



Give your Career a Giant Leap this leap year

Recruitment of E&P, Petrochemical and Gas Sourcing Professionals in Mid-Level Management

IndianOil is a transnational energy major and the highest ranked Indian Company in Fortune's prestigious 'Global 500' listing. It is the largest commercial enterprise in India with turnover of over Rs 4.50 lakh crore in the year 2014-15. With a Vision to be 'Energy of India', IndianOil, is making rapid strides in new areas of business viz. Exploration & Production (E&P), Petrochemicals, Petrochemicals and Gas.

IndianOil is offering a rare opportunity to the experienced professionals from Exploration & Production (E&P), Petrochemicals and Gas Sourcing verticals to join the Corporation in Mid-level Management.

The details of the vacancies in different verticals along with the experience profile and other eligibility criteria for different positions are placed below:

1. Exploration and Production (E&P)

1.1. E&P - Geologist

Name of the Post	Senior Manager (E&P- Geologist)
Post Code	E&P/1
Place of posting	All India / Abroad
No. of vacancies	2
Grade	E
Age Limit	Maximum 42 years as on 31 st March, 2016
Educational Qualification	M. Sc./M. Sc. Tech./M Tech in Geology/Applied Geology/Petroleum Geology from a recognized Institute/University in India or abroad
Experience	Minimum 14 years experience in E&P Company(ies)/Oil & Gas Services company(ies) in India or abroad as on 31 st March, 2016 out of which minimum 4 years should be as a Team Leader supervising Executives in Exploration & Production (E&P) works. The incumbent should have prior experience in E&P, which <i>inter alia</i> should include the following: <ul style="list-style-type: none">- Hands on E&P (Exploration & development) experience at technical and managerial level- 2D and 3D seismic data interpretation skills for Structural / Stratigraphic Interpretation and Reservoir Attribute Analysis, Log Interpretation skills, Geological Modeling, etc.

	<ul style="list-style-type: none"> - Log Interpretation skills with the ability to integrate well logs into a Stratigraphic Interpretation, Experience in Formation Evaluation using log data. - Proven Geo-Sciences workstation experience/proficiency in interpretation software like those by Landmark/Schlumberger, etc. - Good understanding of Indian and international PSCs and JOA
Job Functions	<p>The job, <i>inter alia</i>, will involve:</p> <ul style="list-style-type: none"> - Geological evaluation of non-operated/operated acreages including comprehensive geological mapping, integration of geophysical & well data (well log correlation at regional and reservoir scale) into regional and prospect assessments, basin evaluation, play/prospect generation, prospect evaluation, volumetric assessment, reserves estimation, risk analysis & ranking of the prospects, techno-economic evaluations and technical results/recommendations to the senior management, co-ventures and governmental agencies - Plan and design technical specifications for various tender documents and technical support for G&G studies - Lead in-house geological interpretation of seismic data for deciding the well locations and also to counter-check technical work carried out by various operators for E&P blocks where IOC is not an operator - Counter-check appraisal and development plans for maximizing recovery of hydrocarbons at optimum cost in the blocks where discovery has already been made - Closely monitor and supervise exploration activities from technical point of view to improve chances of success in drilling carried out in IOC's E&P blocks - Identify, procure and maintain necessary hardware and software for interpretation - Guide, train and develop team of geoscientists

1.2. E&P - Geophysicist

Name of the Post	Senior Manager (E&P-Geophysicist)
Post Code	E&P/2
Place of posting	All India / Abroad
No. of vacancies	1
Grade	E
Age Limit	Maximum 42 years as on 31 st March, 2016
Educational Qualification	M. Sc. (Geophysics)/M. Tech. (Applied Geophysics) from a recognized University / Institute
Experience	Minimum 14 years experience in E&P company(ies)/Oil & Gas Services company(ies) in India or abroad as on 31 st March,2016 out of which

	<p>minimum 4 years should be as Team Leader supervising Executives in Exploration & Production (E&P) works.</p> <p>The incumbent should have prior experience in E&P, which, <i>inter alia</i>, should include the following:</p> <ul style="list-style-type: none"> - Hands on API (Acquisition, Processing & Interpretation) experience at technical and managerial level - 2D/3D seismic data interpretation skills using workstations with latest state of the art software - 2D and 3D seismic data interpretation skills for structural interpretation and reservoir attribute analysis geological static modeling, seismic Stratigraphy etc. - To have good understanding of Indian and international PSCs and JOAs - Experience in advanced seismic data interpretation such as AVO analysis, Seismic Inversion, Reservoir Characterization, Attribute Analysis etc
Job Functions	<p>The job, <i>inter alia</i>, will involve:</p> <ul style="list-style-type: none"> - Quality control and management of 2D and 3D seismic data acquisition and site survey data planning, acquisition, processing and re-processing - Conduct in-depth analysis of geophysical data to evaluate the adequacy of field parameters, processing parameters & techniques and interpretation methods - 2D and 3D seismic data interpretation (seismic to well tie, horizon mapping, velocity analysis, prospect generation, risk evaluation, QC at various stages, Integration of seismic & well data), lithology and DHIs modeling, check shots, VSP calibrations, synthetic calibration and correlation, time-depth conversion, Volumetric estimation etc. - provide support to other members of the team for the preparation of well proposals, reservoirs and field reviews, field development plans and other reports, as required - plan and design technical specifications for various tender documents and technical support for the following: <ul style="list-style-type: none"> - Reprocessing of existing seismic data - Acquisition, processing and interpretation of 2D/3D seismic data - lead in-house interpretation of seismic data for deciding the well locations and also to counter-check technical work carried out by various operators for E&P blocks where IOC is not an operator, To counter-check appraisal and development plans for maximizing recovery of hydrocarbons at optimum cost in the blocks where discovery has already been made - closely monitor (on real time basis) and supervise exploration activities from technical point of view to improve chances of success in drilling carried out in IOC's E&P blocks

	<ul style="list-style-type: none"> - identify, procure and maintain necessary hardware and software for interpretation - guide, train and develop team of geoscientists
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1.3. E&P – Drilling Engineer

Name of the Post	Senior Manager (E&P-Drilling Engineer)
Post Code	E&P/3
Place of posting	All India / Abroad
No. of vacancies	1
Grade	E
Age Limit	Maximum 42 years as on 31 st March,2016
Educational Qualification	BE, B.Tech or equivalent degree in Mechanical/ Petroleum Engineering from a recognized University /Institute
Experience	<p>Minimum 14 years experience in E&P company(ies)/Oil & Gas Services company(ies) in India or abroad as on 31st March,2016 out of which minimum 4 years as a Team/ Project Leader supervising Executives in drilling engineering works in Exploration 7 production 9E&P)</p> <p>The incumbent should have demonstrated proficiency in the following areas:</p> <ul style="list-style-type: none"> - Experience in planning, coordination, field implementation, trouble shooting and supporting of well construction activities - Experience in casing, tubing, mud, cement and bit selection with due emphasis on cost effectiveness - Experience in well completion design and implementation - Familiar with DIMS - Drilling Information Management System (preferred) - Should have IWCF certificates on blowout prevention - HSE compliance/certificate
Job Functions	<p>The job, <i>inter alia</i>, involves:</p> <ul style="list-style-type: none"> - Planning drilling operations and scheduling - Perform and facilitate rig scheduling, drilling permit applications and associated planning - Design wells, specify equipment and procedures. - Prepare detailed well estimates (AFE) - Technical inputs in tendering and evaluation of bids for drilling services, material and equipment. He will also carry out inspection of the same. - Ensuring timely availability of contractor personnel, services and material at rig site to avoid any delay in operations - Advising and supervising drilling and completion operations carried

	<p>out by Company's and Contractor's personnel at rig site</p> <ul style="list-style-type: none"> - Coordinating drilling and completion activities in accordance with programme, Company procedures and best practices - Monitoring the consumptions and stock of materials at rig site, and to make request for personnel, materials, and services in due time in order to avoid any delay in the operations and representing Company at rig site in all matters - Ensuring that drilling and completion operations are carried out safely, with good oil field practice and in accordance with programme and all the relevant company standards and HSE procedures - Coordination with drilling/completion specialists, G&G team, reservoir development team, operations personnel and HSE as required - Perform drilling supervision and support as required - Evaluate and implement new technologies as appropriate to improve drilling performance - Compile, analyze, and report drilling performance with respect to plan - Scouting new drilling and completion well technologies - Mentoring of Drilling Engineers and Well-site Specialists/Mud Engineers etc. - Technical liaison with service providers - To oversee safety of personnel, equipment and material safety at rig site operations
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1.4. E&P – Reservoir Engineer

Name of the Post	Senior Manager (E&P-Reservoir Engineer)
Post Code	E&P/4
Place of posting	All India / Abroad
No. of vacancies	1
Grade	E
Age Limit	Maximum 42 years as on 31 st March,2016
Educational Qualification	<p>BE/B.Tech or equivalent degree in Petroleum Engineering/any other engineering discipline with relevant experience of working as a Reservoir Engineer</p> <p style="text-align: center;">OR</p> <p>Master's degree in Geosciences (Geology / Applied Geology / Geophysics / Applied Geophysics) with relevant experience of working as a Reservoir Engineer</p>
Experience	Minimum 14 years experience in E&P company(ies)/Oil & Gas Services company(ies) in India or abroad as on 31 st March,2016 out of which minimum 4 years as Team/Project Leader supervising executives in reservoir engineering related works in E&P.

	<p>The incumbent should have prior experience in E&P, which, <i>inter alia</i>, should include the following:</p> <ul style="list-style-type: none"> - Hands-on hydrocarbon reservoir engineering/modeling/simulation related experience at technical and managerial levels. - Additional experience of working with unconventional reservoirs e.g. Shale Oil and/or Gas, Oil Sands, CBM, etc. would be preferred - Practical experience and expertise in reservoir engineering/modeling/simulation software widely used by E&P industry.
Job Functions	<p>The job, <i>inter alia</i>, involves</p> <ul style="list-style-type: none"> - Planning and execution of reservoir studies in wells. - Review of well testing and reservoir studies. - Review of geo-technical data analysis and interpretation during Field Development Planning in existing assets of IOC and new upstream acquisition opportunities. - Carry out estimation of reserves/resources as per SEC guidelines, generation of production profiles and field development strategies under different scenarios. - Perform static and dynamic reservoir modeling. - Planning of stimulation in low permeability reservoirs - Develop, impart knowledge and train technical manpower of Reservoir & Production Group. - Written and verbal reporting of technical studies and presentations to management, partners and government bodies/representatives.

1.5. E&P – Petro-Physicist

Name of the Post	Senior Manager (E&P-Petro physicist)
Post Code	E&P/5
Place of posting	All India /Abroad
No. of vacancies	1
Grade	E
Age Limit	Maximum 42 years as on 31 st March,2016
Educational Qualification	M.Sc./ M.Sc.Tech./ M.Tech in Geology/ Applied Geology/Petroleum Geology/Geophysics/Applied Geophysics or BE/B Tech in Petroleum Engg from a recognized University/ Institute
Experience	<p>Minimum 14 years experience in wire line logging activities in E&P company(ies)/Oil & Gas Services company(ies) in India or abroad as on 31st March,2016 out of which minimum 4 years should be as Team/Leader supervising executives in relevant areas of E&P.</p> <p>The incumbent should have prior experience in E&P, which <i>inter alia</i>, should include the following:</p> <ul style="list-style-type: none"> - Hands on experience at technical and managerial level - Log interpretation skills with the ability to integrate well logs with

	<p>geological, geophysical, reservoir and production data.</p> <ul style="list-style-type: none"> - Experience in managing subsurface property uncertainties and designing data acquisition programs to address key uncertainties both conventional and unconventional reservoirs is required - The applicant should have demonstrable expertise in log analysis, including calibration with core and analogues, on exploratory and multi-well, field-wide Petro-physical models. - Experience in acquisition, QC and use of core-derived Petro-physical properties including exposure to unconventional measurements from Shale and Tight Gas cores. - Strong working knowledge of wire-line tool responses, including those heavily utilized for unconventional reservoir characterization. - Hands on experience with advanced log analysis software (Geolog and Techlog preferred) - good understanding of Indian and international PSCs and JOA
Job Functions	<p>The job, <i>inter alia</i>, will involve:</p> <ul style="list-style-type: none"> - Preparation of technical specification for tendering of wire line logging activities and evaluation of technical bids - Contract management - Planning and supervision of wireline logging operations in wells - Quick look interpretation of Wireline log data through use of software like interactive Petro-physics etc and final processing through Elan etc. - Processing and interpretation of wireline logs for petrophysical analysis of data acquired during drilling for complete evaluation of hydrocarbon zones and testing methodology for the same - To guide, train and develop IOC geoscientists

2. Petrochemical

2.1. Product Application and Development Center (PADC)

Name of Post	Manager (Petrochemical - PADC)
Post Code	PC/1
Place of posting	Initially at Panipat, Haryana
No. of vacancies	2
Grade	D
Age Limit	Maximum 39 years as on 31 st March,2016
Educational Qualification	Minimum BE/B.Tech in Plastics or Polymer Technology from a recognized University/Institute
Experience	Minimum 10 years of experience in polymer industry out of which minimum 4 years in the field of development of Poly-olefin based products.
Job requirement	Overall in-charge of Product Development and Application Centre (PADC) responsible for development of new products & applications and providing product utilization related services

2.2. Technical Services (Polymer)

Name of the Post	Deputy Manager (Petrochemical - Technical Services)
Post Code	PC/2
Place of posting	Anywhere in India
No. of vacancies	Two (2)
Grade	C
Age Limit	Maximum 36 years as on 31 st March,2016
Educational Qualification	Graduate Degree in Polymer / Plastic Engineering or other Engineering Graduates with specialization in Plastic processing from a recognized University / Institute.
Experience	Min 8 years of experience as on 31 st March,2016 in Polymer Industry out of which minimum 2 years in the field Application and Development areas of Polyolefin.
Job requirement	The job, <i>inter alia</i> , involves <ul style="list-style-type: none"> - Providing technical support to the customers - Testing of polymers grade in designated lab.

3. Gas Sourcing

3.1. Long Term and Short Term Gas Sourcing

Name of Post	Manager (Gas Sourcing)
Post Code	GAS/1
Place of Posting	New Delhi
No. of Vacancies	2
Grade	D
Age Limit	Maximum 39 years as on 31 st March,2016
Qualification	MBA or equivalent Degree (Full-Time) from a recognized University / Institute.
Experience	Minimum 10 years experience in handling International Contracts and Tendering, Financial Modeling and Project Economics in Oil & Gas Industry. Candidates with relevant work experience will have added advantage.
Job requirement	The job, <i>inter alia</i> , involves <ul style="list-style-type: none"> • Identifying possible projects for LNG sourcing on Long Term and Short Term basis • Arrange spot/short term LNG for Refineries and Other Customers • Liaise with LNG Suppliers, Gas marketing and Refinery for Gas requirement and affordability • Assimilate information on pricing trends in International Market based on subscriptions to various prices services

	<ul style="list-style-type: none"> • Running the tender process for procuring spot LNG • Empanel LNG suppliers through global ‘Expression of Interest’ • Negotiate and finalize “LNG Sales & Purchase Agreement (LNG SPA)” with potential LNG suppliers/ projects • Engage suitable commercial, technical and legal consultants to assist with the LNG SPA negotiations • Negotiate and finalise ‘Master Sales and Purchase Agreement’ with potential LNGB suppliers • Assimilate information on pricing trends for long term LNG deals in international market based on subscriptions to various price services • Carry out technical and commercial due-diligence of proposals • Managing engagement of Legal and Commercial Consultants as required
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4. Remuneration

- 4.1. Besides Basic Pay and industrial pattern of DA (IDA), other allowances/ benefits shall be admissible as per rules and regulation of the Corporation. Based on the existing pay-scale, following is the scale of pay and estimated Cost -to- Company (CTC) for different positions in which recruitments have been planned.

Position	Basic Scale of Pay	Cost to Company (CTC)/ Annum
Senior Manager (Grade E)	Rs. 43200/- to Rs 66,000/-	Rs.21.60 lakh
Manager (Grade D)	Rs. 36,600/- to Rs 62,000/-	Rs.17.80 lakh
Deputy Manager (Grade C)	Rs. 32,900/- to Rs 58,000/-	Rs.16.03 lakh

5. Concessions/ Relaxations

- 5.1. **Concessions/ Relaxations will be extended to SC/ST/OBC (Non-Creamy Layer)/ PWD (degree of disability 40% or above)/ candidates domiciled in Jammu & Kashmir (between 01.10.1980 to 31.12.1989)/ Ex-serviceman & Commissioned Officers (including ECOs/SSCOs) as per Government of India directives.**

6. Physical Fitness

- 6.1. Candidates desirous of seeking employment with IndianOil need to be **medically fit** as per **IndianOil’s pre-employment medical standard**. Candidates are advised to go through the **‘Guidelines and Criteria for Physical Fitness for Pre-employment medical Examination’** before they commence the application process. The guidelines are available in the following link:

<http://www.iocl.com/PeopleCareers/Pre-employment Guiding Principles11th mar 2011.pdf>

7. Selection

- 7.1. The prospective candidates will first be shortlisted based on meeting their eligibility as per the criteria mentioned in respect to each position. Candidates are advised to provide the desired details truthfully during submitting their on-line application

- 7.2. Shortlisted candidates will finally be selected through a process of Personal Interviews (PI) by an expert panel.

Important note:

Personal details (date of birth), educational qualification, experience profile etc. of the short-listed candidates will be verified at the time of GD/GT and PI. The candidates not meeting the above mentioned criteria relating to age, educational qualification, professional experience etc. will not be considered for further selection process.

Any false/ miss-representation of information on the above mentioned parameters by any candidate will result in rejection of his/ her candidature at any stage of selection process.. The decision of our official, responsible for verifying the documents will be considered final in this regard.

8. Service Bond

- 8.1. General category candidates will have to **execute a bond of Rs.3,00,000 (Rs.50000/- for SC/ST/OBC & PWD candidates)** to serve the Corporation for a **minimum period of three years** from the date of joining

9. Application Fee

- 9.1. Candidates belonging to **General and OBC categories** are required to deposit **Rs 1000/-** as application fees. For **SC/ST and PwD** candidates, the application fee is **Rs 500/-**. The fee is to be submitted **on-line** using either Debit/Credit Card or through Net-Banking.
- 9.2. The **Bank Charges** as applicable have to be borne by the candidates.
- 9.3. **Fees, once paid, will not be refunded under any circumstances.**

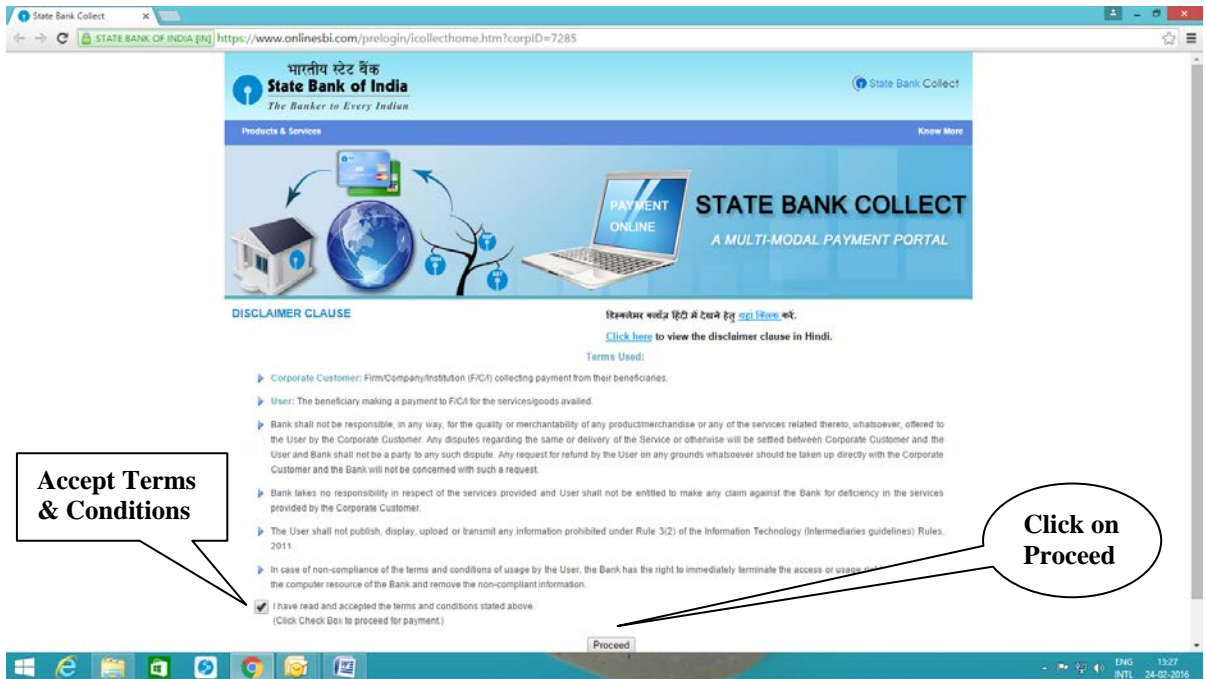
10. How to apply

- 10.1. The prospective candidates are required to submit their application **on-line**. The on-line link will be made available on 'What's New Section' on www.iocl.com (home page of Corporate Website of IndianOil) and also on 'People & Career' link. Candidates should, **read the instructions** carefully and **fill-in the on-line application form** giving accurate information
- 10.2. **Relevant Job Experience** and **Statement of Purpose** are two important segments of on-line application process. Candidates are required to fill-in these sections with utmost care. The information provided by the candidates must reflect on their experience in previous assignments truthfully so as to enable correct evaluation at the time of short-listing.
- 10.3. Candidates are advised to document their experience starting their experience with the **most recent organization**. They must mention the duration of each experience by entering the dates duly in 'from' and 'to' column. Space has been provided to accommodate experience in upto 4 organizations in the on-line application format. If a candidate has worked in more than 4 organizations, the experiences at the beginning of their career may be clubbed together in the last column.
- 10.4. The **age** of the candidates, for eligibility, will be calculated as on **31st March, 2016**. The duration of experience will also be counted till **31th March, 2016**. Only the full-time work experience after **announcement of result of qualifying degree examination** will be considered as a valid experience. Internships viz. industrial training/ summer internship etc., undertaken as part of the academic requirement will not be considered as valid experience.

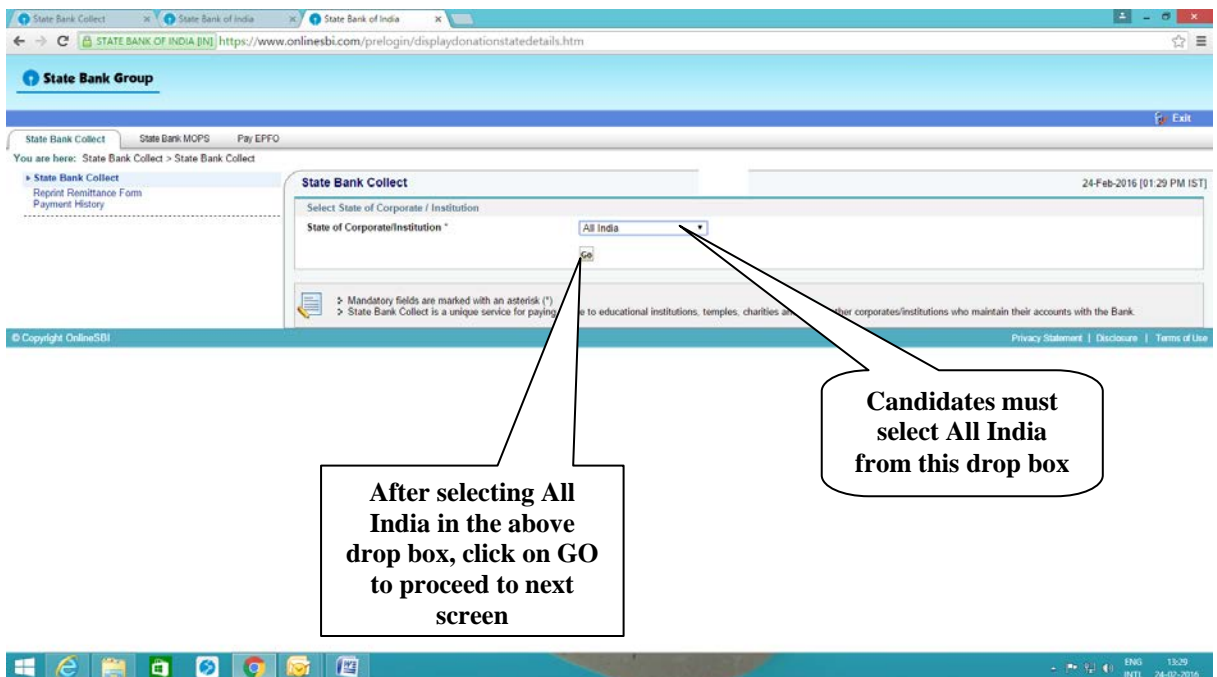
10.5. After submission of particulars by the candidate during on-line application, the system will generate a **Registration Number** for each candidate. This number will be unique to the candidates and they must keep the same under safe custody.

10.6. The process of paying the Application Fee is described below. Bank charges, as applicable, will be borne by the candidates.

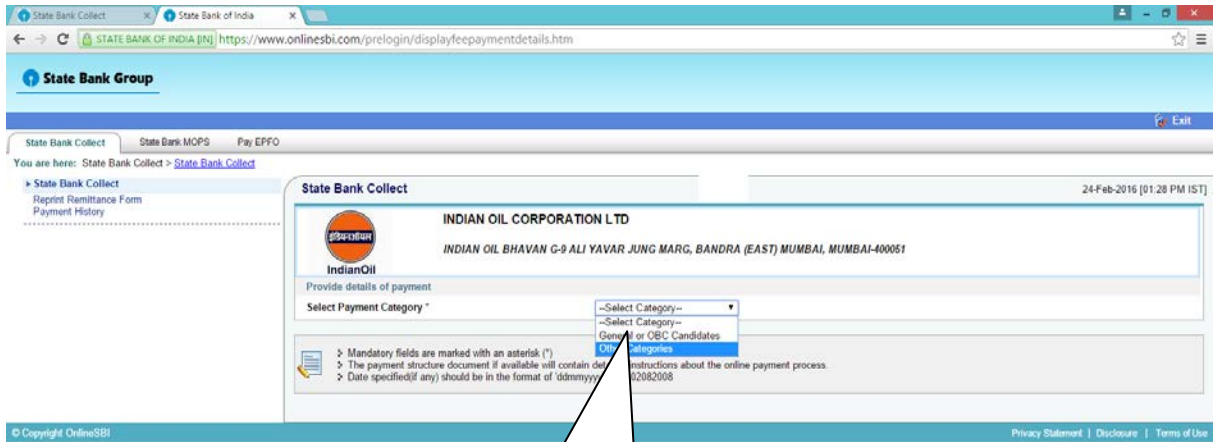
STEP 1: From the link provided on the On-Line Application Home Page, candidates to accept the 'Terms and Condition' and then click on 'Proceed' to go to the next screen



STEP 2: In the next screen, candidates are required to select 'All India' in the box 'State of Corporate/ Institute' and proceed on the next screen by clicking on 'Go Button'. **Please remain on 'State Bank Collect' tab only. Do not click on other tabs viz. 'State Bank MOPS' or 'Pay EPFO'.**

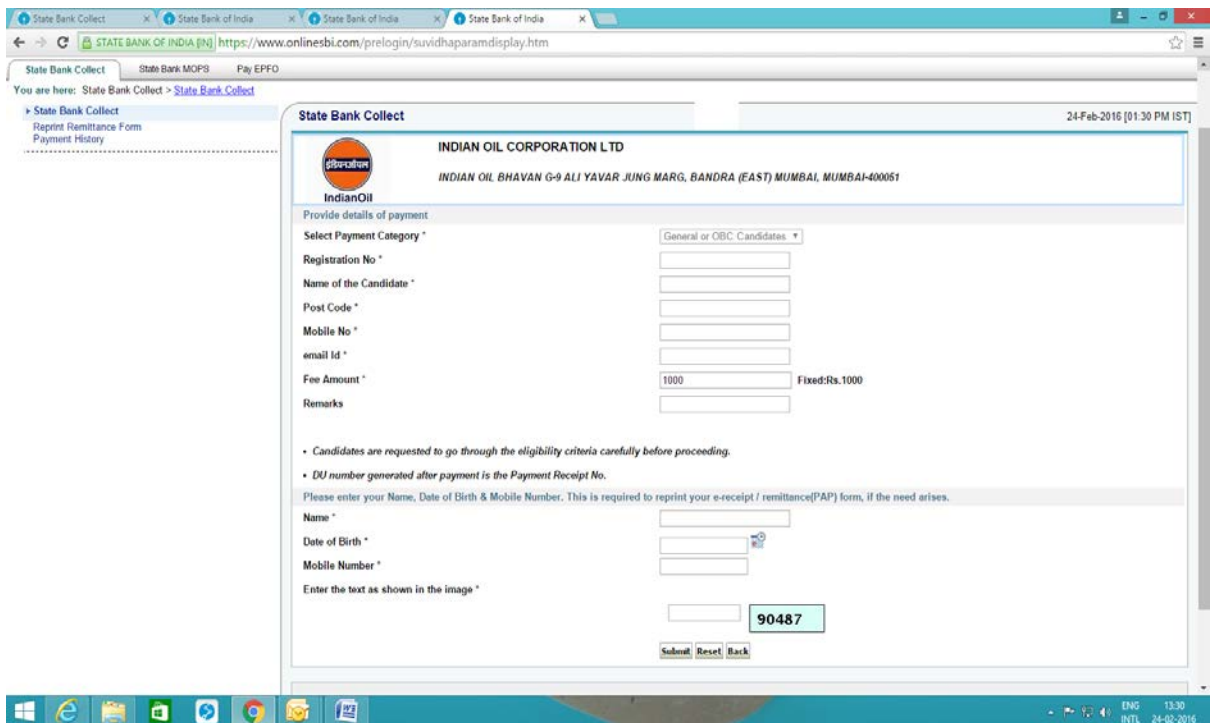


STEP 3: Select the category of the candidate (as mentioned in on-line application) to go to the next screen

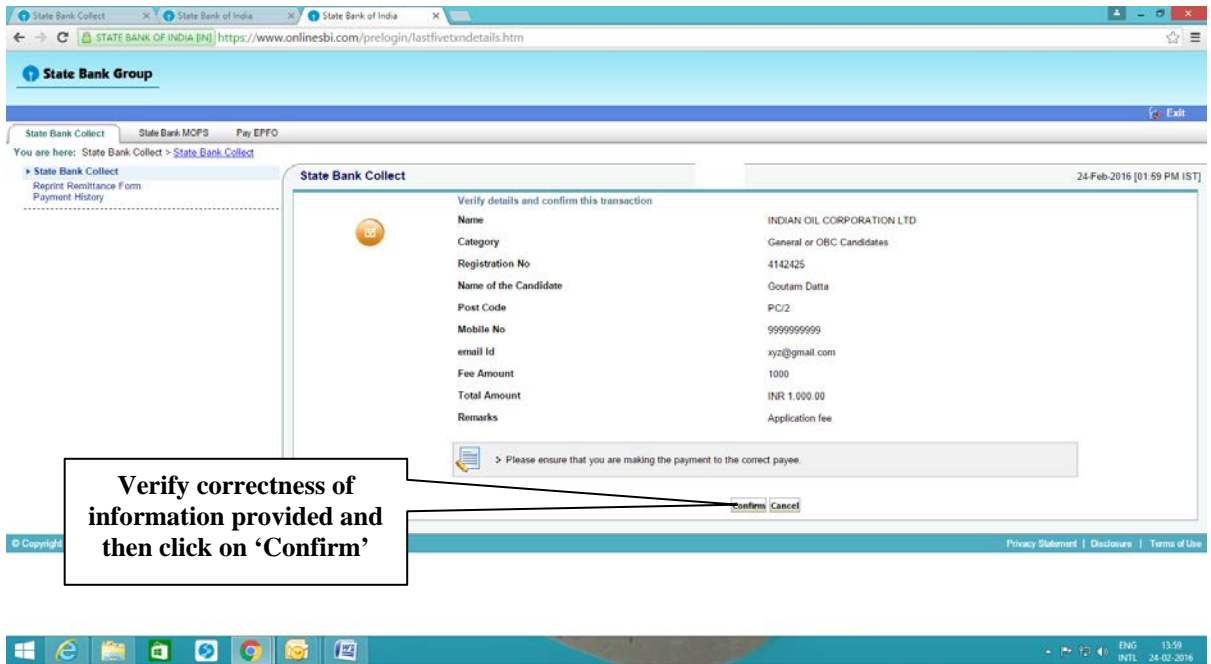


Select category (General or OBC)/ Other Categories in line with on-line application

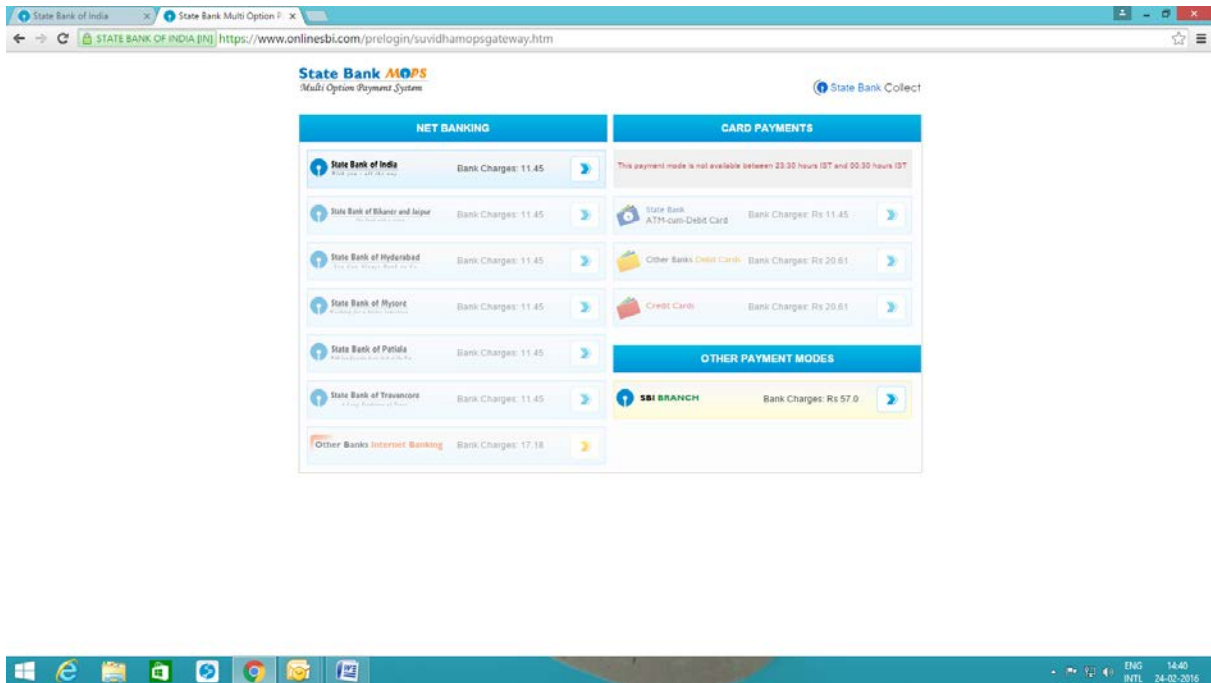
STEP 4: Candidates are required to submit their details on this screen in line with the details submitted by them in their on-line application. Click on 'Submit' button for going the next screen



STEP 5: The candidates should confirm the details submitted by them during filling-in the previous screen. They will be taken to the next screen, on clicking ‘Confirm’ button at the bottom of the screen.



STEP 6: candidates may choose their desired payment option (Credit Card/ Debit Card/ Internet Banking/ On-line Transfer) on the screen and complete the payment.



10.7. After the payment is successfully realized, an email, **confirming the payment status** will be sent to the candidates (within 24 hours). The candidates should complete the remaining application process like **uploading experience details etc.**, on receipt of confirmation mail mentioned above.

10.8. Candidates should take a **print out** of completed applications and keep the same with them safely for future reference. *Candidates must not send this printout to any office of IndianOil.*

10.9. **Queries of the candidates will be entertained through- mail only. Candidates may forward their queries to recruitment2016@indianoil.in. They must mention ‘Mid-Level Recruitment’ in the subject of their mail.**

1.1. *23rd March,2016* is the last date for receiving the ONLINE application by IndianOil

General Instructions

1. The candidates must have an **active e-mail id**, which must remain valid for at least next one year. **All future communication with the candidates will take place through e-mail only.**
2. The candidates should have the **relevant documents** like experience details, percentage of marks obtained in the qualifying examination, caste/sub-caste certificate, date of issue, name of issuing authority, state of origin, etc. **readily available** with them before they commence the ONLINE application process.
3. Wherever CGPA/OGPA/DGPA or Letter Grade in a Degree /Diploma is awarded, its **equivalent percentage of marks** must be indicated in the application form as per norms adopted by University / Institute.
4. Candidates belonging to OBC category, but falling in **creamy layer**, will not be entitled to the benefit of reservation and should apply as General Category candidate.
5. Candidates **presently employed** in Government Departments / PSUs / Autonomous Bodies will need to submit NOC from competent authority of their current employer at the time of interview.
6. If more than one application is received from a candidate, **most recent** (current) application will be considered as final. However, in case of multiple applications, fees paid by the candidates will not be refunded.
7. Candidates not found to be meeting the prescribed eligibility criteria shall be **rejected** at any stage of selection process. Any candidate submitting **false/ incorrect** information shall be **rejected** during any stage of selection process.

Values at the core of our Business

Care..Innovation..Passion..Trust