



::Join IndianOil & Be Part of Nation Building::

Recruitment of Experienced Executives in Mid-Level Position from Textile Industry in IndianOil

Advt. No.: DP/5/5/Campus (Mid-Level)

Dated: 09th December 2021

Detailed Advertisement

Indian Oil Corporation Limited (IOCL) is a Diversified, Integrated energy major with presence in Oil, Gas, Petrochemicals and Alternative energy sources. Empowered with the 'Maharatna' status, the organization renders overriding prominence to the energy needs of the country and aspires to be 'The Energy of India' and 'A Globally Admired Company'.

Indian Oil Corporation Ltd. has been featuring year after year among India's **Best Companies to Work For** and has been recognized as Best Employer among Nation-Builders. Recording an all-time high Profit After Tax of Rs. 21,836 Crore in FY 2020-21, the organisation is propelled to perfection by its high-calibre people adopting best practices aided by state-of-the-art technologies, cutting-edge R&D.

To fuel its future growth, Indian Oil is looking for energetic and dedicated candidates with bright academic record and Diversified Work Experience in Textile Industry to join the Organization in following areas:

- a. Continuous Polymerization
- b. Spinning
- c. Yarn and PSF Marketing

1.0 Vacancy and Eligibility Criteria:

1. Who can Apply	Only Indian Nationals are eligible to apply.				
2. Vacancy	Sr. No.	Position	Pay Scale (Rs.)	Vacancy	Designation
	1	Continuous Polymerization	80000 - 220000	1	Manager
	2	Continuous Polymerization	90000 - 240000	1	Sr. Manager
	3	Spinning	90000 - 240000	1	Sr. Manager
	4	Yarn & PSF Marketing	90000 - 240000	1	Sr. Manager
All the above vacancies are under "Unreserved" category.					

3. Upper Age Limit and Min. Work Experience	<table border="1" data-bbox="457 109 1390 338"> <thead> <tr> <th data-bbox="457 109 566 180">Sr. No.</th> <th data-bbox="566 109 937 180">Position</th> <th data-bbox="937 109 1127 180">Upper Age Limit*</th> <th data-bbox="1127 109 1390 180">Minimum Work Experience*</th> </tr> </thead> <tbody> <tr> <td data-bbox="457 180 566 218">1</td> <td data-bbox="566 180 937 218">Continuous Polymerization</td> <td data-bbox="937 180 1127 218">40 years</td> <td data-bbox="1127 180 1390 218">12 Years</td> </tr> <tr> <td data-bbox="457 218 566 256">2</td> <td data-bbox="566 218 937 256">Continuous Polymerization</td> <td data-bbox="937 218 1127 256">44 Years</td> <td data-bbox="1127 218 1390 256">16 Years</td> </tr> <tr> <td data-bbox="457 256 566 294">3</td> <td data-bbox="566 256 937 294">Spinning</td> <td data-bbox="937 256 1127 294">44 Years</td> <td data-bbox="1127 256 1390 294">16 Years</td> </tr> <tr> <td data-bbox="457 294 566 338">4</td> <td data-bbox="566 294 937 338">Yarn & PSF Marketing</td> <td data-bbox="937 294 1127 338">44 Years</td> <td data-bbox="1127 294 1390 338">16 Years</td> </tr> </tbody> </table> <p data-bbox="391 373 662 405">*As on 30th June 2021</p>	Sr. No.	Position	Upper Age Limit*	Minimum Work Experience*	1	Continuous Polymerization	40 years	12 Years	2	Continuous Polymerization	44 Years	16 Years	3	Spinning	44 Years	16 Years	4	Yarn & PSF Marketing	44 Years	16 Years
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4. Educational Qualification and Degree (Qualifying Degree)	<p data-bbox="347 443 1425 548">Qualifying Degree: B.Tech./BE /Equivalent as Full-time Regular course from Institutions/ Colleges/ Universities/ Deemed Universities duly recognized by AICTE/UGC in disciplines mentioned against each position:</p> <table border="1" data-bbox="358 569 1484 1003"> <thead> <tr> <th data-bbox="358 569 727 632">Position</th> <th data-bbox="727 569 1484 632">Eligible Disciplines</th> </tr> </thead> <tbody> <tr> <td data-bbox="358 632 727 705">Continuous Polymerization</td> <td data-bbox="727 632 1484 705">Chemical Engineering</td> </tr> <tr> <td data-bbox="358 705 727 779">Spinning</td> <td data-bbox="727 705 1484 779">Chemical Engineering/Textile Engineering</td> </tr> <tr> <td data-bbox="358 779 727 1003">Yarn & PSF Marketing</td> <td data-bbox="727 779 1484 1003">Electrical / Civil / Mechanical / Textile / Chemical Engg. (In addition to above qualification, Candidate with full-time 2-year MBA or equivalent degree program with General Management/ specialization in Marketing will be given preference)</td> </tr> </tbody> </table>	Position	Eligible Disciplines	Continuous Polymerization	Chemical Engineering	Spinning	Chemical Engineering/Textile Engineering	Yarn & PSF Marketing	Electrical / Civil / Mechanical / Textile / Chemical Engg. (In addition to above qualification, Candidate with full-time 2-year MBA or equivalent degree program with General Management/ specialization in Marketing will be given preference)												
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5. Minimum Marks in Qualifying Degree	<p data-bbox="347 1062 1503 1129">a) Minimum 60% in qualifying degree examination. Calculation of percentage of marks in the qualifying degree would be governed by institute/university rules.</p> <p data-bbox="347 1171 1503 1356">b) Wherever final marks in the qualifying degree have been awarded as letter grade (CGPA/GPI/SGPA etc), equivalent percentage of marks shall be adopted from conversion formula issued by respective institute/university for establishing eligibility criteria. Such candidates would be required to submit the conversion certificate issued by the concerned institute/university at the time of Personal Interview, if shortlisted.</p> <p data-bbox="391 1381 1503 1602">However, in case the institute does not follow any conversion formula for converting CGPA to Percentage, IOCL shall be at liberty to arrive at equivalent percentage of marks following its own conversion formula. In such cases, candidate has to submit a certificate issued by a competent authority from their college/university on its official letter head mentioning that their college/ university does not follow any conversion formula for converting CGPA into Percentage.</p>																				

<p>6. Candidates from Reserved Category</p>	<p>All positions are against “Unreserved” category. Therefore, no relaxation/concession in eligibility criteria shall be extended to any candidate.</p> <p>However, candidates from EWS/ OBC(NCL) /SC/ST and PwBD category shall have to furnish supporting documents in latest formats in support of belonging to the respective category.</p> <p>a) For OBC(NCL) category candidates:</p> <ul style="list-style-type: none"> • 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 for appointment to posts under GOI and Central Govt. Public Sector Undertakings. The name of the caste mentioned in the certificate should be spelled exactly in the same manner as appearing in the central list. • Candidates should be able to produce caste certificate issued by the competent authority in the latest prescribed format as applicable for claiming reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking. • The certificate must contain date of issue along with name of caste, spelled exactly in the same manner as appearing in the central list. <p>b) For SC/ST category candidates:</p> <ul style="list-style-type: none"> • Name of caste to which candidate belongs must appear in the Central List of SC/ST of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India. • The caste certificate must contain date of issue along with name of caste. • The candidates need to furnish their SC/ST certificate as per the latest format prescribed by Government of India. <p>c) For EWSs category candidates:</p> <ul style="list-style-type: none"> • The Income and Asset Certificate shall be valid for the year 2021 – 22 and shall be prepared on the basis of income and asset verification for the financial year 2020 – 21. • Name of the caste should be clearly mentioned in the aforesaid certificate. • Applicant’s photo on the certificate should be duly pasted, signed and stamped by issuing authority. <p>d) For PwBD category candidates:</p> <ul style="list-style-type: none"> • The candidate needs to furnish PwBD certificate as per latest format applicable to relevant category of disability. Minimum disability should be 40%
<p>7. Physical Fitness</p>	<p>a. Pre – Employment Medical Examination Guidelines (PEME Guidelines) – Final selection of candidates is subject to meeting the physical fitness criteria as described in the PEME guidelines.</p> <p>Therefore, Candidates are advised to go through the ‘Guidelines and Criteria for Physical Fitness for Pre-employment Medical Examination’ placed on the registration portal and should satisfy themselves that they meet the physical fitness parameters as per the PEME guidelines before commencing filling the ONLINE application.</p> <p>b. The medical report towards physical fitness – as per format mentioned in the PEME guidelines shall be required to be submitted by the candidate at the time of joining, if finally selected for the advertised positions.</p>

2.0 Detailed Work Experiences:

a. Continuous Polymerization Unit

Name of Post and Pay Scale	Sr. Manager (Pay Scale – Rs.90000 – 240000)
i. Work Experience	<ul style="list-style-type: none">➤ Experience in company(ies) producing Polyester polymers through continuous polymerization in India or abroad, out of which minimum 3 years should be as a Team Leader supervising Executives.➤ The incumbent should have prior experience in Polyester polymer production, which inter alia should include the following:<ul style="list-style-type: none">▪ Operation of continuous polymerization unit to produce Polyester polymer including materials arrangement in coordination with the concerned departments, planning and organizing production schedules.▪ Finalization of recipe for various grades of polyester melt and selection of catalyst & additives.▪ Organizing the repair and routine maintenance of production equipment
ii. Job Profile	<p>The job, inter alia, will involve:</p> <ul style="list-style-type: none">▪ Plan implementation during project stage, commissioning, and later operation of Continuous polymerization unit to produce quality polymer melt to produce polyester yarn and fibre through Direct Spinning with optimum manpower.▪ Finalization of recipes suitable for various grades/type of polyester melt.▪ Selection and arrangement of catalyst & additives▪ Planning and organizing production schedules▪ Estimating OPEX and timescales with clients and operators▪ Ensuring the plant health and safety regulations▪ Determining quality control standards▪ Overseeing production process▪ Re-negotiating timescales or schedules as necessary▪ Selecting, ordering and purchasing materials▪ Organizing the repair and routine maintenance of production equipment▪ Liaising with buyers and marketing / sales team▪ Arrangement of required manpower, their work supervision including outsourced/contract personnel.▪ Identification and organizing relevant training sessions▪ Maintenance of material & energy balance, consumables in SAP.▪ Ensuring ISO standards for the products along with relevant documentation.

b. Continuous Polymerization Unit

Name of Post and Pay Scale	Manager (Pay Scale – Rs.80000 – 220000)
i. Work Experience	<ul style="list-style-type: none"> ➤ Experience in company(ies) producing Polyester polymers through continuous polymerization in India or abroad out of which minimum 2 years should be as a Team Leader supervising Executives. ➤ The incumbent should have prior experience in Polyester polymer production, which inter alia should include the following: <ul style="list-style-type: none"> ▪ Operation of continuous polymerization unit to produce Polyester polymer including materials and energy consumption records as per approved planning and production schedules. ▪ Maintenance of approved recipes for various grades of polyester melt including various catalyst & additives. ▪ Organizing the repair and routine maintenance of production equipment
ii. Job Profile	<p>The job, inter alia, will involve:</p> <ul style="list-style-type: none"> ▪ Plan implementation during project stage, commissioning, and later operation of Continuous polymerization unit to produce quality polymer melt to produce polyester yarn and fibre through Direct Spinning with optimum manpower as per the approved norms/standards. ▪ Maintenance of recipes suitable for various grades/type of polyester melt. ▪ Arrangement and use of catalyst & additives for day to day production. ▪ Organizing production schedules ▪ Maintenance of OPEX and timescales with required manpower arrangement in all the shifts. ▪ Ensuring the plant health and safety regulations ▪ Maintenance of quality control standards ▪ Supervision and control of production process ▪ Advising HOD on timescales or schedules, if necessary ▪ Indenting of raw materials, additives, consumables etc so that HOD can arrange the same on time. ▪ Organizing the repair and routine maintenance of production equipment ▪ Liaising with service team to ensure the job completion as per schedules and on time. ▪ Arrangement of required manpower, their work supervision including out sourced/contract personnel in all the shifts. ▪ Identification and organizing relevant training sessions in coordination with HOD. ▪ Maintenance of material & energy balance, consumables record in SAP. ▪ Ensuring ISO standards for the products along with relevant documentation

c. Spinning Unit

Name of Post and Pay Scale	Sr. Manager (Pay Scale – Rs.90000 – 240000)
i. Work Experience	<ul style="list-style-type: none"> ➤ Experience in company(ies) producing Polyester Yarn and Polyester Staple Fibre in India or abroad out of which minimum 3 years should be as a Team Leader supervising Executives. ➤ The incumbent should have prior experience in Polyester Yarn and Fibre production, which inter alia should include the following: <ul style="list-style-type: none"> ▪ Operation of polyester yarn (POY/FDY) & PSF (polyester staple fibre) production units. ▪ Finalization of recipe for various grades of POY, FDY and PSF in coordination with CP HOD and marketing. ▪ Organizing the repair and routine maintenance of unit / equipment. ▪ Experience of various spinning machinery with their operational capabilities, automation systems including packing & auto ware housing.
ii. Job Profile	<ul style="list-style-type: none"> ➤ The job, inter alia, will involve: <ul style="list-style-type: none"> ▪ Plans implementation during project stage, commissioning and later production of polyester yarn (POY/FDY) & PSF (polyester staple fibre). ▪ Finalization of recipes suitable for various grades/type of polyester (POY, FDY and PSF). ▪ Operation of spinning machinery, packing & auto ware housing of products, ▪ Section and arrangement of spin finishes/additives including master batch systems & chips to produce colored as well as other specialty yarns/fibre ▪ Planning and organizing production schedules to meet in-house and if required other DTY producers needs/requirements. ▪ Estimating and planning OPEX and timescales with clients and operators ▪ Ensuring the health and safety regulations. ▪ Determining quality control standards by understanding customers' needs. ▪ Overseeing production process ▪ Selecting, ordering and purchasing materials. ▪ Organizing the repair and routine maintenance of production equipment ▪ Liaising with buyers and marketing / sales team ▪ Trouble shooting of Yarn as part of customer quality complaint ▪ Arrangement of required manpower, their work supervision including outsourced/contract personnel. ▪ Identification and organizing relevant training sessions ▪ Maintenance of material & energy balance, consumables record in SAP. ▪ Ensuring ISO standards for the products along with relevant documentation.

d. Yarn and PSF Marketing

Name of Post and Pay Scale	Sr. Manager (Pay Scale – Rs.90000 – 240000)
i. Work Experience	<ul style="list-style-type: none">➤ Experience in company (ies) producing Polyester polymers through continuous polymerization in India or abroad, out of which minimum 3 year should be as a Team Leader supervising Executives.➤ The incumbent should have prior experience in sales / marketing of Polyester chips, yarn & fibre products. The candidates should have the knowledge of polyester market, product quality, product specifications and marketing channels.
ii. Job Functions	<p>The job, inter alia, will involve:</p> <ul style="list-style-type: none">▪ Preparation / formulation of marketing policy for products▪ Oversee marketing / sales of polyester chips, yarn and fiber products.▪ Coordination with production units for production of various grades suitable for market needs.▪ Coordination within marketing channel partners

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

How to apply	<ul style="list-style-type: none">a) Candidates must go through this detailed advertisement very carefully and check their eligibility before proceeding to apply ONLINE for the position.b) The relevant link to apply ONLINE shall be available on the Indian Oil's website 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 during registration:<ul style="list-style-type: none">➤ 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➤ Aadhar Card➤ And other documents as indicated in the ONLINE portal.d) Prior to applying ONLINE, Candidate would be required to register their email id and mobile number on the online portal. Therefore, they must have a valid email id and mobile number, both of which should remain active for minimum 01 year from the date of registration. Communications to the candidates to apprise them about various stages of recruitment process shall be sent on their registered email id and/or mobile number.e) Post registration of email id and mobile number, Request for change of Mobile number and e-mail ID will not be entertained.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
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submitting their ONLINE application, as no request for changes in the entries shall be entertained after submission of the ONLINE application form.

- g) Candidate must keep .pdf format of the ONLINE application form in their safe custody for future reference in case asked to produce by IOCL.
- h) Subject to meeting eligibility criteria, a candidate may apply in more than one position. However, a separate application form shall have to be filled up for each of the additional positions, candidate wishes to apply.

4.0 Selection Process: Selection process shall consist of Three rounds of Assessment as below:

a. Initial Screening towards Eligibility Criteria and Work Experiences

Eligibility of the candidates shall be verified prior to first round of interview and only those candidates shall be considered for further screenings who meet the eligibility criteria and have uploaded relevant and valid documents in latest formats on online portal and able to furnish the documents in Original at the time of document verification.

b. Two rounds of Personal Interview

5.0 Remuneration:

Remuneration	The following shall be the Pay scale in respective position:																			
	<table border="1"><thead><tr><th>Sr. No.</th><th>Position</th><th>Induction Grade</th><th>Pay Scale (Rs.)</th></tr></thead><tbody><tr><td>1</td><td>Continuous Polymerization</td><td>Grade C</td><td>80000 - 220000</td></tr><tr><td>2</td><td>Continuous Polymerization</td><td>Grade D</td><td>90000 - 240000</td></tr><tr><td>3</td><td>Spinning</td><td>Grade D</td><td>90000 - 240000</td></tr><tr><td>4</td><td>Yarn & PSF Marketing</td><td>Grade D</td><td>90000 - 240000</td></tr></tbody></table>	Sr. No.	Position	Induction Grade	Pay Scale (Rs.)	1	Continuous Polymerization	Grade C	80000 - 220000	2	Continuous Polymerization	Grade D	90000 - 240000	3	Spinning	Grade D	90000 - 240000	4	Yarn & PSF Marketing	Grade D
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	In addition, the selected candidates will receive Dearness Allowance (DA) and other allowances, according to the rules of the Corporation in force, and as amended from time to time.																			
	Other allowances /benefits include HRA/subsidized housing accommodation (depending upon place of posting), medical facilities, gratuity, contributory provident fund, employees' pension scheme, group personal accident insurance scheme, leave encashment, leave travel concession (LTC)/ LFA, contributory superannuation benefit fund scheme, conveyance advance/maintenance reimbursement, performance related pay (PRP) etc as per rules of the corporation. Approximate gross valuation of remuneration at the start of the pay scale will be Rs.26.60 Lacs and Rs.31.00 Lacs in Grade 'C' and Grade 'D' respectively.																			
	The gross valuation of remuneration to the company as 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.																			

6.0 Candidates to Note

i. General	<p>a. Candidates need to upload valid and relevant documents in support of information filled in ONLINE application form.</p> <p>b. 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 respects.</p> <p>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.</p> <p>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.</p> <p>In case it is detected at any stage of the selection process that a candidate does not fulfill the eligibility criteria, and/ or that candidate has furnished any incorrect information or has suppressed any material fact(s), his/her candidature may be cancelled, and appointment may be summarily terminated, if selected,.</p> <p>e. Candidature of the candidates not found meeting the prescribed eligibility criteria or submitting false/ incorrect information may be rejected at any stage of selection process.</p> <p>f. 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.</p> <p>g. Any canvassing directly or indirectly by the applicant will lead to disqualification of his/ her candidature.</p> <p>h. Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on “Careers” section of IOCL website: www.iocl.com. Candidates are requested to visit the website regularly to keep themselves updated.</p> <p>i. All the details mentioned in the online form will be treated as final and no request for changes in any of the details will be entertained later on. Therefore, candidates are advised to fill the ONLINE form very carefully making correct entries in the respective fields. An application once submitted shall not be entertained for any editing later on.</p> <p>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.</p>						
ii. Application Fee	<p>a. The following application fee shall be payable.</p> <table border="1" data-bbox="402 1608 1474 1713"><thead><tr><th>Group / Category</th><th>Fee Details</th></tr></thead><tbody><tr><td>General/ EWS / OBC(NCL)</td><td>Rs.1500 per Position</td></tr><tr><td>SC / ST / PwBD</td><td>Rs.750 per Position</td></tr></tbody></table> <p>Payment gateway charges as applicable shall have to be additionally borne by the candidate.</p> <p>b. An application fee once paid shall not be refunded back to candidates in any case.</p> <p>c. The payment is to be made by the candidate at the time of registration. Candidate must keep record of transaction slip as proof of having made the payment.</p>	Group / Category	Fee Details	General/ EWS / OBC(NCL)	Rs.1500 per Position	SC / ST / PwBD	Rs.750 per Position
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SC / ST / PwBD	Rs.750 per Position						

iii. Service Bond	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:	
	Category	Bond Amount
	General	Rs. Three Lakhs only
	EWS/OBC(NCL)/SC/ST/ PwBD	Rs. Fifty Thousand only
iv. Last date of applying	Last date of applying for posts advertised in this advertisement is 31st December 2021	
v. Contact Us	In case of any query, candidates can write to us at recruit2021@indianoil.in	