

Sr. No	Position	Vacancies	Salary Grade	Max Age	Educational Qualification*	PwBD Eligibility
3	Electrical Engineer	25	E2	25	Electrical, Electrical & Electronics	D.HH.OL.LC.Dw.AAV. SLD.MI.MD (any of the combinations above)
4	Instrumentation Engineer	25	E2	25	Instrumentation, Instrumentation & Control, Electronics & Instrumentation, Instrumentation & Electronics	D.HH.OL.CP.LC.Dw. AAV.ASD(M).SLD. MI.MD (any of the combinations above)

Note:-Abbreviations Used: B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both Leg & One Arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, SLD= Specific Learning Disability, MDy= Muscular Dystrophy, ASD= Autism Spectrum Disorder (M= Mild, MoD= Moderate), MI= Mental Illness, MD=Multiple Disabilities.

Category vacancy distribution	SC	ST	OBCNC	EWS	UR	Total
	20	18	49	20	93	200

- Educational Criteria Details:** Qualification must be 4-year full time regular engineering course from AICTE approved / UGC recognized University/Deemed University with minimum 60% marks for UR/OBCNC/EWS Candidates and 50% for SC/ST/PwBD candidates, under the relevant engineering stream as mentioned above only
- 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. A certificate to this effect from University / Institute which shall be required at the time of interview shortlisting stage.
- Students in the final year/semester of the qualifying course are also eligible to apply. They will be allowed provisionally subject to submission of all the documentary proof at later stages. At the time of applying, the aggregate marks required will be same as mentioned above as per respective category.

3. Shortlisting & Selection Process

- The selection process may comprise of various shortlisting tools like Computer Based test, Group Task, Personal Interview etc.
- All the candidates claiming to fulfil all the eligibility criteria will be called for Computer Based Test.
- Computer Based Test will be of objective questions with no negative marking and will comprise of 2 parts.
 - General Aptitude** consisting of English Language, Quantitative Aptitude Test & Intellectual Potential test.
 - Technical / Professional Knowledge** comprising of questions related to Qualifying degree / Educational background required for the applied position.
- Candidates qualifying in the Computer Based Test in order of merit & predetermined ratio will be advised to upload the supporting documents.
- Basis scrutiny of the application, uploaded documents and category-wise and discipline-wise merit list in Computer Based Test, eligible candidates will be called for Group Task & Personal Interview.
- Candidates must secure minimum qualifying marks in each of the stages i.e. Computer Based Test, Group Task and Personal Interview to be considered for further selection process.

- g. A category & discipline-wise merit list will be drawn for all the candidates who qualify in all the stages. Computer Based Test + Group Task + Personal Interviews & offer of appointment would be as per the category & discipline-wise vacancies available.

1. COMPUTER BASED TEST (85% weightage)

- Minimum qualifying marks in Domain section - 50% for all categories.
- Minimum qualifying Overall Marks (i.e. General Aptitude + Technical) Marks - 60% for UR/EWS & 54% for SC/ST/PwBD/OBCNC.

2. GROUP TASK (5% Weightage)

- Minimum Qualifying Marks - 40% for UR/EWS & 33.33% for SC/ST/ PwBD/OBCNC.

3. PERSONAL INTERVIEW (10% weightage)

- Minimum Qualifying Marks - 40% for UR/EWS & 33.33% for SC/ST/PwBD/OBCNC.

4. FINAL SCORING

- Minimum qualifying Marks - 60% for UR/EWS & 54% for SC/ ST/OBCNC/ PwBD in combined scores of Computer Based Test + Group Task+ Personal Interview.

4. EMOLUMENTS

Salary Grade	Pay Scale*	Cost to Company (CTC) Approx.
E2	₹50000-₹160000	15.17 lakhs

*A candidate will be inducted at the starting of the pay scale.

Note:- The CTC mentioned has been calculated at minimum base level of pay grade and includes Base Pay, Retirement Benefits, Dearness Allowance, HRA and Cafeteria Allowance and this also includes Performance Related Pay (calculated at maximum), which is dependent upon multiple factors and payable as per the Corporation’s policy. It may please be noted that the retirement benefits are admissible upon separation /retirement as per the Corporation policy prevailing at that time. CTC is for candidates posted in metro cities and may vary for other locations.

5. PRE-EMPLOYMENT MEDICAL EXAM

Appointment to the above posts will be subject to the candidate being medically fit as per the standards prescribed for the post by the Company. Shortlisted candidates shall be required to get their Pre-Employment Medical Examination done in HPCL nominated empanelled hospitals. Reference for a medical examination does not mean final selection.

6. PLACEMENT / POSTING

Posting/ Assignment can be in any SBUs/Division/Department of the Corporation at any place in the country and the services thereafter will be transferable as per the requirement of the Corporation. These positions may involve working in shift duties. Selected candidates may also be posted / assigned to any of the subsidiaries/Joint Ventures or any department of Government of India in India or abroad.

7. PROBATION & RETENTION

Probation: The Selected Officers will be on Probation for 1 year from the Date of Joining. Upon successful completion of the Probation period, the officer will be considered for confirmation as per company policy.

Retention Amount: An amount of Rs. 5000/- per month will be deducted as retention amount from the total emoluments for first six months during the probation period. The amount will be refunded to the