



Shortlisting Parameters of Experienced Professionals

For positions wherein Computer Based Test (CBT) has not been conducted, shortlisting of candidates shall be done basis evaluation of their resumes by HPCL's internal Subject Matter Experts on the relevance of their work experience.

The evaluation parameters for such positions may comprise of the following:

1. Senior Officer/ Assistant Manager/ Senior Manager- Non-Fuel Business

- Executive / Management role in FMCG Industry
- Network/ Channel Management
- Experience on expanding the existing tie-ups and entering into new tie-ups Non-fuel partners
- Experience on Market Research, Analysis and Pricing
- Experience on developing and implementing sales strategies
- Experience on inventory management and Logistics
- Experience on customer engagement and relationship management
- Experience on Sales Report preparation and monitoring performance

****Relevant experience as mentioned above must be in FMCG Industry***

2. Petrochemical: Manager- Technical

- Experience in Executive/ Management Role
- Troubleshooting customer issues
- Technical Sales Management
- Customer Feedback Analysis
- Conducting technical trainings on polymer products

****Relevant experience as mentioned above to be in Petrochemical or Polymer Industry***

3. Petrochemical: Manager- Sales

- Experience in Executive/ Management Role
- Customer Acquisition
- Channel Management
- Commercials and Payment Management
- Supply Chain Management
- Market Research and Analysis

****Relevant experience as mentioned above must be in Sales/ Marketing/ Business Development of specialty Chemicals in refineries, Steel, Cement and other plants***

4. Petrochemical: DGM- Catalyst Business Development

- Experience in Executive/ Management Role
- Production Scale-up
- Troubleshoot technical complaints from customers
- Build/ maintain market intelligence system
- Build/ maintain network for sales

****Relevant experience as mentioned above must be in Sales/ Marketing/ Business Development of specialty Chemicals/ Catalyst in refineries***