



**HINDUSTAN PETROLEUM CORPORATION LIMITED**  
Regd. Office: 17, Jamshedji Tata Road, Mumbai - 400020.  
CIN NO: L23201MH1952GOI00885

## ABOUT US

Hindustan Petroleum Corporation Limited (HPCL) is a Maharatna Central Public Sector Enterprise (CPSE) and a S&P Global Platts Top 250 Global Energy Company with a ranking of 54. HPCL has a strong presence in downstream hydrocarbon sector of the country with over 18% share in petroleum product marketing and also has business footprints across other energy verticals & various overseas geographies. During 2019 - 20, HPCL recorded Profit after Tax (PAT) of Rs. 2,637 Crore.

HPCL owns and operates refineries at Mumbai & Visakhapatnam with designed capacities of 7.5 Million Metric Tonnes Per Annum (MMTPA) & 8.3 MMTPA respectively. HPCL also owns the largest Lube Refinery in the country at Mumbai for producing Lube Oil Base Stock with a capacity of 428 TMTA. HPCL holds 48.99% equity stake in JV company, HPCL-Mittal Energy Limited (HMEL) which operates a 11.3 MMTPA capacity refinery at Bathinda (Punjab) and also has 16.96% equity stake in Mangalore Refinery and Petrochemicals Limited (MRPL) which operates a 15 MMTPA capacity refinery at Mangalore (Karnataka). HPCL has the second largest petroleum product pipeline network in India with network length of 3,775 km and supplies petroleum products across the country through a vast marketing network consisting of 70 depots, 41 terminals, 50 LPG bottling plants, 44 aviation fuel stations, 6 lube blending plants, over 17,800 retail outlets, 245 lube distributorships and over 6,151 LPG distributorships.

HPCL invites talented & motivated Indian nationals looking for exciting career opportunities in energy sector and willing to contribute towards India's energy future by being part of our growth journey. Interested and eligible candidates can apply for the following vacancies ONLINE.

### 1. Important Dates:

Commencement of online application : 3 <sup>rd</sup> March 2021	Last date of online application : 15 <sup>th</sup> April 2021
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### 2. Positions, Vacancies, Salary Grade, Age , Qualification Snapshot

Sr. No	Position	Vacancies	Salary Grade	Max Age	Educational Qualification*	PwBD Eligibility
1	Mechanical Engineer	120	E2	25	Mechanical, Mechanical & Production	LV.D.HH.OA.BA.OL. LC. Dw.AAV. ASD (M). SLD. MI.MD (any of the combinations above)
2	Civil Engineer	30	E2	25	Civil	LV.D.HH.OA.BA.OL.BL.Dw.AAV SLD.MI. MD (any of the combinations above)

Sr. No	Position	Vacancies	Salary Grade	Max Age	Educational Qualification*	PwBD Eligibility
3	Electrical Engineer	25	E2	25	Electrical, Electrical & Electronics	D.HH.OL.LC.Dw.AAV. SLD.MI.MD (any of the combinations above)
4	Instrumentation Engineer	25	E2	25	Instrumentation, Instrumentation & Control, Electronics & Instrumentation, Instrumentation & Electronics	D.HH.OL.CP.LC.Dw. AAV.ASD(M).SLD. MI.MD (any of the combinations above)

**Note:-Abbreviations Used:** B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both Leg & One Arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, SLD= Specific Learning Disability, MDy= Muscular Dystrophy, ASD= Autism Spectrum Disorder (M= Mild, MoD= Moderate), MI= Mental Illness, MD=Multiple Disabilities.

Category vacancy distribution	SC	ST	OBCNC	EWS	UR	Total
	20	18	49	20	93	200

- Educational Criteria Details:** Qualification must be 4-year full time regular engineering course from AICTE approved / UGC recognized University/Deemed University with minimum 60% marks for UR/OBCNC/EWS Candidates and 50% for SC/ST/PwBD candidates, under the relevant engineering stream as mentioned above only
- 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. A certificate to this effect from University / Institute which shall be required at the time of interview shortlisting stage.
- Students in the final year/semester of the qualifying course are also eligible to apply. They will be allowed provisionally subject to submission of all the documentary proof at later stages. At the time of applying, the aggregate marks required will be same as mentioned above as per respective category.

### 3. Shortlisting & Selection Process

- The selection process may comprise of various shortlisting tools like Computer Based test, Group Task, Personal Interview etc.
- All the candidates claiming to fulfil all the eligibility criteria will be called for Computer Based Test.
- Computer Based Test will be of objective questions with no negative marking and will comprise of 2 parts.
  - General Aptitude** consisting of English Language, Quantitative Aptitude Test & Intellectual Potential test.
  - Technical / Professional Knowledge** comprising of questions related to Qualifying degree / Educational background required for the applied position.
- Candidates qualifying in the Computer Based Test in order of merit & predetermined ratio will be advised to upload the supporting documents.
- Basis scrutiny of the application, uploaded documents and category-wise and discipline-wise merit list in Computer Based Test, eligible candidates will be called for Group Task & Personal Interview.
- Candidates must secure minimum qualifying marks in each of the stages i.e. Computer Based Test, Group Task and Personal Interview to be considered for further selection process.

- g. A category & discipline-wise merit list will be drawn for all the candidates who qualify in all the stages. Computer Based Test + Group Task + Personal Interviews & offer of appointment would be as per the category & discipline-wise vacancies available.

**1. COMPUTER BASED TEST (85% weightage)**

- Minimum qualifying marks in Domain section - 50% for all categories.
- Minimum qualifying Overall Marks (i.e. General Aptitude + Technical) Marks - 60% for UR/EWS & 54% for SC/ST/PwBD/OBCNC.

**2. GROUP TASK (5% Weightage)**

- Minimum Qualifying Marks - 40% for UR/EWS & 33.33% for SC/ST/ PwBD/OBCNC.

**3. PERSONAL INTERVIEW (10% weightage)**

- Minimum Qualifying Marks - 40% for UR/EWS & 33.33% for SC/ST/PwBD/OBCNC.

**4. FINAL SCORING**

- Minimum qualifying Marks - 60% for UR/EWS & 54% for SC/ ST/OBCNC/ PwBD in combined scores of Computer Based Test + Group Task+ Personal Interview.

**4. EMOLUMENTS**

Salary Grade	Pay Scale*	Cost to Company (CTC) Approx.
E2	₹50000-₹160000	15.17 lakhs

\*A candidate will be inducted at the starting of the pay scale.

**Note:-** The CTC mentioned has been calculated at minimum base level of pay grade and includes Base Pay, Retirement Benefits, Dearness Allowance, HRA and Cafeteria Allowance and this also includes Performance Related Pay (calculated at maximum), which 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 prevailing at that time. CTC is for candidates posted in metro cities and may vary for other locations.

**5. PRE-EMPLOYMENT MEDICAL EXAM**

Appointment to the above posts will be subject to the candidate being medically fit as per the standards prescribed for the post by the Company. Shortlisted candidates shall be required to get their Pre-Employment Medical Examination done in HPCL nominated empanelled hospitals. Reference for a medical examination does not mean final selection.

**6. PLACEMENT / POSTING**

Posting/ Assignment can be in any SBUs/Division/Department of the Corporation at any place in the country and the services thereafter will be transferable as per the requirement of the Corporation. 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.

**7. PROBATION & RETENTION**

**Probation:** The Selected Officers will be on Probation for 1 year from the Date of Joining. Upon successful completion of the Probation period, the officer will be considered for confirmation as per company policy.

**Retention Amount:** An amount of Rs. 5000/- per month will be deducted as retention amount from the total emoluments for first six months during the probation period. The amount will be refunded to the

officers only after their confirmation. The retention amount will be forfeited, in case the employee leaves the Corporation or on termination of service before the confirmation.

## **8. RESERVATIONS , CONCESSIONS & RELAXATIONS**

- a. Reservation of posts for SC, ST, OBCNC, EWS and PwBD (Persons with benchmarked disabilities – with degree of disability 40% or above) are as per Government Directives.
- b. Candidates seeking reservation as SC/ST/OBCNC, shall have to produce a certificate in the prescribed proforma (the format can be downloaded from HPCL Website) 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/OBCNC 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 OBCNC 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](http://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.
- c. 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.
- d. A person who wants to avail the relaxed standards of PwBD reservation will have to submit a disability certificate issued by a Competent Authority as prescribed in RPwBD Act, 2016. Further to this, according to Notification No: 38-16/2020-DD-III-DT.04/01/2021 by Ministry of Social Justice & Empowerment, list of positions/disciplines in which PwBD candidates are eligible to apply for this recruitment drive are given against the vacancies. Appointment in these vacancies will be offered to PwBD candidates after considering 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.
- e. For availing 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.
- f. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBCNC, 10 years for PwBD (UR), 13 years for PwBD (OBCNC) and 15 years for PwBD (SC/ST) candidates.
- g. Maximum age limit is relaxed by 5 years for candidates domiciled in Jammu & Kashmir between 01.01.1980 and 31.12.1989.
- h. Maximum age relaxation by 5 years is applicable for Ex-servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to rendering minimum 5 years' service in Armed Forces and fulfilment of other conditions prescribed by Govt. of India.
- i. The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBCNC candidates and such candidates will have to indicate their category as Unreserved (UR)
- j. Further the OBCNC candidates will have to give a self-undertaking, at the time of Personal Interviews in terms of DOPT memo No. 36012/22/93-Extt. (SCT) dt. 08.09.1993 if called for, indicating that they belong to OBC-Non Creamy Layer.
- k. Relaxed standards in assessment/selection, Computer Based Test, Group Task, Personal Interview and overall (Test, Group Task and Personal Interview as applicable) will be applied for SC, ST, OBCNC, PwBD candidates.

- l. If the SC/ST/OBCNC/PwBD 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.
- m. Any request for change in Category (UR/EWS/SC/ST/OBCNC/PwBD) once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.
- n. The Apprentices who had successfully completed the period of apprenticeship training in the Corporation would be accorded relaxation/ preference in the Recruitment norms. Such relaxation would be accorded in two stages i.e. (i) with regard to relaxation in age while computing the eligibility of a candidate (Graduate Apprentice Trainee) to the extent of the period for which the concerned applicant Graduate Apprentice Trainee had undergone Graduate Apprenticeship training in any of the Corporation's establishment, not exceeding one year and (ii) according additional 5% of the marks, such apprentice secures in the Computer Based Test (CBT), and reckoning such grace marks along with the marks secured by the candidates in the CBT exam for the purpose of shortlisting of the candidates for subsequent stage of selection.

## 9. APPLICATION PROCESS

- a. Online Application will be accepted from **1200 hrs on 3<sup>rd</sup> March 2021 till 2359 hrs on 15<sup>th</sup> April 2021.**
- b. Candidates are requested to apply online only on [www.hindustanpetroleum.com](http://www.hindustanpetroleum.com) Careers→ Current Openings, after reading detailed advertisement. No other mean / mode of the application shall be accepted.
- c. Applications with incomplete / wrong particulars or not in the prescribed format will not be considered.
- d. 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.
- e. All the details given in the online form will be treated as final and no changes will be entertained.
- f. In the event of non-submission of completed application along with application fees (wherever applicable) from candidates for reasons whatsoever, his / her candidature will stand cancelled and no further communication/consideration on the same will be entertained.
- g. Candidates will be required to submit documentary evidence of eligibility during the course of the shortlisting/selection process within stipulated time as advised by HPCL. Any mismatch in name, qualification, other criteria's of documents from the data given in application form will lead to disqualification at any stage.

## 10. APPLICATION FEES

- a. The application fees is applicable for all Engineering position.
- b. SC, ST & PwBD candidates are exempted from payment of application fee.
- c. UR, OBCNC and EWS candidates are required to pay a Non-Refundable Amount of ₹1180/- + payment gateway charges if any (Application fee of ₹1000/- + GST@18% i.e. ₹180/- + payment gateway charges if applicable).
- d. Payment Mode: Debit / Credit card/UPI/Net Banking: On paying application fee online, the payment status will automatically change to **"Your Transaction is successfully completed"**, on successful receipt of fees.
- e. All the candidates must ensure that the payment status is **"Completed"** as the transaction will be considered "incomplete" in case of any other payment status. Once the payment is done, candidates are required to take print of acknowledgment of payment and preserve the same for future reference.

- f. No other mode of payment than those mentioned above will be accepted.
- g. Application fee once paid will not be refunded under any circumstances.

## 11. GENERAL INSTRUCTIONS

- a. Only Indian Nationals are eligible to apply.
- b. The last date for reckoning age and all other eligibility criteria shall be considered as of 3<sup>rd</sup> March 2021.
- c. Queries can be emailed at [careers@hpcl.in](mailto:careers@hpcl.in) keeping the subject of the mail formatted as “**Position Name – Application Number**”.
- d. All the qualifications should be full time regular 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)
- e. Admit Card for Computer Based Test, Interview Call Letters etc. will not be sent to candidates in hard copy. Candidates will be required to download the same from HPCL website.
- f. The total number of vacancies and the reserved vacancies is provisional and may increase/decrease at the discretion of the Corporation basis actual requirements. HPCL reserves the right not to fill any or all of the above posts advertised at any stage of selection.
- g. All the candidates are requested to remain updated at each step of the selection process by visiting our website [www.hindustanpetroleum.com](http://www.hindustanpetroleum.com). Candidates may please note that personal calls and/or interaction with any of the HPCL’s officials during recruitment drive is discouraged, except when absolutely necessary/critical.
- h. HPCL will not be responsible for any loss/non-delivery of email or any other communication sent, due to invalid/wrong email id or contact number.
- i. HPCL reserves the right to cancel or add any examination / Personal Interview centre depending on the response in that area/ centre.
- j. The Corporation also reserves the right to cancel / restrict/ curtail/ enlarge the recruitment process and/or the selection process thereunder without any further notice and without assigning any reasons.
- k. 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.
- l. Candidates presently employed in Government Departments / PSU’s / Autonomous Bodies owned by the Government, should submit their application through proper process. They must produce No Objection Certificate at the time of Group Task and Personal Interview, failing which they will not be allowed to appear for the Group Task and Personal Interview process and their candidature will not be entertained.
- m. Candidates (except final year degree students) must be in possession of all applicable Degree Certificates and mark sheets at the time of application.
- n. All applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves before applying. No enquiry asking for advice as to eligibility will be entertained.
- o. Reimbursement of 2<sup>nd</sup> class rail fare for Computer Based Test for SC, ST & PwBD candidates and 3<sup>rd</sup> AC for all candidates appearing in the Interview by the shortest route is admissible for outstation, provided the distance travelled is not less than 30 km. Candidates opting for examination Centre other than the Centre nearest from mailing address will not be reimbursed travel fare. The candidates will be required to fill in the Travel Allowance (TA) Form as detailed on HPCL website and submit/upload it along with Travel Proof for travel undertaken. Travel allowance will be processed through online mode. This reimbursement is not applicable to candidates who are already in Central/State Government Services/PSUs.



**Furnishing of wrong/false information will lead to disqualification and HPCL will not be responsible for any of the consequences of furnishing such wrong/false information. Since all the 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 wrong 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 intimation and or suppressing of any material fact is detected / noticed even after appointment, his/her services will be liable for termination without any further notice. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.**

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

**The general public is hereby informed that all applications are accepted through our online portal only and is not outsourced by HPCL to any agency/individual. Applicants are advised to beware such fraudulent agencies.**

**Any further corrigendum / addendum would be uploaded only on our website [www.hindustanpetroleum.com](http://www.hindustanpetroleum.com).**