



TAKE PRIDE IN ENERGISING THE NATION WITH BPCL

GOOD PEOPLE SPREAD GOOD ENERGY

FIXED TERM ENGAGEMENT FOR INFORMATION SYSTEM ROLES

Fortune Global 500 Company, Bharat Petroleum is the second largest Indian Oil Marketing Company and one of the integrated energy companies in India, engaged in refining of crude oil and marketing of petroleum products, with presence in the upstream and downstream sectors of the oil and gas industry. The company attained the coveted Maharatna status, joining the 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 21,800+ Energy Stations, over 6,200 LPG distributorships, 525 Lubes distributorships, and 123 POL storage locations, 53 LPG Bottling Plants, 70 Aviation Service Stations, 4 Lube blending plants and 4 cross-country pipelines as on 31.03.2024.

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 the next 5 years.

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

<u>IMPORTANT DATES</u>	
Commencement of online application	23rd July 2025
Last date of online application	09th August 2025



PROFILES ON OFFER

A. FIXED TERM ENGAGEMENT IN HANA

1. FUNCTIONAL CONSULTANT – HANA		
<u>ESSENTIAL EDUCATIONAL ELIGIBILITY CRITERIA FOR FUNCTIONAL CONSULTANT</u>		
S.no	SAP Module	Required Criteria
1	Sales & Distribution (SD) / Masters	B.Tech / B.E / B.Sc (Engg) (4- year course) from a recognized university.
2	Materials Management (MM) / Masters	
3	Plant Maintenance	
4	Project Systems (IM/PS)	
5	Real Estate (RE-FX)	
6	Production Planning	
7	Quality Management	
8	Production Planning & Detailed Scheduling (PPDS)	
9	Vendor Invoice Management (VIM)	
10	Governance Risk & Compliance (GRC)	
11	Solution Manager (SM)	
12	Industry Solution Oil (IS – OIL)	
13	Business Intelligence (BI)	
14	Human Capital Management (HCM)	B.Tech / B.E / B.Sc (Engg) (4- year course) from a recognized university. AND MBA (HR) / MA (PM & IR)/ Post Graduate Diploma in HR/ PM & IR / Personnel Management/ Masters in Labour Studies/ MMS (HR)/ (PM & IR) (2-year full time course) from a recognized university.
<p><u>Essential Educational Qualification:</u> For all profiles/ SAP modules mentioned above, the candidate should have secured minimum 60% marks (<i>aggregate marks of all semesters/years</i>) in the aforementioned degree examinations, relaxed to 50% marks for SC/ST/PwBD.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>		



<p>Key Challenges & Expectations</p>	<ul style="list-style-type: none"> • Apply deep expertise in the relevant SAP module, with formal training preferred. • Understand business requirements and design scalable solutions across SAP and non-SAP systems. • Prepare process documents (“As-Is” and “To-Be”), functional specs, and system configuration details. • Create prototypes, assess technical feasibility, and ensure end-to-end documentation. • Drive testing lifecycle – from use case creation to UAT and sign-off documentation. • Develop user training material including guides and videos. • Ensure smooth cross-module and system integration, with strong understanding of master data. • Demonstrate good MS Excel skills.
<p>Essential Work-Experience <i>(as on 01.07.2025)</i></p>	<p>Candidate should have minimum experience of 4 years. This will include at least 2 years business experience in the functional area against which they have applied and minimum 2 years in relevant module of SAP S4/HANA. The candidate applying for Business Intelligence profile should have experience in B4/HANA for 2 years in addition to 2 year’s business experience in BI.</p> <p>The required business experience must be certified on the company’s letterhead and duly attested by the competent authority of the organisation.</p> <p>NOTE: Industrial / Vocational Training will not be considered as experience.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • The candidate needs to have expertise in the relevant SAP module. It is desired that the consultant has undergone relevant formal training in the module for which he / she is applying. • The candidate should have in-depth configuration knowledge / Technical expertise as per his / her role. • Ability to architect and design solutions spanning across multiple modules / systems based on user’s requirements. • Candidate should have good documentation skills and should be able to create, “As Is” and “To Be” process documents including process flow charts. He/she should also be able to carry out technical feasibility of proposed solution.



	<ul style="list-style-type: none"> • Candidate should be able to create detailed functional specifications including system configuration, development and integration documentation. • Candidate should also be proficient in making Testing use cases, recording of Testing results, UAT sign off documents, user Training documents / videos and detailed procedure notes. He should also be able to comprehensively test all scenarios. • Ability to create system prototype. • Candidate must have good understanding of architecture of the relevant solution including data storage. • Knowledge of master data and integration with other modules of SAP and Non-SAP systems • MS Excel Skills • Experience in Oil & Gas sector will be an added advantage.
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and 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.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

<p>2. MS APP DEVELOPMENT – JUNIOR CONSULTANT</p>	
<p>Essential Educational Qualifications</p>	<p>B.Tech / B.E / B.Sc (Engg) (4- year course) in Computer Science/ Information Technology / Computer Engineering OR Masters in Computer Applications (MCA) with 60% marks (<i>aggregate marks of all semesters/years</i>), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>Key Challenges & Expectations</p>	<p>As a professional engaged in BPCL, you will work on exciting assignments as part of the Information Systems Entity. You will be responsible for:</p> <ul style="list-style-type: none"> • Coordinating with Business users / Functional Consultants for various



	<p>business requirements.</p> <ul style="list-style-type: none"> • Design and develop web solution in Microsoft environment and ensure deliver of projects as per agreed milestones. • Staying up-to-date with the least trends in .Net and other Microsoft development technology stack. • Writing technical documents and performing Unit testing. • Ability to effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Design and Development integration scenarios (B2B, A2A, & B2C) using Web APIs/REST APIs. • Effective communication is essential for collaborating with other developers, designers, and stakeholders. • The ability to work effectively within a team. • Efficient time management for meeting project deadlines and prioritizing tasks.
<p>Essential Work-Experience (as on 01.07.2025)</p>	<ul style="list-style-type: none"> • Minimum 4 Years experience as Full Stack .NET Developer. <p>The following roles/competencies/skillsets/areas of work must be clearly enumerated in the client/project experience certificates submitted by the candidate:</p> <ul style="list-style-type: none"> • Should have worked as Developer in a project, handling Microsoft application development, with hands-on experience in building and maintaining complex .NET web applications using C#, ASP.NET Core, MVC 8, Razor including Strong front-end skills with HTML, CSS, JavaScript and Bootstrap, and solid experience in developing and consuming RESTful APIs with JSON for the Client/Project. • Worked in SQL Server (2016+) for database design, writing optimized queries, stored procedures, and utilizing LINQ, ADO.NET and EF Core 8 for the Client/Project. <p>NOTE: Industrial/ Vocational Training will not be considered as experience.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least one (01) client/project as .NET Full Stack Developer for a minimum duration of 12 months continuously. • Hands-on experience in building secure, responsive web applications using Angular (v16+), Node.js, and TypeScript. • Ready to explore new technologies and frameworks and its applicability to BPCL. • Skilled in SQL Server performance tuning, secure coding (OWASP Top 10), and consuming SOAP/REST APIs.



	<ul style="list-style-type: none"> Familiar with .NET Web API/OData/REST services, unit testing frameworks (e.g., MSTest, NUnit), and version control tools like Git and Azure DevOps.
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and 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.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

3. MS APP DEVELOPMENT – SENIOR CONSULTANT

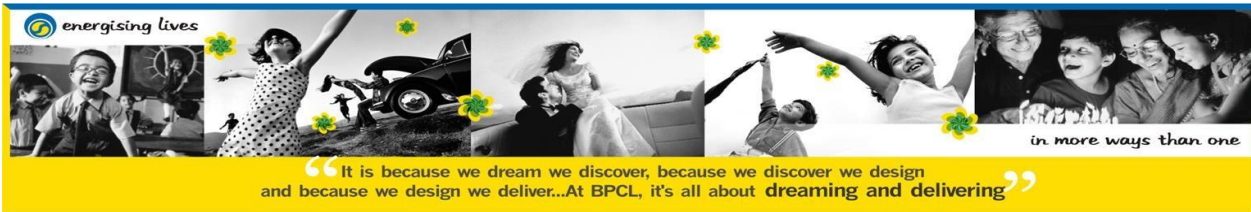
<p>Essential Educational Qualifications</p>	<p>B.Tech / B.E / B.Sc (Engg) (4- year course) in Computer Science/ Information Technology / Computer Engineering OR Masters in Computer Applications (MCA) with 60% marks (<i>aggregate marks of all semesters/years</i>), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>Key Challenges & Expectations</p>	<p>As a professional engaged in BPCL, you will work on exciting assignments as part of the Information Systems Entity. You will be responsible for:</p> <ul style="list-style-type: none"> Independently handling development, enhancement & maintenance of project on various Microsoft technology & other open-source technology like: <ul style="list-style-type: none"> .NET Core MVC Microsoft ASP.NET Web Form .NET MVC Web APIs jQuery Angular Coordinating with Business users/Functional Consultants for various business requirements. Proficiency in managing the full development of lifecycles, from



	<p>system design to deployment</p> <ul style="list-style-type: none"> • Responsible for end-to-end system design, architect solution and making key architecture decisions to ensure scalable and maintainable solutions in Microsoft environment. • Lead code reviews to maintain code quality and adherence to best practices. • Mentoring junior developers and guiding the team technically is a core part of the role. • Architect integration scenarios (B2B, A2A, & B2C) across large enterprise systems using Web APIs/REST APIs. • Strong analytical and problem-solving skills are needed to identify and resolve complex issues. • Should have effective communication skills, assess the situation and collaborate with other developers, designers, GRC, Administrators and stakeholders with in IS team. • The ability to work effectively within a team and resolve issues within the team and guide developers on various development related activities. • Should be able to handle development work during crisis and proactive ensure development work is completed and project timelines are met. • Efficient time management and prioritizing tasks to ensure project milestones are met. • Staying up-to-date with the least trends in .Net and other Microsoft development technology stack applicable to BPCL. • Ability to effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Ensure completion of technical documentation, code review, unit testing, WAPT (Security Review) is completed and well documented, unit test results are well captured as per the BPCL requirements. • Participate in User Acceptance Testing with business users and ensure development is completed as business requirements received. • Should have worked in medium and large-scale projects
<p>Essential Work-Experience (as on 01.07.2025)</p>	<ul style="list-style-type: none"> • Minimum 7 Years experience as Full Stack .NET Developer, out of which 4 years in the capacity of Senior Developer <p>The following roles/competencies/skillsets/areas of work must be clearly enumerated in the client/project experience certificates submitted by the candidate:</p> <ul style="list-style-type: none"> • Proven experience in designing, developing, and maintaining enterprise-level web applications using C#, ASP.NET Core, MVC, and Razor.



	<ul style="list-style-type: none"> • Strong front-end development skills with HTML, CSS, JavaScript, and Bootstrap, enabling responsive and user-friendly UI design. • Expertise in building and consuming RESTful APIs using JSON, and integrating with third-party services or internal systems. • Proven experience of working with SQL Server (2016+), Entity Framework, and performance optimization techniques for data-driven applications for the Client/Project. • Hands-on experience with version control systems (e.g., Git), CI/CD pipelines, and cloud services such as Microsoft Azure. • Demonstrated ability in system architecture, conducting code reviews, enforcing coding standards, and ensuring application scalability and maintainability. • Proven track record of mentoring junior developers, collaborating with cross-functional teams, and contributing to overall technical strategy. <p>NOTE: Industrial/ Vocational/ Training will not be considered as experience.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least Two (02) client/project as .NET Full Stack Senior Developer for a minimum duration of 12 months continuously for each client/project. • Possess excellent Microsoft C# programming skills in the technology areas in various Microsoft web development framework. • Effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Good networking skills with other technology teams within BPCL and with other technology groups outside the organization. • Exposure to Angular, Node.js to design intuitive, responsive, secured web application. • Be able to explore and learn new technologies / frameworks independently. <p>Desired Skill Set required:</p> <ul style="list-style-type: none"> • SQL Server: Performance optimization techniques • jQuery • Developing Secure code [Keeping in mind OWASP Top 10] • Version Control Tool – Git & Azure DevOps and above • Consuming of SOAP/REST web services like SAP Gateway Services • Development of .NET Web API/OData/REST services • Automated/Unit Testing Frameworks like Microsoft Unit Test etc. • Angular 16 and above • Node.js • TypeScript



	<ul style="list-style-type: none"> • Design Patterns • Knowledge of Cloud based development (App service, Code publish) • LESS or SASS • Interactive Visualizations and Analytical
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 38 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.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>

4. SAP APP DEVELOPMENT – JUNIOR CONSULTANT (ABAP)

<p>Essential Educational Qualifications</p>	<p>B.Tech / B.E / B.Sc (Engg) (4- year course) in Computer Science/ Information Technology / Computer Engineering OR Masters in Computer Applications (MCA) with 60% marks (<i>aggregate marks of all semesters/years</i>), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>Key Challenges & Expectations</p>	<p>As a professional engaged in BPCL, you will be responsible for the following in the Information Systems Entity:</p> <ul style="list-style-type: none"> • Independently handling development project on some of the SAP modules like: <ol style="list-style-type: none"> 1. SAP ECC EHP8 all modules 2. SAP SCM 3. SAP BI/BW 7.4 with HANA 4. SAP Solutions Manager 5. SAP Governance, Risk and Compliance 6. SAP Gateway 7. Other applications and systems developed in-house. • Coordinating with Business users/Functional Consultants for requirements. • Design and develop solution in SAP environment and ensure delivery



	<p>of projects as per agreed milestones.</p> <ul style="list-style-type: none"> • Writing technical documents and performing Unit testing. • Ability to effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Effective communication is essential for collaborating with other developers, designers, and stakeholders. • The ability to work effectively within a team. • Efficient time management for meeting project deadlines and prioritizing tasks.
<p>Essential Work-Experience (as on 01.07.2025)</p>	<ul style="list-style-type: none"> • Minimum 4 Years experience as SAP ABAP Developer. • Should be SAP ABAP Certified. <p>The following roles/competencies/skillsets/areas of work must be clearly enumerated in the client/project experience certificates submitted by the candidate:</p> <ul style="list-style-type: none"> • Worked as Developer position handling ABAP Programming, ABAP Workbench Objects, SAP Enhancements, SAP Smart forms, BADI, BAPI, BDC and ALV Programming for the Client/Project. • NOTE: Industrial/ Vocational/ Training will not be considered as experience.
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least one (01) client/project as ABAP Developer in SAP ECC 6.0 and/or S/4 SAP HANA for a minimum duration of 12 months continuously. • Possess excellent ABAP programming skills in the technology areas in various modules of SAP. • ABAP Web Dynpro programming experience. • Effectively debug programs; identify bug fixes, performance bottlenecks and improvements. • Be able to prepare detailed technical document as per template provided by BPCL. • Manage large project independently. • Database management skills (e.g., SQL).
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and 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.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>



5. SAP APP DEVELOPMENT – SENIOR CONSULTANT (ABAP)	
Essential Educational Qualifications	<p>B.Tech / B.E / B.Sc (Engg) (4- year course) in Computer Science/ Information Technology / Computer Engineering OR Masters in Computer Applications (MCA) with 60% marks (<i>aggregate marks of all semesters/years</i>), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
Key Challenges & Expectations	<p>As a professional engaged in BPCL, you will be responsible for the following in the Information Systems Entity:</p> <ul style="list-style-type: none"> • Independently handling application development work on some of the SAP modules like: <ol style="list-style-type: none"> 1. SAP ECC EHP8 all modules 2. SAP SCM 3. SAP BI/BW 7.4 with HANA 4. SAP Solutions Manager 5. SAP Governance, Risk and Compliance 6. SAP Gateway 7. Other applications and systems developed in-house. • Coordinating with Business users/Functional Consultants for requirements. • Architect and design solution in SAP environment and ensure delivery of projects as per agreed milestones. • Strong analytical and problem-solving skills are needed to identify and resolve complex issues. • Guidance to junior team members and peer review of codes. • Effective communication is essential for collaborating with other developers, designers, and stakeholders. • The ability to work effectively within a team. • Efficient time management is essential for meeting deadlines and prioritizing tasks. • Should have worked in medium and large-scale projects.
Essential Work-Experience <i>(as on 01.07.2025)</i>	<ul style="list-style-type: none"> • Minimum 7 Years experience as SAP ABAP developer with 2 Years as senior developer. • Should be SAP ABAP Certified. <p>The following roles/competencies/skillsets/areas of work must be clearly</p>



	<p>enumerated in the client/project experience certificates submitted by the candidate:</p> <ul style="list-style-type: none"> • Worked as Senior Developer position handling ABAP Programming, ABAP Workbench Objects, SAP Enhancements, ADOBE interactive Forms, BADI, BAPI, BDC and ALV Programming for the client/project. <p>NOTE: Industrial / Vocational / Training will not be considered as experience.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least two (02) clients/projects as ABAP Developer in SAP ECC 6.0 and/or S/4 SAP HANA for a minimum duration of 12 months continuously for each client/project. • Possess excellent ABAP programming skills in the technology areas in various modules of SAP. • ABAP Web Dynpro programming experience. • Strong analytical and problem-solving skills to effectively debug programs, identify bug fixes / performance bottlenecks and improvements. • Manage large project independently. • Database management skills (e.g., SQL). • ABAP programming experience in S/4 HANA platform.
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 38 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.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>

6. SAP APP DEVELOPMENT – JUNIOR CONSULTANT (PI/PO)

<p>Essential Educational Qualifications</p>	<p>B.Tech / B.E / B.Sc (Engg) (4- year course) in Computer Science/ Information Technology / Computer Engineering OR Masters in Computer Applications (MCA) with 60% marks (<i>aggregate marks of all semesters/years</i>), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p>
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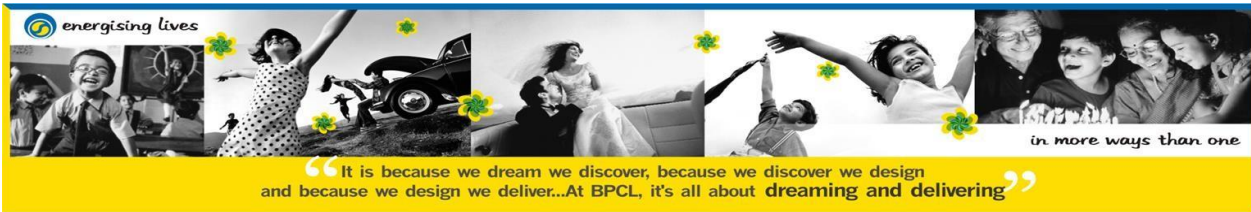
	<p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>Key Challenges & Expectations</p>	<p>As a professional engaged in BPCL, you will be responsible for the following in the Information Systems Entity:</p> <ul style="list-style-type: none"> • Independently handling integration project on some of the SAP modules like <ol style="list-style-type: none"> 1. SAP ECC EHP8 all modules 2. SAP SCM 3. SAP BI/BW 7.4 with HANA 4. SAP Solutions Manager 5. SAP Governance, Risk and Compliance 6. Other applications and systems developed in-house. • Coordinating with Business users/Functional Consultants for requirements. • Architect integration solution in SAP. Design and develop integration scenarios (A2A, B2B & B2C) across different enterprise systems using SAP PI/PO. • Writing technical documents, peer review and performing Unit testing. • Ability to effectively troubleshooting integration issues, identify bug fixes / performance bottlenecks and improvements. • Effective communication is essential for collaborating with other developers, designers, and stakeholders. • The ability to work effectively within a team. • Efficient time management for meeting project deadlines and prioritizing tasks.
<p>Essential Work-Experience <i>(as on 01.07.2025)</i></p>	<ul style="list-style-type: none"> • Minimum 4 Years experience as SAP SAP PI/PO Developer. • Should be SAP PI/PO Certified. <p>The following roles/competencies/skillsets/areas of work must be clearly enumerated in the client/project experience certificates submitted by the candidate:</p> <ul style="list-style-type: none"> • Experience of (a) designing and maintaining A2A/B2B/B2C integration scenarios, (b) designing alerts through automation tools for tracking issues in integration scenarios, (c) troubleshooting integration issues, (d) knowledge of handling SSL based scenarios (Encryption/Decryption) using adapter module/custom development. • Experience of designing Graphical Mapping / Java Mapping for integration scenarios. Experience of using IDocs, RFC, REST / SOAP, JDBC / SFTP / Mail Adaptors in SAP PI. <p>NOTE: Industrial/ Vocational/ Training will not be considered as experience.</p>



<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least one (01) client/project for a minimum duration of 12 months continuously as PI/PO and/or CPI Developer. • Possess excellent PI scenario development skills in the technology areas in various modules of SAP. • Effectively troubleshooting integration issues, identify bug fixes / performance bottlenecks and improvements. • Be able to prepare detailed technical document as per template provided by BPCL and also manage large project independently. • Transport Management: Understanding how to transport PI/PO objects between different SAP environments using tools like CTS (Change and Transport System). • Upgrade Experience. • Migration Experience from on-premises PO system to Cloud PI.
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and 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.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years.</p>

7. SAP PORTAL DEVELOPMENT – JUNIOR CONSULTANT

<p>Essential Educational Qualifications</p>	<p>B.Tech / B.E / B.Sc (Engg)(4- year course) in Computer Science/ Information Technology / Computer Engineering OR Masters in Computer Applications (MCA) with 60% marks (<i>aggregate marks of all semesters/years</i>), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>Key Challenges & Expectations</p>	<p>Challenges:</p> <ul style="list-style-type: none"> • Managing integration and compatibility between legacy SAP Enterprise Portal, and SAP Fiori Launchpad. • Ensuring seamless user experience and consistent performance across desktop and mobile platforms. • Handling complex SAP Enterprise Portal Content administration, including roles, navigation, and security.



	<ul style="list-style-type: none"> • Keeping up with evolving SAP technologies and best practices. <p>Expectations:</p> <ul style="list-style-type: none"> • Deliver robust, maintainable, and scalable applications and portal content. • Proactively address integration, security, and performance issues. • Collaborate effectively with functional and technical teams. • Stay updated with SAP’s latest tools, frameworks, and guidelines. • Effective communication is essential for collaborating with other developers, designers, and stakeholders. • The ability to work effectively within a team. • Efficient time management for meeting project deadlines and prioritizing tasks.
<p>Essential Work-Experience (as on 01.07.2025)</p>	<ul style="list-style-type: none"> • Minimum 4 Years experience as SAP Portal Developer. <p>The following roles/competencies/skillsets/areas of work must be clearly enumerated in the client/project experience certificates submitted by the candidate:</p> <ul style="list-style-type: none"> • Experience of (a) designing and deploying SAP Enterprise Portal applications in NetWeaver Developer Studio (NWDS) using HTML, CSS, Java, jQuery and jQuery Mobile (b) SAP Enterprise Portal content administration, including role management, iView, page creation, portal navigation setup. • Experience in troubleshooting, performance tuning, and deployment of SAP Portal and Fiori applications. <p>NOTE: Industrial / Vocational / Training will not be considered as experience.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least one (01) client/project for a minimum duration of 12 months continuously as SAP Portal Developer. • Experience with Fiori Launchpad configuration, tile / catalog / group management, and application integration. • Familiarity with SAP backend integration (RFC, OData, or Web Services) for Portal and Fiori apps. • Good grasp of SAP Portal security, SSO, and user authorization concepts. • Problem-solving and troubleshooting skills for SAP Enterprise Portal and Fiori environments. • Ability to optimize application performance and user experience. • Experience with deployment and transport management in SAP landscapes including SLD. • Proficiency in Bootstrap.



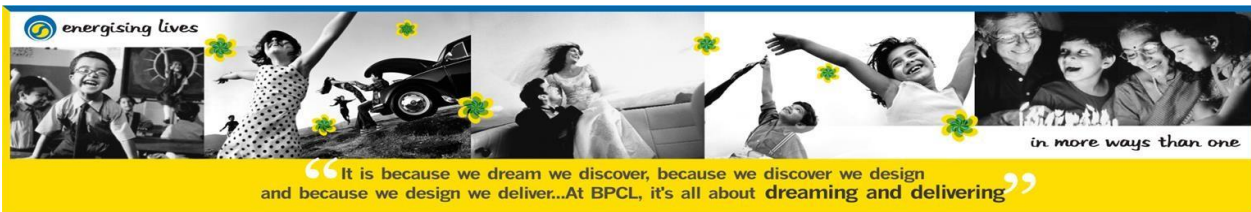
	<ul style="list-style-type: none"> • Familiarity with OData services and SAP backend integration. • Hands-on experience in developing applications using Java Web Dynpro within SAP NetWeaver.
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 35 years.</p> <p>Age relaxations will be applicable to the candidates belonging to different categories (OBC-NCL/ SC/ ST/ PwBD/ Ex-Servicemen) as per the Presidential Directives.</p> <p>Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years</p>

8. SAP BASIS CONSULTANT

<p>Essential Educational Qualifications</p>	<p>B.Tech / B.E / B.Sc (Engg) (4- year course) in Computer Science/ Information Technology / Computer Engineering OR Master of Computer Applications (MCA) with 60% marks (aggregate marks of all semesters/years), relaxed to 50% marks for SC/ST/PwBD from a recognized university.</p> <p>Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.</p> <p>Specializations in the aforementioned streams and disciplines should be clearly mentioned in the degree certificate/document issued by the University.</p>
<p>Key Challenges & Expectations</p>	<ul style="list-style-type: none"> • SAP System Administration: Install, configure and upgrade SAP systems and components, perform system migrations, system monitoring, client copies, system refreshes, user administration etc. • Ability to troubleshoot and resolve issues related to SAP systems, including performance bottlenecks and system failures. • Ability to communicate technical concepts effectively to both technical and functional teams. • Ability to co-ordinate with different teams including SAP and other vendors for troubleshooting and issue resolution. • Ability to prepare technical documents.
<p>Essential Work-Experience</p>	<p>The candidate should have the following experience:</p> <ul style="list-style-type: none"> • Total Experience: Minimum 07 years of SAP BASIS Administration



<p>(as on 01.07.2025)</p>	<ul style="list-style-type: none"> • Essential Experience: <ul style="list-style-type: none"> i. SAP landscape management (BASIS administration): Minimum 7 years of experience in SAP BASIS administration with hands-on expertise in managing SAP ECC and/or S4 HANA systems including administration of Oracle and/or SAP HANA databases. ii. SAP BASIS Certification: The candidate should have the following certification: <ul style="list-style-type: none"> • SAP Certified Associate - SAP S/4HANA System Administration <li style="text-align: center;">OR • SAP Certified Specialist - SAP S/4HANA Conversion and SAP System Upgrade <p>NOTE: Industrial / Vocational / Training will not be considered as experience.</p>
<p>DESIRED SKILLS</p>	<ul style="list-style-type: none"> • Worked in at least one (01) end-to-end Implementation of SAP S4/HANA or Migration from SAP ECC to S4/HANA as SAP BASIS administrator. • Experience of administering large SAP landscapes e.g. SAP NetWeaver ABAP and Java systems (SAP BW / SAP PO/ SAP Enterprise Portal), ABAP Platform (SAP BW4HANA), SAP Cloud ALM, SAP BTP and cloud-based SAP systems and applications etc. • Hands-on experience of SAP HANA Database Management (SAP HANA Database Administration) • Working experience of RHEL operating system and Knowledge of RHEL PCS Cluster • SAP Certified Associate - Database Administrator - SAP HANA certification • Red Hat Certified System Administrator certification • Be able to prepare detailed technical documents like system governance policy, procedure, process notes, manuals, configuration documents etc.
<p>Upper Age Limit (as on 01.07.2025)</p>	<p>Upper Age Limit for General and EWS candidates- 38 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.</p>



	Cumulative relaxation in age for one/more than one category taken together shall be limited to a maximum of 10 years
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ESSENTIAL ELIGIBILITY CRITERIA FOR FIXED TERM ENGAGEMENT (FTE)

1. All the candidates should have proof of award of applicable degree & Marks sheets on or before Last date of receipt of Application i.e, **09th August 2025**.
2. Candidates belonging to General, OBC-NC & EWS category should have secured marks (*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*) in all graduate and post graduate degree examinations, with relaxations mentioned against each profile for SC/ST/PwBD. **Rounding off percentage is not allowed.**
3. Degree/ Subjects as specified against respective FTE positions above will **ONLY** be considered as eligible qualification. Allied disciplines/streams, if any, can be considered only if an equivalence certificate for the aforementioned stream(s) from the University is produced during registration.
4. No Claim of possession of a qualification equivalent to above prescribed Qualification shall be entertained.
5. Experience gained after date of declaration of the result of qualifying degree will only be considered towards counting experience. Any experience gathered as a short-term trainee (summer/winter project etc. during pursuing Degree) will not be considered experience.
6. Teaching Experience will not be considered relevant work experience.
7. 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).
8. 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).

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



indicating clearly the candidate's caste, the Act/Order under which the caste is recognized 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 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 <https://socialjustice.gov.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 & 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 getting the benefits of reservation under EWS category, the Income and Asset Certificate shall be valid for the financial year 2024-25 and should have been prepared on the basis of income and asset verification for the financial year 2023-24. The name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General/Samanya etc." will not suffice. Applicant's photo on the certificate should be duly pasted, signed and stamped by issuing authority. 'Income and Asset Certificate' shall be submitted by such candidates at the time of interview (if called for interview). No request for extension of time for production of 'Income & Asset Certificate' beyond the said date shall be entertained. In case candidates fail to produce the same at the time of interview, they will not be allowed to appear for interview. Further, their request for interview under General category will also not be entertained.
7. Maximum age limit is relaxed by 5 years for SC & ST, 3 years for OBC-NCL, 10 years for PwBD candidates.



8. 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.
9. However, cumulative relaxation in age for one/more than one category (mentioned above in pt. 7 and 8) taken together shall be limited to a maximum of 10 years.
10. 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.
11. Relaxed standards in assessment/selection will be applicable for SC, ST and PwBD candidates. Relaxation might be extended to OBC- NCL candidates also.
12. 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.

DURATION OF ENGAGEMENT

1. The engagement shall be on a fixed-term contractual basis. The duration of engagement shall be for a maximum period of 3 years or co-terminus with the completion of the Project, whichever is earlier.
2. During the period of engagement, the fixed term contract can be prematurely terminated by giving written notice period of one (1) month or payment of one (1) month pay (@ pro-rated annual stipend amount) in lieu thereof to the FTE. Similarly, in case the FTE wants to prematurely terminate the contract, then he/she has to give 1(one) month notice or has to make payment of 1 (one) month pay (@ pro-rated annual stipend amount) to BPCL in lieu thereof.
3. The engagement of FTE is purely temporary for a fixed tenure. The FTE has no lien, right or tenure against any post in BPCL, and shall not at any time during or after expiry of the term of engagement or its premature termination make any claim for regularization or employment in BPCL.
4. On disengagement, all relationship between the FTE and BPCL shall cease to exist and end.

STIPEND

FTE PROFILES	RANGE OF MONTHLY STIPEND*
Functional Consultant HANA & Junior Consultant	Rs. 1,07,850 to Rs. 1,43,800
SAP BASIS Consultant & Senior Consultant	Rs. 1,26,200 to Rs. 1,62,900
<i>*shall be subject to deduction of Income Tax at source and any other tax liable as per rules prevailing</i>	



1. The actual stipend to be paid per month to FTE will depend on various factors, such as educational qualification & number of years of relevant work- experience, etc. and will be decided post selection.
2. The FTE will be covered under Accident and Medical Insurance, over and above the monthly stipend mentioned above.
3. Additionally, the FTEs will be paid 'Performance Based Pay' ranging from 3% - 9% of the annual stipend based on their performance assessment during the engagement period. An annual increment (*from the second year of engagement*) ranging from 3% - 6% of the annual stipend will also be granted to the FTEs based on their performance.
4. All FTEs would be eligible for Paid Holidays (including Restricted Holidays) as applicable for regular employees posted at the location. Additionally, FTE engaged on Project basis shall be eligible for 24 days of paid leave for each Calendar year. The modalities of accrual of paid leave will be communicated at a later stage post selection. Paid leave outstanding in the account of the FTE, at the end of the calendar year cannot be availed in the next year.

Unutilized paid leave accumulated during the period of Engagement can be encashed on completion of Fixed Term Contract or its earlier termination for which calculation of encashment amount shall be done taking into account monthly consolidated pay @ 30 days in a month.

5. PF shall be deducted as per statutory maximum wage ceiling decided by EPFO from time to time. PF shall be released to the FTE on completion of contract.
6. Admissibility of other statutory benefits to FTE shall be as mandated by Government of India from time to time.
7. Breakfast and lunch facilities are provided at the office premises for which a monthly nominal lump sum amount will be deducted.
8. As part of the discharge of their duties they may be required to travel to other locations. Work-related travel expenses will be separately reimbursed as per the entitlements in vogue.

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/ technical expertise/ certifications/ demonstrable achievements in their fields, etc.*), Written/Computer Based Test, Presentation on relevant topic, Personal Interview etc. The selection process adopted will depend on the number of applications received for a particular profile.
2. The provisional selection of the candidate will be based on multiple parameters, such as, Relevant work-



experience, Significant on-the-job achievements, Performance in various selection processes.

3. Please note that application for these profiles and/or participation in any stage of recruitment i.e., Written / Computer Based Test / Case Presentation / Personal Interviews / any other tests / Pre- Engagement 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-Engagement 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 correspondence or queries in this regard shall be entertained by the Corporation.
2. Candidates selected under Persons with Benchmark 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. Reference for a medical examination does not mean final selection.

PROBATION & PLACEMENT

1. Selected FTEs would be on probation for 6 months, wherein their services can be terminated without notice or prior warning, if they are found to be lacking in their performance.
2. Upon successful completion of the probation period, appraisal of the FTE's performance will be carried out every year. If during such Annual Performance Appraisals, the performance of the FTEs is found to be below the prescribed standards/ unsatisfactory, the FTE may be warned, if they do not improve their performance within three months thereof, their services will be terminated with immediate effect. In such cases the Corporation will not be liable to pay any amount in lieu of notice period.
4. Posting of FTEs can be across the country, in any of the existing/future BPCL locations. The placement of FTE shall be non-transferable.

APPLICATION PROCESS

Online applications will be accepted from **23rd July to 09th August 2025 23:59 hours** and no other mode of application will be accepted.

Interested and eligible candidates are requested to apply **ONLINE only** on <https://www.bharatpetroleum.in/Careers/Job-Openings.aspx>, after reading detailed advertisement.

Please follow the steps mentioned below, before filling the online application form:



STEP 1: Candidates must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves with the same before applying. No enquiry asking for advice on eligibility will be entertained.

STEP 2: Candidates are advised to keep legible scanned copies of the below mentioned documents (*PDF documents*) ready and upload them in the online application form at place(s) designated for the same.

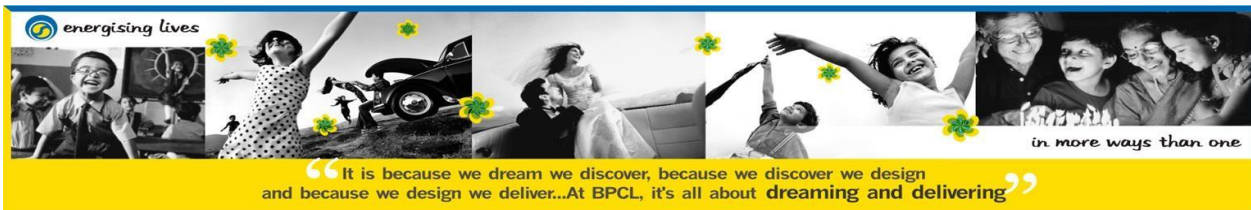
- i. Date of Birth Proof (Class 10th / 12th pass certificate/ DOB Certificate).
- ii. Educational Qualification Proof (Consolidated Marksheet & Degree/ Diploma Certificate). The documents pertaining to the highest relevant degree/diploma should be uploaded. The candidate must have successfully passed such degree/ diploma and should have relevant work experience after such degree/ diploma as stipulated in the section above. **It is mandatory to upload both Consolidated Marksheet along with Degree/Diploma Certificate to be considered eligible for any profile.**
- iii. Service Certificate/ Work-Experience Certificates (issued by respective organizations on their letterhead) clearly showing:
 - a. Details of Employee (showing Name, Designation, Length of Service, Date of Joining and Date of Separation (if applicable, etc.)
 - b. Nature of Employment – Full time/Part Time/ Fixed Term etc.
 - c. Detailed Nature of Work
 - d. Current Basic Salary and CTC.

The Work Experience / Service certificate should necessarily be on the letter head of the organization and should be signed/ stamped by authorized representative of such organization. Such Work Experience/ Service Certificate should necessarily be provided for each organization mentioned in the candidates' application form. For current employer, candidates can also provide appointment letter along with the latest salary slip.

Candidates are also required to submit client/project experience certificates clearly enumerating roles / competencies / skillsets / areas of work, during registration.

In case of absence of any of the aforesaid data in the Work Experience/ Service Certificate, BPCL shall be at liberty to take a final decision on the basis of the information furnished by the candidate.

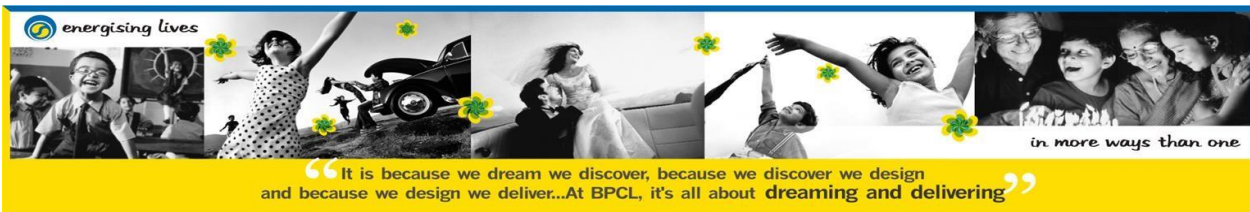
- iv. Relevant Category/ Caste Certificate (applicable only for SC / ST/ OBC-Non-Creamy Layer/ EWS/ PwBD, Ex-Servicemen, **issued for Appointments in Posts Under Government of India**).
- v. Recent Color Passport Size Photograph, not older than January 2025.
- vi. Scanned copy of Signature. Signatures in CAPITAL LETTERS will NOT be accepted.
- vii. Latest three salary slips from their current organization scanned together in a single pdf file
- viii. Latest Form 16 as proof of last CTC drawn to be produced in case shortlisted for further process



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.

STEP 3: APPLICATION REGISTRATION

- Candidates to go to <https://www.bharatpetroleum.in/Careers/Job-Openings.aspx> & click on the option "APPLY ONLINE" which will open a new screen.
- To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidates should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.
- In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required.
- Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.
- Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.
- The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.
- Validate your details and save your application by clicking the 'Validate your details' and 'Save & Next' button.
- Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature.
- Candidates can proceed to fill in other details of the Application Form.
- Click on the Preview Tab to preview and verify the entire application form before COMPLETE REGISTRATION.
- Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded, and other details filled in by you are correct.
- Click on the 'Submit' button. **Candidates are NOT required to send printout of application or any other documents in hard copy to BPCL.**



For clarifications, if any, reach out to us by writing an email to z_hrd_co_recruit@bharatpetroleum.in. The subject of the email must clearly mention the Application ID.

Kindly note:

1. Applications with incomplete / wrong particulars will not be considered.
2. 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. Communications to the candidates shall be made on their registered email id and/or mobile number. Post registration of email id and mobile number, request for change of e-mail ID and mobile number will not be entertained.
3. **All the details mentioned in the online form will be treated as final and no request for changes will be entertained later on. Therefore, candidates are advised to fill the ONLINE form with utmost care making correct entries in the respective fields. An application once submitted shall not be considered for any editing later on.**
4. In the event of non-submission of completed application by candidate, for whatsoever reason, his/ her candidature will stand cancelled and no further communication/consideration on the same will be entertained.
5. No email confirmation will be sent to the candidates on successful registration or on successful payment of application fees.
6. Candidates are advised in their own interest to apply online before the closing date and not to wait till the last date to avoid the possibility of disconnection/ inability / failure to log on to the website on account of heavy load on internet or website jam.

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 July 2025**.
3. Candidates have to necessarily declare (in case they are shortlisted for subsequent stages) if he/ she has been arrested, prosecuted, kept under detention or fined, convicted by the Court of Law for any offence, debarred/disqualified by any Public Service Commission from appearing in its examination.
4. 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/> 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 officials during recruitment drive is discouraged, except when necessary/critical.

5. **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.**
6. Qualifications in Branches / Subjects as specified against respective Posts above will ONLY be considered as eligible qualification. A degree other than the specified Branches / Subjects will not be considered. Claim regarding possession of a qualification equivalent to the prescribed qualification will not be entertained.
7. Candidates presently employed in Central/ State Government, Autonomous bodies, and PSUs, should submit their application through proper channel. **They must produce a '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.
8. 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 further 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).
9. 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.
10. Reimbursement of 3rd AC train fare by the shortest route to the selection venue is admissible for Computer Based Test for outstation SC, ST & PwBD candidates and 2nd AC train fare for all candidates appearing in the Interview by the shortest route is admissible for outstation candidates, provided the distance travelled is not less than 30 km.
11. 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 which will be made available during the selection process 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. Detailed instructions pertaining to mode of travel reimbursement will be made available in the Admit Card/ Call Letter for selection process.
12. 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. In case of any ambiguity or dispute arises on account of interpretation in versions other than English, the English version will prevail.
 18. 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 candidate has 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 void ab initio.
 19. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.
 20. Court of jurisdiction for any dispute will be in Mumbai.
 21. The General Public is hereby informed that all applications are accepted through our online portal only and the said activity is not outsourced by BPCL to any agency/individual. Candidates are advised to beware of such fraudulent agencies/individuals.
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