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Recruitment of Experienced Professionals in Indian Oil Corporation Limited

Advt. No.: IOCL/CO-HR/RECTT/2026/02 **Date: 3rd September, 2026**

Detailed Advertisement

Indian Oil Corporation Limited (IndianOil) is one of India's diversified energy major with a significant presence across the hydrocarbon value chain, spanning refining, pipelines, marketing, petrochemicals, natural gas, and emerging energy businesses. As a Maharatna Central Public Sector Enterprise and India's flagship energy company, IndianOil has been fuelling the nation's growth for over six decades through its extensive infrastructure, operational excellence, and unwavering commitment to energy security. Consistently ranked among the Fortune Global 500 companies, IndianOil continues to play a pivotal role in powering the lives of millions of Indians every day.

Guided by its vision of "The Energy of India," IndianOil is transforming itself into a future-ready, technology-driven energy enterprise. The Corporation is actively advancing India's energy transition through strategic investments in Biofuels, Green Hydrogen, Carbon Capture, Utilisation and Storage (CCUS), Renewable Energy, LNG, City Gas Distribution (CGD), and next-generation mobility solutions, while strengthening its leadership in refining and petrochemicals. Through its flagship transformation initiative of SPRINT, IndianOil is fostering innovation, digitalization, sustainability, and operational excellence across the organization to create enduring value for all stakeholders and realize its aspiration of becoming "A Globally Admired Energy Company."

To support its next phase of growth and transformation, IndianOil invites applications from Indian Nationality for recruitment of experienced professions for its upcoming Poly Butadiene Rubber (PBR) Plant and it's PBR Business Marketing Group.

1.0 Vacancies and Eligibility Criteria:

<table>
<tr><td>1. Who can Apply</td><td><u>Only Indian Nationals are eligible to apply.</u></td></tr>
<tr><td>2. Vacancy</td><td>
<table>
<tr><th>Sno.</th><th>Vacancy</th><th>Grade</th><th>Position</th><th>Pay-Scale (₹.)</th></tr>
<tr><td>1</td><td>1</td><td>Grade C</td><td>Production Manager</td><td>₹80000-220000/-</td></tr>
<tr><td>2</td><td>1</td><td>Grade D</td><td>Senior Production Manager</td><td>₹90000-240000/-</td></tr>
<tr><td>3</td><td>1</td><td>Grade D</td><td>Senior Manager (PBR-Marketing)</td><td>₹90000-240000/-</td></tr>
</table>
All the above vacancies are "Un-reserved" and are not identified for Persons with Benchmark Disabilities (PwBD) candidates.
</td></tr>
</table>

Indian Oil Corporation Limited

3. Upper Age Limit and Mininimum Work Experience

SNo.	Position	Upper Age Limit (as on 01.07.2026)	Minimum Work Experience (as on 30.06.2026)
1	Production Manager	40 years	10 Years
2	Senior Production Manager	44 Years	14 Years
3	Senior Manager (PBR-Marketing)	44 Years	14 Years

Certificate issued by Board of Secondary Education for passing Matriculation/Higher Secondary declaring the date of birth is the only accepted document in support of proof of age.

4. Educational Qualification and Degree (Qualifying Degree)

Qualifying Degree:

Position	Professional Qualification
Production Manager	B.Tech./ BE/ Equivalent obtained as Full-time Regular course from Institutions/ Colleges/ Universities/ Deemed Universities duly recognized by AICTE/UGC in Chemical Engineering with minimum, 60% of marks.
Senior Production Manager	B.Tech./ BE/ Equivalent obtained as Full-time Regular course from Institutions/ Colleges/ Universities/ Deemed Universities duly recognized by AICTE/UGC in Chemical Engineering with minimum, 60% of marks.
Senior Manager (PBR-Marketing)	B.Tech./ BE/ Equivalent obtained as Full-time Regular Course from Institution/ College/ University/ Deemed University duly recognized by AICTE/ UGC with minimum 60% marks. OR Science Graduates with MBA or equivalent obtained as Full-time Regular Course from Institution/ College/ University/ Deemed University duly recognized by AICTE/ UGC with minimum 60% of marks.

a) Calculation of percentage of marks in the qualifying degree would be governed by Institute/University rules.

b) Candidates having qualifying degree from a discipline other than Chemical discipline for Production Manager & Senior Production Manager, are not eligible to apply. However, the Corporation reserves the right to take a final decision in considering an Engineering discipline eligible in case different from the one mentioned above.

c) Degree/Diploma awarded by the Institutes/Universities (including foreign institutes/ universities) must have equivalence from the Association of Indian Universities (AIU)/UGC and candidates, in their own interest, as applicable, should ascertain the equivalence of their diploma/degree/certificate with degree of recognized Indian universities by AIU/UGC.

d) Applicants should be in a position to produce final degree/diploma/marksheet and obtain minimum percentage of marks as mentioned above from aggregate of marks obtained in semesters. If shortlisted/selected, they would be allowed to join only if, besides meeting other eligibility criteria, their

Indian Oil Corporation Limited

	aggregate percentage of marks in the qualifying examination is equal/more than the minimum percentage of marks as prescribed above. e) Wherever final marks in the qualifying degree have been awarded as letter/number grade (CGPA/GPI/SGPA/DGPA/OGPA/CPI etc.), equivalent percentage of marks for establishing eligibility criteria shall be arrived at by referring to applicable percentage conversion formula adopted by respective Institute/University. Such candidates must submit the conversion certificate issued by the concerned Institute/University during Document Verification at the time of Personal Interviews, if shortlisted f) The fraction of percentage so arrived will not be rounded off to next higher whole number i.e. 59.99% will be treated as less than 60%. However, in case the Institute does not follow any conversion formula for converting CGPA to Percentage, Candidates from such Colleges/Institutes will have to submit a certificate mentioning that their College/Institute does not follow CGPA to Percentage conversion formula during Document Verification at the time of Personal Interview, if shortlisted. In such cases, IOCL shall be at liberty to arrive at equivalent percentage of marks by adopting a multiplication factor. g) Candidates who have completed ME/M.Tech as part of Integrated Course or Dual Degree course of BE/B.Tech program are eligible to apply, provided they have completed BE/B.Tech in the disciplines mentioned above (refer para 1.0 (4.0) of this advt.). Such candidates must have both BE/B.Tech and ME/M.Tech final marksheet and degrees. Percentage of marks/CGPA for such candidates shall be calculated as below to determine their eligibility: a). Dual degrees (awarded two separate degrees i.e. BE/B.Tech and ME/M.Tech) - percentage of marks/CGPA in BE/B.Tech only will be considered. b) Integrated degree (single degree awarded i.e. ME/M.Tech at the end of integrated ME/M.Tech program) - the percentage of marks/CGPA obtained by the candidates in overall ME/M.Tech program will be considered. h) Any qualification acquired through Part-time/ Correspondence/ Distance/ Online mode will not be eligible
5.0 Physical Fitness	• Pre – Employment Medical Examination Guidelines (PEME Guidelines) – Final selection and joining of candidates is subject to meeting the physical fitness criteria as described in the PEME guidelines. • Candidates are advised to go through the 'Guidelines and Criteria for Physical Fitness for Pre-employment Medical Examination' available on 'Latest Job Opening' under 'IndianOil for Careers' page of website www.iocl.com and should satisfy that they meet the physical fitness parameters as per the PEME guidelines before commencing filling the ONLINE application. • All medical reports towards physical fitness – as per format mentioned in the guidelines, shall be required to be submitted by the candidate at the time of joining, if selected. • Candidates must meet the PEME parameters for Technical Functions.

Indian Oil Corporation Limited

6.0 Candidates from Reserved Category	All positions are "Unreserved". Therefore, no relaxation/concession in eligibility criteria shall be extended to any candidate belonging to EWS/ OBC(NCL)/ SC/ST/ etc. However, candidates from EWS/ OBC(NCL) /SC/ST shall have to furnish supporting documents in latest formats in support of belonging to the respective category. ➢ **For Scheduled Caste (SC) / Scheduled Tribe (ST) category:** • Name of Caste / Tribe to which candidate belongs must appear in the Central List of SC and ST of respective State as notified respectively by Ministry of Social Justice and Empowerment, Govt. of India (https://socialjustice.gov.in/) and Ministry of Tribal Affairs, Govt. of India. (https://tribal.nic.in). • The Caste / Tribe certificate must contain date of issue along with certificate number and the name of the Caste / Tribe. The name of the Caste/Tribe mentioned in the certificate should be spelled exactly in the same manner as appearing in the central list of SC/ST for the respective State. • Candidates should be able to produce SC/ST certificate issued by the Competent Authority in the latest prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking. • SC/ST candidates belonging to the State of Maharashtra must have valid Caste Validity certificate issued in his/her name issued by Government of Maharashtra. ➢ **For Other Backward Classes (Non-Creamy Layer) OBC(NCL) category:** • Candidates should be able to produce OBC(NCL) certificate issued by the Competent Authority in the latest prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking as mentioned in Department of Personnel & Training, Govt. of India, OM No. 36012/22/93-Estt.(SCT) dated 08.09.1993 & OM No. 36033/1/2013-Estt.(Res.) dated 13.09.2017 and other guidelines issued from time to time. • Name of Caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective State as notified by Ministry of Social Justice and Empowerment, Govt. of India (https://www.ncbc.nic.in) for appointment to posts under Government of India/Central Government Public Sector Undertaking. • The certificate must contain date of issue along with certificate number and the name of the caste. The name of the caste mentioned in the certificate should be spelled exactly in the same manner as appearing in the central list of OBCs for the respective State. • The OBC category candidates who belong to "CREAMY LAYER" are not entitled for OBC(NCL) concession/reservation and such candidates shall have to apply as "General" category candidate. • The OBC(NCL) certificate should be issued on or after 01.04.2026 by the Competent Authority.

Indian Oil Corporation Limited

	• OBC(NCL) candidates belonging to the State of Maharashtra must have valid Caste Validity certificate issued in his/her name issued by Government of Maharashtra. • 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). ➢ **For Economically Weaker Section (EWS) category:** • The Income and Asset Certificate shall be valid for the financial year 2026 – 27 and shall be prepared on the basis of income and asset verification for the financial year 2025–26. • Name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General / Samanya" etc. will not suffice. • Candidates should be able to produce EWS certificate issued by the Competent Authority in the latest prescribed format applicable for the purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking. The prescribed format and the Competent Authority have been detailed in Department of Personnel & Training, Govt. of India, OM No. 36039/1/2019 – Estt (Res) dated 31/01/2019. • The EWS certificate should have been issued on or after 01.04.2026 by the Competent Authority. • Candidate's photo on the certificate should be duly pasted, signed and stamped by issuing authority.

2.0 <u>Detailed Work Experience</u>:

1. Name of Post and Pay Scale	**Production Manager (Pay Scale ₹80000 – 220000/-), Grade C**
i. **Work Experience**	Minimum **10 years of Post-Qualification work experience** in Company(ies) having Poly Butadiene Rubber (PBR) units with **minimum experience of at least 5 years** of producing Polybutadiene rubber in units with PBR production Technology in India or abroad. Hands on experience and in-depth knowledge of Polybutadiene rubber industry in general and product matrix is essential. Experience of Polybutadiene rubber industry in India or abroad must include finalization of Product Matrix, Operation of Polybutadiene rubber Units and organizing the repair and routine maintenance of Polybutadiene rubber units.
ii**. Job Profile**	To provide technical support/guidance for commissioning and stabilization of Polybutadiene Rubber project at IOCL, Panipat. Domain expert to help in developing in-house manpower for IOCL for operation of Poly Butadiene Rubber Unit. The role requires deep expertise in butadiene polymerization technology, catalyst systems, process optimization, and plant troubleshooting to ensure safe, reliable, and cost-effective plant performance.

Indian Oil Corporation Limited

	The indicative job responsibilities are as under : • Knowledge sharing on high-cies polybutadiene rubber production technology and finalization of product matrix. • Preparation of Technical Specifications of feedstocks, utilities, intermediates and final products considering the products selected for the project. • Conduct operator training programs and knowledge transfer workshops. • Conduct pre-commissioning and commissioning activities. • Support catalyst loading, activation and polymerization trial. • Troubleshoot process upsets, quality deviations, and operational bottlenecks. • Ensure achievement of target PBR quality parameters. • Optimize recipes for different grades of polybutadiene. • Drive debottlenecking and energy optimization initiative. • Ensure compliance with Local safety regulations and International polymer industries best practices. • Support statutory approvals and audits.
2. Name of Post and Pay Scale	**Sr. Production Manager (Pay Scale ₹90000 – 240000/-), Grade D**
i. **Work Experience**	Minimum **14 years of post-qualification work experience** in Company(ies) having Poly Butadiene Rubber (PBR) units with **minimum experience of at least 7 years** of producing Polybutadiene rubber in units with PBR production Technology in India or abroad. Hands on experience and in-depth knowledge of Polybutadiene rubber industry in general and product matrix is essential. Experience of Polybutadiene rubber industry in India or abroad must include finalization of Product Matrix, Operation of Polybutadiene rubber Units and organizing the repair and routine maintenance of Polybutadiene rubber units
ii. **Job Profile**	To provide technical support/guidance for commissioning and stabilization of Polybutadiene Rubber project at IOCL, Panipat. Domain expert to help in developing in-house manpower for IOCL for operation of Poly Butadiene Rubber Unit. The role requires deep expertise in butadiene polymerization technology, catalyst systems, process optimization, and plant troubleshooting to ensure safe, reliable, and cost-effective plant performance. **The indicative job responsibilities are as under :** • Provide expert guidance on high-cies polybutadiene rubber production technology and finalization of product matrix. • Preparation of Technical Specifications of feedstocks, utilities, intermediates and final products considering the products selected for the project. • Lead operator training programs and knowledge transfer workshops. • Lead pre-commissioning and commissioning activities. • Support catalyst loading, activation and polymerization trial.

Indian Oil Corporation Limited

	• Troubleshoot process upsets, quality deviations, and operational bottlenecks. • Ensure achievement of target PBR quality parameters. • Optimize recipes for different grades of polybutadiene. • Drive debottlenecking and energy optimization initiative. • Ensure compliance with Local safety regulations and International polymer industries best practices. • Support statutory approvals and audits.
3. Name of Post and Pay Scale	**Senior Manager (PBR-Marketing) (Pay Scale ₹90000 – 240000/-), Grade D**
i**. Work Experience**	Minimum **14 years of total post-qualification work experience with at least 7 years** of relevant experience in rubber marketing or allied products, preferably in organizations catering to the tyre manufacturing industry. The experience should include exposure to synthetic rubber products such as PBR/SBR or similar elastomers, with a clear understanding of market dynamics, customer requirements, and supply chain practices. Preference will be given to candidates having hands-on experience in the tyre industry, particularly those who have worked closely with tyre manufacturers in areas such as raw material sourcing, product evaluation, compounding practices, and approval processes.
ii. **Job Profile**	To develop and execute marketing strategies for Poly Butadiene Rubber (PBR), primarily targeting tyre manufacturers and expanding into non-tyre segments such as conveyor belts, hoses, footwear, and industrial rubber goods. The role involves market analysis and market development, customer acquisition and relationship management, production planning, sales management, complaint redressal, supply chain management, competitor activities tracking, import analysis, etc. **The indicative job responsibilities are as under :** 1. Market Development • Identify potential customers in tyre and non-tyre sectors (conveyors, hoses, footwear, etc.). • Conduct domestic market and import analysis to understand demand trends, pricing, and competitor positioning. • Explore new geographies and segments for PBR applications. 2. Sales & Business Development • Generate leads and convert them into long-term customers. • Prepare and deliver product presentations, proposals, and quotations. • Negotiate contracts and close deals in line with company policies. 3. Customer Relationship Management • Maintain strong relationships with existing clients to ensure repeat business. • Address customer queries and provide technical support in coordination with the technical team. • Collect feedback for continuous improvement.

Indian Oil Corporation Limited

	4. Pricing & Commercial Strategy • Monitor market prices and recommend competitive pricing strategies. • Assist in forecasting demand and planning inventory. 5. Marketing & Promotion • Develop marketing materials, brochures, and digital campaigns. • Represent the company at trade fairs, exhibitions, and industry events. 6. Reporting & Coordination • Prepare weekly/monthly sales reports and market intelligence updates. • Coordinate with production and logistics teams to ensure timely delivery.

Common clauses for work experience for all the positions:

Internships, Teaching experience, Part Time Work, Research experience in an academic institute or any other work experience gathered as a part of acquiring qualification, or short-term trainee (summer/ winter project etc.) etc. will not be considered as relevant experience for the above posts.

Experience gained after the date of declaration of result of qualifying degree will only be considered towards counting experience.

Decision to accept any or all work experience claimed by the candidate in line with the above paras lies solely with IOCL.

Proof of Experience: Onus to establish relevant work experience lies with candidate. Candidate shall have to furnish relevant and valid documents (Salary Slip/Bank statement/Offer of appointment/ Release letter/Experience letter etc.) for proof of his experience. Corporation reserves the right to take a final decision in consideration of work experience.

3.0 Application Process: Applications for the current recruitment process shall be through ONLINE Mode only.

i. **How to apply**	a. Candidates must go through this detailed advertisement very carefully and check their eligibility before proceeding to apply ONLINE for the position. Applications shall be applied and submitted through ONLINE portal on IndianOil's website www.iocl.com ONLY. b. The relevant link to apply ONLINE is available on the IndianOil's website at https://iocl.com/latest-job-opening on www.iocl.com . Candidates should click on the ONLINE application link, read the instructions carefully and fill-in the ONLINE application form giving correct and complete information. c. Candidate should have following documents ready for uploading on the ONLINE portal at the time of registration: ➢ Scanned copy of Recent Color Passport Size Photograph, not older than 6 months. ➢ Scanned copy of Signature ➢ Class 10 Pass Certificate – as proof of Date of Birth ➢ Documents in support of Work Experience ➢ And other documents as indicated in the ONLINE portal. d. Prior to applying ONLINE, Candidate will have to register his/her email id and mobile number on the online portal. Once registered, the email id and mobile number cannot be changed. Communications to the candidates shall be made only on their registered email id / mobile number with our portal. Therefore, their email id and mobile number must be valid and should remain active for minimum 01 year from the date of

IndianOil Corporation Limited

	application. Request for change of e-mail ID and mobile number will not be entertained. e. The portal will capture candidate's LIVE photo using candidate's system camera through portal's in-built feature. Candidates should position themselves/herself in such a way that **only the face and Neck area** of the candidate is in focus and same is captured by the camera. Additionally, candidates will also be required to upload recent most colour photo (*passport size, captured not older than 6 months*) during the application process. Candidates should ensure that candidate's appearance in the photo (*both uploaded and captured by the system*) matches with the actual appearance of the candidate on the day of personal interview, if shortlisted. f. Candidate must read the On-Screen instructions very carefully while applying and filling the entries in the ONLINE form. Candidate must keep on verifying their entries repeatedly prior to submitting their ONLINE application, as no request for changes in the entries shall be entertained after submission of the ONLINE application form. Candidates are therefore advised to exercise utmost caution while filling up the application form. g. Candidates applying from any of the reserved category (*EWS, OBC(NCL), SC, ST, PwBD*) must have relevant and valid document in support of their claim of belonging to reserved category from which they are applying, failing which their candidature may be cancelled and appointment may be summarily terminated, if selected. Such candidates must also furnish correct details of such documents in ONLINE application portal and wherever asked for. h. Candidates must keep .pdf format of the ONLINE application form in their safe custody for future reference, if any. Candidates need not send this printout to any of the office of IndianOil. i. All the details mentioned in the online form once submitted will be treated as final and no request for changes shall be entertained later. Therefore, candidates are advised to fill the ONLINE form very carefully making correct entries in the respective fields. j. **Candidates fulfilling the eligibility criteria are permitted to apply for only one position. In case during scrutiny, it is found that a candidate has applied for more than one position, then his/her all applications shall be summarily rejected**.
ii. **General instructions**	a. The candidates should ensure that they fulfill all eligibility criteria and other conditions as specified in this advertisement and that the particulars furnished by them in the online application are complete and correct in all respect. b. Candidates need to upload valid and relevant documents in support of information filled in ONLINE application form. c. Suppression of any fact may lead to termination of candidature at any stage of selection process or during employment, if selected. Furnishing false information or concealment/suppression of factual information may render the candidate unfit for employment.

Indian Oil Corporation Limited

	d. Mere registration on portal shall not mean that candidate is meeting the eligibility criteria. The same has to be established by producing relevant and valid documents in original at the time document verification. In case it is detected at any stage of the selection process that a candidate does not fulfill the prescribed eligibility criteria, and / or that candidate has furnished any false/incorrect information or has suppressed any material fact(s), his/her candidature may be cancelled, without any further notice and appointment may be summarily terminated, if selected. Candidate may also render himself/herself liable to criminal prosecution. e. The candidate's candidature would be provisional and subject to subsequent verification of certificates/testimonials, medical fitness etc. f. Any canvassing, during or after the selection process, directly or indirectly by the candidate will lead to disqualification of his/ her candidature/selection. g. Candidates presently employed in Government Departments / PSUs / Autonomous Bodies need to submit NOC from competent authority of their current employer at the time of interview, if shortlisted. h. Any revision, clarification, addendum, corrigendum, time extension in submission of ONLINE application etc. to the above advertisement will be hosted on "Careers→Latest Job Opening" through IOCL website: www.iocl.com . Candidates are advised to visit the website regularly for updated information. i. Candidature of the candidates shall be rejected at any stage of selection process if found not meeting the prescribed eligibility criteria. j. In case of multiple applications submitted by candidate for same position by a candidate, the latest application form shall be considered, and earlier ones shall be summarily rejected. k. 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. l. IOCL reserves the right to cancel this recruitment process at its sole discretion at any point of the recruitment exercise without offering any reason for cancellation.
iii. Document Verification	Eligibility of the candidates shall be verified prior to Personal Interview and only those candidates shall be considered for further process who meet the eligibility criteria and have uploaded/produced relevant and valid documents in latest forms on online portal and able to furnish the documents in Original at the time of document verification. Physical document verification of shortlisted candidates shall be conducted on the day of PI.
iv. Personal Interview	Post document verification, eligible Shortlisted candidates shall be interviewed by Committee(s) for Final Selection.
v. Joining time	Selected candidates will have to join the organization on the date mentioned in their Offer of Appointment failing which the organization reserves the right to cancel/withdraw the Offer of Appointment without any further correspondence/reference to the candidates.

Indian Oil Corporation Limited

vi. Application Fee

The following application fee shall be payable.

Category	Fee Details
General/EWS/OBC(NCL)	Rs. 1500/- (Rupees One thousand five hundred only) + GST (as applicable).
SC/ST	Nil

a. Credit card/Debit card/Bank Transaction charges *(as applicable)* for Online Payment of application fees/ intimation charges *(if any)* will also have to be borne by the candidate.

b. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.

c. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/ Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets, UPI.

d. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE

e. On successful completion of the transaction, an e-Receipt shall be generated.

f. Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Provisional Registration Number and Password and repeat the process of payment.

g. Candidates are required to take a printout of the e-Receipt and online Application Form containing fee details. Please note that if the same cannot be generated, online transaction may not have been successful.

h. For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.

i. To ensure the security of your data, please close the browser window once your transaction is completed.

j. There is facility to print application form containing fee details after payment of fees.

k. Application fee once paid will not be refunded under any circumstances. Also, chargeback cannot be claimed for any reason.

vii. Remuneration

Candidates selected shall be placed on the following Pay Scale with an initial basic pay. In addition to the basic pay, they will receive Dearness Allowance (DA) and other allowances, according to the rules of the Corporation in force, and as amended from time to time.

Sl. No.	Position & Grade	Pay Scale (In ₹)	Initial Basic Pay	Gross Valuation of Remuneration
1.	Production Manager - Grade C	80000-220000/-	₹80,000/-	₹30 lakh Approx.
2.	Sr. Production Manager- Grade D	90000-240000/-	₹90,000/-	₹35 lakh Approx.
3.	Senior Manager (PBR-Marketing)-Grade D	90000-240000/-	₹90,000/-	₹35 lakh Approx.

Indian Oil Corporation Limited

<table>
<tr><td></td><td>Other allowances /benefits include HRA/Subsidized Housing Accommodation (depending upon place of posting), Medical facilities, Gratuity, Contributory Provident Fund, Group Personal Accident Insurance Scheme, Leave Encashment, Leave Travel Concession (LTC)/ Leave Fare Assistance (LFA), Contributory Superannuation Benefit Fund Scheme, Conveyance Advance/ Maintenance Reimbursement, Performance Related Pay (PRP) etc. shall be as per rules of the Corporation.

The gross valuation of remuneration to the company as indicated above is inclusive of Performance Related Pay (PRP). The actual remuneration may vary depending on place of posting, financial performance of the Corporation and annual performance appraisal of the individual.</td></tr>
<tr><td>viii. Service Bond</td><td>Candidates selected will have to execute a bond to serve the Corporation for a minimum period of three years from the date of joining the corporation as under:
<table><tr><th>Category</th><th>Bond Amount</th></tr><tr><td>General</td><td>Rs. Three Lakhs only</td></tr><tr><td>EWS/OBC(NCL)/SC/ST</td><td>Rs. Fifty Thousand only</td></tr></table></td></tr>
<tr><td>ix. Last Date to Apply</td><td><table><tr><th>S. No.</th><th>Activity</th><th>Date</th></tr><tr><td>1</td><td>Start date of Online Application</td><td>03.09.2026</td></tr><tr><td>2</td><td>End Date of Online Application</td><td>17.09.2026 till 1700 hrs</td></tr><tr><td>3.</td><td>Conduct of Document Verification/Personal Interview</td><td>September/ October 2026</td></tr></table></td></tr>
<tr><td>x. Contact Us</td><td>In case of query, the candidates can write to us at recruit2026@indianoil.in .</td></tr>
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Be Aware of Frauds

Recruitment in Indian Oil Corporation Ltd. is notified ONLY in leading Newspapers, Employment News/Rozgar Samachar and the same is also hosted on IndianOil's official website (www.iocl.com).

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Indian Oil Corporation Limited