible limits i.e. (-) 6.00 & (+) 4.00. *(Not applicable for VH candidates)*
4. Color blindness or squint, partial or full, is not acceptable in any case. *(Not applicable for VH candidates)*.
5. Any major medical ailment will debar a candidate from being eligible for the job
6. The aforementioned medical standards are only indicative and not exhaustive.



7. Further details of Medical Standards can be accessed through the following website www.oisd.gov.in . (Please refer Section 10 of OISD Standard 166).
8. Reference for a medical examination does not mean final selection.

EMOLUMENTS

Salary Grade	Pay Scale	Approx CTC at minimum base level
JG A1 (equivalent to E2 in DPE pay level)	₹50,000 – ₹1,60,000	19.16 lakhs per annum
JG A2 (equivalent to E3 in DPE pay level)	₹60,000 – ₹1,80,000	22.70 lakhs per annum
JG B (equivalent to E4 in DPE pay level)	₹70,000 – ₹2,00,000	27.50 lakhs per annum

The CTC mentioned has been calculated at minimum base level of pay grade and includes Basic Pay, Dearness Allowance 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. The Performance Related Pay (calculated at maximum) is dependent upon multiple factors and payable as per the Corporation's policy. It may please be noted that the retirement benefits are admissible upon separation/retirement as per the Corporation policy in vogue. The CTC is for candidates posted in metro cities and may vary for other locations.

Selected candidates might be placed at appropriate pay points based on various factors, viz., numbers of years of relevant experience, performance in the selection process, etc.

PROBATION & PLACEMENT

Selected Candidates would be on Probation for one year from the date of joining (extendable in case of non-satisfactory performance). Upon successful completion of the probation period, he/she will be considered for confirmation as per company policy.

Initial posting/assignment might be at BPCL's Corporate R&D Centre (CRDC) at Greater Noida. The services thereafter will be transferable as per the requirement of the Corporation, in any of the existing/future BPCL locations. These positions may involve working in shift duties. Selected candidates may also be posted / assigned to any of the subsidiaries/Joint Ventures or any department of Government of India in India or abroad.

RESERVATION, CONCESSIONS AND RELAXATIONS

1. Reservations of posts for SC, ST, OBC-NCL, EWS and PwBD (*Persons with benchmarked disabilities –with degree of disability 40% or above*) are as per Government/Presidential Directives.
2. 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 clearly indicating the candidate's caste, the Act/Order under which the caste is recognised as SC/ST/OBC 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 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 www.ncst.nic.in and for SC category the list of castes for each state is available on the site <http://www.socialjustice.nic.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.

3. 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.
4. 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- Non Creamy Layer).
5. A person who wants to avail the benefit of PwBD reservation will have to submit a disability certificate issued by a Competent Authority as prescribed in RPwBD Act, 2016. PwBD candidates will be considered after taking into account the nature of duties & responsibilities of the job, location, hazard, strain & other factors, also considering that the condition is not likely to interfere with the performance of duties of the post with reasonable efficiency and without possible deterioration of his/her health. The final appointment would be based on candidate's medical fitness with respect to job profile of the identified post.
6. For availing Economically Weaker Section (EWS) reservation the conditions and format of the certificate will be followed as per DOPT Office Memorandum No. 36039/1/2019 – Estt (Res) dated 31/01/2019. Applicant's photo on the certificate should be duly signed and stamped by the Competent Authority.
7. The appointment of candidates selected under EWS category will be provisional and will be subject to the Income & Asset certificate being verified through proper channels. Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' valid for Financial Year 2022-23 issued by a Competent Authority based on gross



annual income of FY 2021-22 in the format prescribed by Government of India. Candidates are advised to be in possession of “Income and Assets Certificate” as mentioned above issued on or after 01.04.2022 at the time of selection process. ‘Income and Asset Certificate’ shall be submitted by such candidates at the time of selection process (if called). No request for extension of time for production of ‘Income & Asset Certificate’ beyond the said date shall be entertained. Candidates failing to produce the same will not be allowed to appear for the selection process. Further, their request for interview under General category will also not be entertained.

8. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBC-NCL, 10 years for PwBD candidates.
9. Maximum age limit is relaxed by 5 years for candidates domiciled in Jammu & Kashmir between 01.01.1980 and 31.12.1989.
10. Maximum age relaxation by 5 years is applicable for Ex-servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to them rendering minimum 5 years’ service in Armed Forces and fulfilment of other conditions prescribed by the Govt. of India.
11. However, cumulative relaxation in age for one/more than one category (mentioned above in pt. 8 to 10) taken together shall be limited to a maximum of 10 years.
12. 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.
13. Relaxed standards in assessment/selection will be applicable for SC, ST and PwBD candidates. Relaxation might be extended to OBC- NCL candidates also.
14. Any request for change in Category (Gen./SC/ST/OBC-NCL/EWS/PwBD) 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. The last date for reckoning age and all other eligibility criteria shall be **1st March 2023**.
3. All the qualifications should be course/s 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).
4. Full-time degrees from reputed (top ranked) International Universities/Institutes can be considered. Final decision in this regard will be taken by the Management.



5. Calculation of aggregate percentage will be based on aggregate marks of all semesters/years, i.e., taking average of all the semesters/years, irrespective of weightage given to any particular subject (including languages)/semester/year of the Institute/University. Rounding off of percentage is not allowed.
6. 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).
7. 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/Careers/Job-Openings.aspx> 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 official during recruitment drive is discouraged, except when necessary/critical.
8. 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.
9. Candidates presently employed in Central/ State Government, Autonomous bodies, and PSUs, should submit their application through proper channel. They must produce 'No Objection Certificate' from their employer at the time of selection process, failing which they will not be allowed to appear for the selection process and their candidature will not be entertained.
10. 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 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).
11. 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.
12. Reimbursement of 2nd AC train fare by the shortest route to the selection venue is admissible only for outstation SC, ST and PwBD candidates appearing for the selection process, provided the distance travelled is not less than 30 km. Local transportation will not be reimbursed.
The candidates will be required to fill in the Travel Allowance (TA) Form, which will be made available during the selection process, and submit it along with Proof for travel undertaken and valid Category Certificate.



Detailed instructions pertaining to mode of travel reimbursement will be made available in the Admit Card/ Call Letter for selection process.

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.

13. BPCL reserves the right to cancel / restrict / enlarge / modify / alter the recruitment process and/or the selection process thereunder, without issuing any further notice or assigning any reasons.
14. The Corporation also reserves the right not to fill the advertised post at any stage of selection.
15. 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.
16. If any candidate attempts to use external influence for the purpose of facilitating his/her selection, his/her candidature will automatically be cancelled.
17. Furnishing of wrong/false information will lead to disqualification and BPCL will not be responsible for any of the consequences of furnishing such wrong/false information. Since all the online applications will be screened without documentary evidence, the candidates must satisfy themselves of the suitability for the position to which they are applying. If at any stage during the recruitment and selection process, it is found that the candidates have furnished false or inaccurate information or is found ineligible with respect to any of the eligibility parameters, his/her candidature will be rejected. If any of the above discrepancies w.r.t. to eligibility parameters, furnishing of wrong information and or suppressing of any material fact is detected / noticed even after appointment, his/her services will be liable for termination without any notice, as the appointment would be deemed to be void ab initio.
18. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.
19. Court of jurisdiction for any dispute will be at Mumbai.
20. The general public is hereby informed that all applications are accepted through our online portal/ email only and is not outsourced by BPCL to any agency/individual. Applicants are advised to beware of such fraudulent agencies.