

Shortlisting Methodology for R & D Professionals “A” grade
(Nanotechnology, Polymers & Petrochemicals, Catalysis, Analytical and Bioprocess)



Selection process for “A” grade positions of R & D will comprise of Personal Interview. The shortlisting methodology adopted for calling candidates in interview is explained below.

I. Total score is calculated for each applicant based on the following parameters:

Sr. No.	Criteria	Marks
1.	Publications in peer reviewed Journals / Patents as Co Author	1 mark per publication / patent
2.	Publications in peer reviewed Journals / Patents as First author	2 marks per publication / patent
3.A	*Publications in Journals with Impact Factor (a) Petrochemicals & Polymers > 3.5 (b) Analytical > 8.0 (c) Bioprocess > 3.9 (d) Catalysis > 8.0	10 marks per publication
3.B	Publications in Journals for Nanotechnology with Impact Factor	
	(a) Nano Technology: 5 to <8	5 marks per publication
	(b) Nano Technology: 8 to 10	8 marks per publication
	(c) Nano Technology > 10	10 marks per publication
5.	PhD Subject Relevance	
	(a) Highly relevant in HPCL context	10 marks
	(b) Relevant area	5 marks

*Publications in journals with Impact Factor less than the mentioned value for each position are not considered for calculating total score.

II. Merit List:

Category-wise merit list is drawn for all applicants based on total score. Candidates will be shortlisted for next stage as per category-wise position in the merit list. Shortlisted candidates will be required to upload all relevant documents within the specified time limit. Candidates who do not upload the documents on or before the specified date or are found ineligible after verification of documents will not be called for interview.

Interview calling ratio is 1:10 for each position.

III. Interview process:

Single interview will be conducted to assess Technical & Behavioral competencies of the candidates.

Technical Interview	70 marks
Behavioral Interview	30 marks

Passing in interview would be as given below –

- i. Technical: 50% UR & EWS; 45% OBCNC, ST, SC, PwBD
- ii. Behavioral: No separate passing
- iii. Cumulative: 60% UR & EWS; 54% OBCNC, SC, ST, PwBD

A category wise merit list will be drawn for all the qualified candidates based on performance in Personal Interview.

Candidates selected in interview will be referred for pre -employment medical examination. Reference for a medical examination does not mean final selection. Discipline-wise and category-wise final merit list will be drawn for medically fit candidates. Offer of appointment would be extended subject to being declared as Medically Fit by HPCL designated Physician and fulfilment of eligibility criteria w.r.t Academic Qualification, Age, Work Experience, NOC, Caste Certificate, relieving letter from previous employer etc. as may be applicable.