



TAKE PRIDE IN ENERGIZING THE NATION WITH BPCL

ADV.NO: BPCL.HR.ER.03.NMGT.RECT

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RECRUITMENT TO NON-MANAGEMENT POSTS IN BPCL MUMBAI REFINERY & KOCHI REFINERY

Bharat Petroleum Corporation Limited (BPCL), a Maharatna Central Public Sector Undertaking (CPSU) under the Ministry of Petroleum & Natural Gas (MoPNG) and a Fortune 500 company is one of the largest integrated energy conglomerates of our Nation having forged indomitable presence in all segments of the energy value chain.

The Corporation invites applications from bright, young and dynamic Indian citizens for selection to various posts at entry level in the pay-scale of ₹26,500/- – ₹34,000/- for its Refineries situated at Mumbai and Kochi.

The number of posts including reservations, educational qualifications and other relevant criteria/ parameters are mentioned as under-

A. REFINERY-WISE PROJECTED VACANCIES

Post Code	Name of the Post	Refinery	Category-wise anticipated vacancies					
			SC	ST	OBC (NCL)	EWS	UR	Total
A	Process Technician (Chemical)	MUMBAI REFINERY	8	14	2	6	30	60
B	Process Operator/Operator (Chemical)	KOCHI REFINERY	6	2	17	6	33	64
C	Technician/ Operator (Mechanical)	KOCHI REFINERY	2	0	3	1	7	13
D	Technician (Electrical)	KOCHI REFINERY	2	0	5	2	8	17

Notes -

1. SC-Scheduled Caste, ST-Scheduled Tribe, OBC (NCL) - Other Backward Class (Non-Creamy Layer), EWS - Economically Weaker Section, UR-Un-reserved.
2. Number of vacancies indicated above is tentative and may increase or decrease in the relevant categories at the absolute discretion of the Management and/or in compliance with the Presidential Directives on reservation at the time of appointment.

B. PAY & PERKS

1. All candidates who are finally selected for appointment (post pre-employment medical examination) shall be placed in the entry level of NG-2 grade at starting minimum basic pay of ₹26,500/- in the pay scale of ₹26,500/- – ₹34,000/-.
2. Besides Basic Pay and Industrial pattern of Dearness Allowance (DA), other allowances / benefits as per Corporation rules/ extant guidelines shall be applicable.
3. Candidates who join 'Through Proper Channel' from other CPSUs/PSUs, Central/ State Govt, Autonomous Bodies under Govt. of India will be considered for



protection of their last drawn Basic Pay in their previous organization provided their services are transferred from such organization to BPCL. However, such Basic Pay (upon protection) **WILL NOT** exceed the maximum basic pay of the NG-2 grade (i.e., ₹34,000/-) as mentioned above.

C. PLACEMENT

Although the posts notified are for Mumbai Refinery and Kochi Refinery, the Corporation reserves the right to offer initial posting and/or effect subsequent transfers, post appointment, to any other existing or future Refinery/Marketing locations, offices or projects of BPCL, based on the business requirements from time to time.

D. QUALIFICATION & EXPERIENCE CRITERIA

Educational Qualification: Candidates must possess the prescribed Diploma obtained through a full-time regular course approved by AICTE.

Minimum Marks: Minimum 60% aggregate marks for GEN, EWS & OBC (NCL) candidates and 50% aggregate marks for SC/ST/PwBD (Persons with Benchmark Disability) candidates against reserved vacancies.

Post Code	Prescribed Qualification Parameters	Minimum Experience	Post-Qualification
A & B	Diploma in Chemical Engineering/ Chemical Technology	Should have minimum one year relevant post qualification work experience/one year post qualification apprenticeship training (in a relevant field) under the Apprenticeship Act, 1961 in a Refining/ Petroleum/ Power/ Lube/ Petrochemical/ Fertilizer Industry, of repute (for Mechanical and Electrical disciplines, Engineering Industry of repute shall also be considered).	
C	Diploma in Mechanical Engineering		
D	Diploma in Electrical Engg. / Electrical and Electronics Engg. / Electrical Power System/Electrical Engg. (Industrial Control)		

Notes:

Condition / Rule	Explanation
Eligible Diploma Discipline	Only a Diploma in Engineering in the specified branch/subjects is eligible. For Post Code A & B: Diplomas in other disciplines such as Petrochemical, Chemical (Fertilizer), Plastic & Polymer, Refinery & Petrochemical, Pulp & Paper, Rubber & Plastic, Oil Technology, Polymer Technology, or any equivalent to Chemical Engineering/Chemical Technology are not eligible. For Post Code C: Diploma in other disciplines such as Mechanical (Production), Mechanical (Tool & Die Engg.), Mechanical (Medical Lab), Mechanical (Maintenance), Mechanical (Automobile), Mechanical (Foundry Tech.) etc., or any equivalent to Mechanical Engineering are not eligible. For Post Code D: Diploma in other disciplines such as Electronics Engineering or any other equivalent to



	Electrical Engg. / Electrical and Electronics Engg. / Electrical Power System/Electrical Engg. (Industrial Control) are not eligible.
Equivalent Qualification	Only the prescribed qualification will be accepted. Claims of equivalent qualifications will not be considered.
Qualification Basis	The qualification considered for selection will be the one claimed by the candidate in his/her application.
Sandwich Diploma	A Sandwich Diploma course (including continuous industrial training without breaks) is acceptable.
Lateral Entry Diploma	Diplomas obtained through recognized lateral entry schemes (e.g., after Class XII (Science) or ITI admission into 2nd year) are eligible, provided the required percentage is calculated based on aggregate marks of 4 semesters.
Higher Qualifications Not Allowed	Candidates with higher qualifications such as A.M.I.E., B.E., B.Tech., or similar professional degrees are not eligible . Candidates acquired above mentioned higher qualifications after obtaining the prescribed Diploma are also not eligible . However, any degree other than the above mentioned qualification, obtained after a Diploma will not be treated as a higher qualification.
Mode of Study Restriction	Diplomas obtained through Part-time, Correspondence, or Distance Learning modes will make the candidate ineligible .

1. The Apprenticeship Period under the Apprenticeship Act, 1961 (**minimum of one year**) of a candidate in relevant discipline **WILL BE** considered as post-qualification experience, and the candidate will be allowed to claim the same at the time of application as minimum prescribed post-qualification experience.
2. **The date of reckoning of minimum post-qualification experience will be 01.07.2026.**
3. For determining eligibility w.r.t. prescribed percentage of marks under qualification parameter, the following methodology will be followed:
 - a. Wherever CGPA/OGPA or Letter Grade is awarded in the Diploma examinations, its equivalent aggregate percentage of marks must be indicated by the candidates in the On-line Application as per the norms adopted by Board/University/Institute. Candidates will have to produce certificate from the concerned Board / University/Institute regarding the equivalent aggregate percentage of marks with reference to their CGPA/OGPA or Letter Grade at the time of document verification failing which their candidature will not be considered.
 - b. In case the Board/Institute/University does not follow any conversion formula for converting CGPA/OGPA to Percentage, candidate will have to produce a certificate from the Board/ University/Institute to this effect that the Board/Institute/University does not follow any conversion formula and in order to arrive at equivalent percentage of marks, aggregate of Grade score obtained in each semester/year as applicable, divided by the total number of semesters/years will be considered.



- c. The criteria for full time regular course shall not be insisted upon in case of Ex- Servicemen, provided they possess a requisite equivalent qualification that has been acquired during the service period and is recognized by AICTE/MHRD, Government of India and have secured the prescribed minimum percentage of marks. Ex-servicemen claiming an equivalence in qualification shall be required to produce a copy of equivalence certificate issued by the concerned Ministry.

Note: Suppression of information regarding possession or attainment of higher qualification shall render a candidate ineligible for consideration at any stage of selection and termination of services at any time during employment, if recruited.

E. MINIMUM AND MAXIMUM AGE LIMIT:

Category / Condition	Age Criteria / Relaxation (as on 01.07.2026)
General (including EWS) Candidates	Minimum: 18 years; Maximum: 25 years
OBC(NCL) Candidates	Relaxation of 3 years in maximum age limit
SC / ST Candidates	Relaxation of 5 years in maximum age limit
PwBD Candidates (with degree of disability not less than 40%)	Relaxation of 10 years in maximum age limit (up to 15 years for PwBDs belonging to SC/ST category and up to 13 years for PwBDs belonging to OBC (NCL) category).
Ex-Servicemen (ESM)	An Ex-Serviceman shall be allowed to deduct the period of actual military service rendered from actual age. If the resultant age does not exceed the prescribed maximum age limit for the post by more than three years, shall be deemed to satisfy the age eligibility criteria.
Combined Relaxation Limit	Total cumulative age relaxation (for multiple applicable categories) is capped at 15 years

Note: Certificate issued by a Board of Secondary Education for passing Matriculation shall be the only acceptable document in support of proof of age. In case Date of Birth (DOB) is not mentioned on the Matriculation Certificate by the concerned Education Board, School Leaving Certificate / Admit Card / Matriculation mark sheet mentioning DOB shall be additionally required to be submitted/ uploaded along with the Matriculation Certificate.

F. SELECTION METHODOLOGY

Selection methodology will comprise of three stages as detailed below:

STAGE 1 - Computer Based Test (CBT)

- The CBT will consist of one objective type of paper containing 100 questions carrying 1 mark each and the time allotted for completing the CBT is 120 minutes. CBT for a post may be conducted in one/ two/ three sessions in a single day. Question Paper for a post to have following two sections:
 - Domain Knowledge - 60 marks
 - General Aptitude (comprising of English Language, Quantitative Aptitude, Logical Reasoning, General Awareness & Current Affairs) - 40 marks



2. All questions will be of Objective Multiple-Choice Type. The computer-based examination will be conducted in English only and there will be no negative marking for wrong answer.
3. Candidates shall be asked to indicate their preferred Test Cities in the online application. However, the preferences exercised are indicative only and do not confer any right to be allotted the same Test City. The Company reserves the right to allot any Test Centre, depending upon administrative exigencies and availability of infrastructure.
4. The date of CBT examination along with city/centre where CBT will be conducted shall be made available through Call Letter (sent over email) to candidates around approx. 10 days prior to the scheduled date of CBT.
5. Merely qualifying in the CBT does not confer any right or claim by the candidate for being shortlisted for the SPT (Skill/ Proficiency Test) or the final selection, as the same is related to number of positions, reservation position, ratio applied and relative performance in respective categories and subject to meeting the notified eligibility criteria and other parameters and documents found in order upon verification.

STAGE 2 - Skill/ Proficiency Test (SPT)

Candidates qualifying in the written test as per the cut-off marks decided by the Corporation will be called for SPT at the respective refinery locations. SPT shall be of 'qualifying nature' only. Only candidates qualifying in this test would be reckoned for selection. Selected candidates should meet all the notified eligibility conditions and final Selection will be subject to the selected candidates clearing document/certificate verification.

STAGE 3- Pre-Employment Medical Examination

Final appointment of candidates will be subject to their meeting Medical Fitness norms & standards as per BPCL Pre-Employment Medical Examination / Medical standards. The candidature of candidates will be provisional till appointment.

G. RESERVATION & RELAXATION GUIDELINES:

1. Reservation in posts for SC/ ST/ OBC (NCL)/ PwBD/ EWS candidates and relaxations thereof will be in terms of numbers indicated above / as per Govt. guidelines.
2. Candidates seeking reservation as SC/ST/OBC (NCL), shall have to produce a certificate in the prescribed proforma in accordance with law, meant for appointment to posts under the **Government of India**, from the designated authority indicating clearly the candidate's caste, the Act/Order under which the caste is recognised as SC/ST/OBC and the Village/Town the candidate is ordinarily a resident of. They must also ensure that the name of their caste/community and its spelling in their caste/community certificate should be exactly as mentioned in the lists notified by the Central Government from time to time (for OBC category, list of castes recognized by the Govt. of India as OBC castes in the central list is available on the site <http://www.ncbc.nic.in>, for ST category the list of tribes for each state is available on the site www.ncst.nic.in and for SC category the list of castes for each state is available on the site <http://www.socialjustice.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 and services under the Central Government.
3. The OBC claim of a candidate will be determined in relation to the State (or part of the State) to which his/her father originally belongs. A candidate who has migrated from one State (or part of the State) to another should, therefore, produce an OBC certificate which should have been issued to him/her based on his/her father's OBC certificate from the State to which he (father) originally belongs.
 4. The OBC candidates who belong to 'Creamy Layer' are not entitled for concession admissible to OBC(NCL) candidates and such candidates will have to indicate their category as 'General'. Further the OBC(NCL) candidates will have to give a self-undertaking, at the time of Skill Proficiency Test (SPT) (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 2025-26 and should have been prepared based on income and asset verification for the financial year 2024-25. 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' in original shall be submitted by such candidates at the time of document verification during Skill/Proficiency Test (SPT) (if called for SPT). 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 SPT, they will not be allowed to appear for SPT.
 7. 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.
 8. Any request for change in Category (GEN/SC/ST/OBC(NCL)/PwBD/EWS) once filled in the online application form, will not be considered and accordingly concession/relaxation applicable will not be extended.

H. CONCESSIONS TO CANDIDATES BELONGING TO SC/ST/PwBD/ ESM CATEGORIES

1. SC/ST/ PwBD / ESM candidates are exempted from payment of application fee.
2. SC/ST/PwBD candidates appearing for Computer Based Test and Skill/Proficiency Test (SPT) will be reimbursed single second class sleeper rail fare from the nearest railway station from the mailing address to the place of Computer Based Test (CBT) and SPT (if shortlisted) and back by the shortest route on production of ticket provided the distance is not less than 30 Kms.



I. DOWNLOAD OF CALL LETTERS

1. Candidates will have to visit the BPCL Careers website for downloading call letters for CBT.
2. Intimation for downloading call letter will also be sent through email/SMS.
3. Once the candidate clicks the relevant link, he/she can access the window for call letter download.
4. The candidate is required to use (i) Registration Number, (ii) Password for downloading the call letter.
5. Candidate needs to affix recent recognizable photograph on the call letter compulsorily the same as provided during registration and appear at the examination centre with (i) Call Letter (ii) currently valid Photo Identity Proof (e.g. Aadhaar Card, PAN Card, Voter ID Card, currently valid photo identity (bearing exactly the same name as it appears on the call letter) such as PAN Card/ Passport/ Permanent Driving Licence/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer on official letterhead along with photograph / Photo identity proof issued by a People's Representative on official letterhead along with photograph/ valid recent Identity Card issued by a recognized College/ University/ Aadhar card/ E-Aadhar Card with a photograph/ Employee ID) and also specified in the call letter and photocopy of the same Photo Identity Proof as brought in original.

J. GENERAL INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. Reservation/Relaxation/Concession for SC/ ST / OBC (NCL)/ EWS / Ex-Servicemen / PwBD candidates will be as per applicable Presidential directives/Govt. directives on the subject issued from time to time.
3. Candidates are hereby informed that any Corrigendum/Addendum etc. with regard to this advertisement will be made available on www.bharatpetroleum.com>Careers only. Candidates are advised to regularly visit our above website for updates about the recruitment process or for any communication on dates/corrigendum/addendum/other modalities. Post notification all the correspondence would be through website/e-mail only.
4. Candidates are required to carefully read the detailed advertisement and ensure that they meet the prescribed eligibility criteria before applying for the above posts. Rules/ guidelines, as may be prescribed by the Government of India/framed by the Corporation from time to time, shall apply. For all purposes, interpretation as per English version of the advertisement shall prevail.
5. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, etc.
6. SC/ST/OBC(NCL)/PwBD/EWS candidates applying against un-reserved posts shall be considered against general standards and no relaxation in age, qualification cut-off marks, selection process cut-off marks etc. shall be extended to them.
7. All other selection parameters being found equal, for Post Codes -B, C & D, preference will be given to erstwhile Kochi Refinery Project Evictees.



8. Filling up of the vacancies will be solely at the discretion of the Management based on suitability of candidates and no claim will arise for employment, if some of the vacancies are not filled due to unsuitability/insufficient number of candidates. Management reserves the right to cancel/restrict/enlarge/modify/alter the recruitment/selection process, if need arises, without issuing any further notice or assigning any reason thereof.
9. There is no right vested in a candidate inherently to any post merely because a candidate fulfils the criteria or clears the examination. All appointments shall be made at the discretion of the Management after duly verifying all suitability criterions of a candidate as are prescribed hereinabove.
10. Candidates employed in Govt/Govt Departments/PSUs/Autonomous Bodies will be required to submit 'NO OBJECTION CERTIFICATE' at the time of Skill/Proficiency Test (if shortlisted for Skill/ Proficiency Test). Such candidates, if offered an appointment, shall be required to submit proper relieving letters from their employer at the time of joining, without which they will not be allowed to join. A conditional relieving letter wherein the selected candidate retains lien/ is allowed to retain lien to his post/ job in the previous organization **WILL NOT BE CONSIDERED**.
11. Candidates belonging the categories of General, EWS and OBC (NCL) are required to pay a non-refundable amount of **Rs. 590/- plus payment gateway charges if any** (Application fee of Rs.500/- plus GST @18% i.e., Rs. 90/- Rupees Five hundred and ninety only) as application fee through online payment gateway only.
12. The decision of the Management will be final and binding on all candidates on all matters relating to eligibility, acceptance or rejection of the applications, mode of selection, and cancellation of the selection process, etc. No correspondence will be entertained in this regard.
13. For any other general queries pertaining to this recruitment advertisement please email to z_ref_rect@bharatpetroleum.in Correspondence/ Communication in any other manner will not be entertained. Candidates are advised to mention their application number in the subject of the mail while corresponding on any information/query related to this recruitment notification and related details. Candidates are also advised to mention their correct e-mail ids and contact no. /mobile number (10 digits) and keep checking their e-mail messages including spam. Corporation shall not be responsible for any delay or non-delivery of messages in the email ID, either on account of incorrect entry in the online application or networks issues.
14. Disputes, if any, shall be subject to exclusive jurisdiction of the Hon'ble High Court of Bombay and the Hon'ble High Court of Kerala for post codes A and B, C, D (combined), respectively.
15. Candidates of all categories including ex-servicemen who are selected for final appointment against this advertisement, need to join within 30 days of offer. BPCL shall have the full discretion to reject the candidature of any candidate and rescind the offer of employment to a finally selected candidate who does not join the services of the Corporation within the prescribed period.
16. 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. 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 to be void *ab-initio*.

17. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.

ACTIVITIES	TENTATIVE DATES
Date of opening of online application	29.07.2026 (12:00 am)
Last date of submission of online application and payment of application fees (along with upload of all relevant documents)	13.08.2026 (11:59 pm)
Tentative schedule for issuance of call letter for CBT	10 days before conduct of CBT
Tentative month of Computer Based Test	September, 2026
Likely schedule for publication of computer Based Test result (shortlist for SPT)	10 days after conduct of CBT

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