



एचपीसीएल बायोफ्यूल्स लिमिटेड
(हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड के पूर्ण स्वामित्व वाली सहायक कम्पनी)
HPCL BIOFUELS LIMITED
(A wholly owned subsidiary company of Hindustan Petroleum Corporation Ltd)

HPCL Biofuels Limited (A wholly owned subsidiary company of Hindustan Petroleum Corporation Limited) has two Integrated Sugar Units located at Sugauli, East Champaran District and at Lauriya, West Champaran District in the State of Bihar. Both the plants are in commercial operations since December 2011.

In order to meet operational requirements, HPCL Biofuels Limited (hereafter will be called as HBL) has planned to hire suitable manpower on Fixed Term Contract basis for the period as mentioned below:

Management / Non-Management: Two (02) years and extendable to another one (01) year depending on operational requirement of HBL & performance of incumbent.

Seasonal: Two (02) Crushing Season and extendable to another one (01) Crushing Season depending on operational requirement of HBL & performance of incumbent.

Sr No.	Name of the Position(s)	Department	Vacancy	Minimum Qualification	Minimum Experience	CTC Per Annum (Rs. in Lakhs)	Reservation
MANAGEMENT							
1	General Manager	General Admin.	2	Degree in Mechanical / Chemical / Electrical Engineering with ANSI / AVSI in Sugar Engineering	20 Yrs. experience in Sugar / Co-gen and should have worked as GM / Location Head for minimum 2 yrs. in Sugar Industry	18.00 to 22.00 Negotiable.	UR-2 OBC-0 SC-0 ST-0 EWS-0
2	DGM – Ethanol	Ethanol	2	Degree in Chemical Engg. /B.Sc. (Chem.) & DIFAT from ANSI/AVSI certification in industrial Fermentation/Alcohol Technology	15 Yrs. exp. In Ethanol / Distillery Plant out of which 5 Yrs. as Plant Manager Ethanol	12.00 to 15.00	UR-3 OBC-1 SC-1 ST-0 EWS-0
3	DGM - Sugar Engineering & Co-Gen	Sugar Engineering	1	Degree in Mechanical / Chemical / Electrical Engineering with ANSI/AVSI in Sugar Engineering/BOE.	15 yrs. Experience in Sugar Industry out of which 05 years as Plant Manager/Dept. Head-Engineering Sugar Plant/Plant Manager Co-gen/Power Plant	10.00 to 13.00	
4	DGM – Production	Sugar Production	1	B.Sc with ANSI / AVSI in Sugar Technology.	15 Yrs. Experience in Relevant Field out of which 5 years as HOD	9.00 to 12.00	
5	DGM – Cane	Cane	1	M.Sc. (Agriculture)	15 Yrs. Experience out of which 5 Yrs. as Cane Head in Sugar Industry	9.00 to 12.00	
6	Manager-Engineering Sugar	Sugar Engineering	2	Degree / Diploma in Mechanical Engineering. ANSI / AVSI in Sugar Engineering will be preferred.	8 Yrs. Experience for Degree & 10 Yrs. Experience for Diploma in Sugar Industry	6.00 to 8.50	
7	Manager-Electrical (Common/Central For All)	Sugar Engineering	2	Degree / Diploma in Electrical Engineering. ANSI / AVSI in Sugar Engineering will be preferred.	8 Yrs. Experience for Degree & 10 Yrs. Experience for Diploma , in Sugar Industry	6.00 to 8.50	UR-6 OBC-2 SC-1 ST-1 EWS-1
8	Manager-Production	Sugar Production	1	B.Sc with ANSI / AVSI in Sugar Technology.	8 Yrs. Relevant Experience in Sugar Industry	6.00 to 8.50	
9	Manager - Quality Control	Sugar Production	2	B.Sc (Chemistry) with ANSI / AVSI in Sugar Technology.	8 Yrs. Experience in Relevant Field out of which 5 Yrs. as QC In-charge in Sugar Industry	6.00 to 8.50	
10	Manager – Mechanical	Co-gen.	1	Degree / Diploma in Mechanical Engineering and preferred BOE.	8 Yrs. experience for Degree and 10 Yrs. experience for Diploma in Co-gen Plant	6.00 to 8.50	
11	Manager – EDP	General Admin	1	MCA	8 Yrs. Experience in Sugar Industry	6.00 to 8.50	
12	Dy Manager-Accounts.	General Admin. (Finance)	2	M.Com with CA Inter / ICWA Inter.	5 Yrs. experience in relevant/ Sugar Industry	5.00 to 6.00	UR-14 OBC-4 SC-7 ST-3 EWS-3
13	Mechanical Engineer – Sugar	Sugar Engineering	4	Degree / Diploma in Mechanical Engineering and ANSI / AVSI in Sugar Engineering.	5 Yrs. experience for Degree and 7 Yrs. experience for Diploma in Sugar Industry	4.00 to 5.50	
14	Electrical Engineer (Common / Central for All)	Sugar Engineering	4	BE / B.Tech - Electrical or Diploma Electrical.	5 Yrs. Experience for Degree & 7 Yrs. Experience for Diploma Preferably in Sugar Industry	4.00 to 5.50	
15	Mechanical Engineer – Co-gen.	Co-gen.	6	Degree / Diploma in Mechanical Engineering.	5 Yrs. experience for Degree and 7 Yrs. experience for Diploma in Co-gen Plant	4.00 to 5.50	
16	HR/Welfare Officer	General Admin	1	MBA/PG diploma in HR / Welfare/MSW.	4 Yrs. Experience in Sugar Industry	4.00 to 5.50	
17	Shift In-Charge	Ethanol	4	M.Sc. / B.Sc. with DIFAT / B.Tech (Biotech) / B.Sc. (Biotech) / B.Tech (Chemical Engg.).	5 Yrs. out which 2 Yrs. as shift In-charge in Ethanol Department	4.00 to 5.50	
18	ETP In-charge	Ethanol	2	B.Sc. with DIFAT & MSc. (Environmental Science)	5 Yrs. experience in Distillery / Sugar Industry	4.00 to 5.50	
19	Shift Chemist	Ethanol	3	M.Sc / B.Sc with DIFAT / B.Tech (Biotech) / B.Sc. (Biotech) / B.Tech (Chemical Engg.)	4 Yrs. Experience In Sugar Industry/Distillery	4.00 to 5.00	
20	Microbiologist	Ethanol	2	M.Sc in Microbiology.	4 Yrs. Experience In Sugar Industry/Distillery	4.00 to 5.00	

21	Sr/ Manufacturing Chemist (Sugar Tech).	Sugar Production	5	B.Sc. (Chemistry) with ANSI / AVSI in Sugar Technology, preference to certification in Sugar Boiling.	5 Yrs. experience in Sugar Industry out of which 2 years as Manufacturing / Shift Chemist.	4.00 to 5.00	
Total Vacancy			49				

NON-MANAGEMENT

22	Pan In-Charge	Sugar Production	5	Matric and SBCC.	10 Yrs. Experience in Pan Boiling in Sugar Industry.	3.50 to 4.50	UR-29 OBC-11 SC-14 ST-0 EWS-5
23	Mill House Fitter A	Sugar Engineering	5	ITI - Fitter	8 Yrs. Relevant experience in Mill House in Sugar Industry	3.00 to 4.50	
24	Boiling House Fitter A	Sugar Engineering	2	ITI - Fitter	8 Yrs. Relevant experience in Boiling House in Sugar Industry	3.00 to 4.50	
25	Electrician A (Common /Central for All)	Sugar Engineering	3	ITI - Electrician.	8 Yrs. Relevant experience in Sugar Industry	3.00 to 4.50	
26	Instrument Mechanic (Common / Central for All)	Sugar Engineering	5	ITI-Instrumentation or Diploma in Electronics & Communication.	5 Yrs. For ITI (Instrumentation) & 2Yrs.For Diploma in Electronics & Communication, Relevant experience in Sugar Industry	3.00 to 4.50	
27	DCS Operator - Turbine	Co-gen	6	H.Sc (10+2), Preference to Computer Diploma & Degree/Diploma in Engg.	5 Yrs. Experience as DCS operator in Turbine, for Engineering (Degree / Diploma) candidates, experience can be relaxed suitably	3.00 to 4.50	
28	DCS Operator - Boiler	Co-gen	4	H.Sc (10+2), Preference to Computer Diploma & Degree/Diploma in Engg.	5 Yrs. Experience in DCS Boiler of 10 MW capacity, for Engineering (Degree / Diploma) candidates, experience can be relaxed suitably	3.00 to 4.50	
29	Boiler Attendant (1st Class)	Co-gen.	5	SSC or equivalent with 1 st Class Boiler Attendant certification	7 Yrs. In Sugar Industry out of which 5 Yrs. as 1 st Class Boiler Attendant of not less than 67 kg pcs boiler pressure.	3.00 to 4.50	
30	Turbine Operator - Field	Co-gen.	5	SSC or equivalent with ITI (Fitter/Electrician)	7 Yrs. Experience in Sugar Industry out of which 5 Yrs. as Turbine Operator on condensing turbine (min 10 MW Capacity)	3.00 to 4.50	
31	Boiler Attendant (2nd Class)	Co-gen.	6	Inter with 2 nd Class Boiler Attendant Certification	5 Yrs. Experience In high pressure Boiler.	3.00 to 4.00	
32	IBR Welder	Co-gen.	1	ITI – Welder	10 Yrs. Relevant experience in high pressure Co-gen Plant	3.00 to 4.50	
33	Operator - Fermentation	Ethanol	4	Matric	4 Yrs. Experience In Distillery as fermenter operator	3.00 to 4.50	
34	Operator - Distillation	Ethanol	6	Matric	4 Yrs. Experience In Distillery as distillation operator	3.00 to 4.50	
35	HT Line Man.	Sugar Engineering	2	ITI - Electrician with valid HT license holder	7 Yrs. relevant experience in Co-gen Plant	3.00 to 4.50	
Total Vacancy			59				

SEASONAL

36	Fitter (Ethanol)	Ethanol	2	ITI – Fitter	6 Yrs. experience in Sugar/Co-gen/Ethanol (Preference given to Pump & Pipe Line fitter)	3.00 to 4.50	UR-20 OBC-08 SC-11 ST-00 EWS-04
37	Mill House Fitter B	Sugar Engineering	1	SSC or Equivalent with ITI - Fitter	Min. 6 Yrs. experience in Sugar Industry, out of which 3 years as Mill Fitter	2.52 to 3.20	
38	Welder	Sugar Engineering	4	Matric and ITI - Welder	Min 6 Yrs. Relevant experience in Sugar Industry	2.52 to 3.20	
39	DCS Operator (Mill/Diffuser/ BH)	Sugar Engineering	4	H.Sc (10+2), Preference to Computer Diploma & Degree/Diploma in Engg.	5 Yrs. Relevant experience as DCS Operator in mill / diffuser / BH, for Engineering (Degree / Diploma) candidates, experience can be relaxed suitably	2.52 to 3.20	
40	Pan Man	Sugar Production	9	Matric and SBCC.	6 Yrs. Experience in Sugar Industry as Pan Man	2.52 to 3.20	

41	Assistant Pan Man	Sugar Production	9	Matric and SBCC.	5 Yrs. Experience in Sugar Industry as Assistant Pan Man.	2.52 to 3.20
42	Electrician B (Common/Central for all)	Sugar Engineering	9	ITI - Electrician	5 Yrs. relevant experience in Sugar Industry	2.52 to 3.20
43	Lab Chemist (Sugar-Production)	Sugar Production	5	B.Sc (Chemistry)	4 Yrs. Experience in Sugar / Distillery Lab.	2.27 to 2.59
Total Vacancy			43			

ELIGIBILITY CRITERION, GENERAL INFORMATION AND INSTRUCTIONS:

1. Only Indian Nationals are eligible to apply.
2. All qualifications must be from UGC recognized University / Deemed University or Approved Autonomous Institution (wherever applicable). The courses offered by Autonomous Institution should be equivalent to the relevant course approved / recognized by Association of Indian Universities (AIU). Medical degree must be recognized by Medical Council of India.
3. The cut-off date for determining age limit and post qualification experience will be **21st October 2025**.
4. **Minimum Age - 18 years. Maximum Age – For Management, Non – Management & Seasonal – 55 Year.**
5. All post qualification experience should be in relevant field.
6. CTC includes; Leave entitlement, monetary value and other perquisites and statutory contribution (including employer's PF contribution) / payments, if any. Once CTC is negotiated, all perquisites, direct and indirect benefits, proportionate value of all facilities, welfare item, notional rent of housing accommodation, statutory payment etc. will all be included within CTC.
7. Accommodation is provided subject to availability. However, applicable rent will be recovered as per policy.
8. The terms of engagement for all fixed term appointees shall be different from regular employees of HPCL Biofuels Limited.

9. HOW TO APPLY:

I. **CANDIDATES SHALL BE REQUIRED TO SEND THEIR APPLICATIONS AND NEGOTIATION FORM DULY FILLED IN, AS PER ANNEXURES ALONGWITH CV, SELF-ATTESTED PHOTOCOPIES OF ALL RELEVANT DOCUMENTS / CERTIFICATES / TESTIMONIALS by Post to HPCL Biofuels Ltd., House No. -3J/352, Plot No.973, Near Ambar Apartment, New Patliputra Colony, Patna – 800013, Bihar, so as to reach latest by 21st October 2025 in a cover super scribed "Application for the post of (please write the name of post applied for). HPCL BIOFUELS LIMITED shall not be responsible for postal delay or loss / non-delivery thereof. No correspondence in this regard shall be entertained. HPCL BIOFUELS LIMITED shall neither be liable nor take any responsibility to connect or correlate any certificate / remittance sent separately. Incomplete applications or applications received after the due date shall stand rejected and no query in this regard shall be entertained.**

II. **Application duly completed in all respect can also be deposited in drop box available at above mentioned office address by 21st October 2025 on or before evening 5.30 PM. Incomplete applications or applications received after the due date shall stand rejected.**

III. **Only shortlisted candidates for advertised position(s) who are found apparently eligible based on the details given in the application form will be communicated through email / phone, about scheduled date of personal interview.**

IV. **The candidate should write his / her mobile number and email address correctly & neatly. Please note that the intimation for interview / skill test / selection on the basis of Eligibility list will be given through email address / mobile no. only. Candidates must ensure that given mobile / email shall be in active mode. If not communicated due to any technical error / wrong mobile or email id, HPCL Biofuels Ltd shall not be responsible.**

V. **A candidate can apply for one post only.**

VI. **A recent passport size photograph should be firmly pasted on the application and should be signed across by the candidate. Without photograph and signature across it, the application will be liable to be rejected. Three copies of the same photo should be retained for use at the time of interview. Candidates are advised not to change their appearance till the recruitment process is complete. Failure to produce the same photograph at the time of interview, shall lead to disqualification.**

VII. **Before applying for the post, candidates should ensure that he / she fulfills the eligibility and other criteria mentioned in this advertisement. HPCL BIOFUELS LIMITED being the Appointing Authority would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/she has applied.**

VIII. **Candidates will be required to enclose copies of the following testimonials / documents along with their application:**

- a) All Certificates / Testimonials in respect of qualifications (all semester / year wise Mark sheet & Degree certificate starting from Matriculation onwards).
- b) Document in support of date of Birth.
- c) Experience certificates / Documents issued by the Employer in support of experience details mentioned by the candidate in the Application Form and proof of last drawn salary, either Salary Slip or Form 16.
- d) NOC / Forwarding Letter from the employer in case the candidate are employed in a Central / State Government / PSU / Semi Government organization.

IX. **Category (SC/ST/OBC-NCL/EWS/PWD) once mentioned in the application form shall not be changed and no benefit of other category shall admissible later on.**

X. **The OBC – Creamy Layer (CL) candidates who belong to "CREAMY LAYER" are not entitled for OBC reservation.**

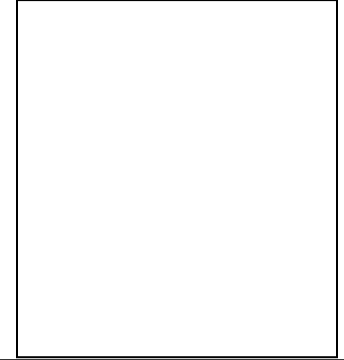
XI. **Candidates from SC / ST /OBC-NCL /PWD should produce their caste certificate, in case of SC / ST / OBC-NCL, in case of EWS income & asset certificate & in case of PWD disability certificate issued by a competent authority as per the guidelines of Govt. of India in support of their claim. In case, the candidate fails to produce the certificate issued by competent authority, his / her candidature shall not be considered.**

10. SELECTION:

For Management Position(s): The eligible candidates fulfilling all the required criteria will be interviewed through Physical Interview / Video Conferencing.



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HPCL BIOFUELS LIMITED
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APPLICATION FORM

Name in full (As per Matriculation certificate)	In English	First Name	Middle Name	Surname
	In Hindi	First Name	Middle Name	Surname
Mailing Address City, District Pin code State				
Father's Name				
Email ID	(1)	(2)		
Contact No.	Mobile (1)	Mobile (2)		
Nationality			Religion :	
Category (Please Tick)	Scheduled Caste (SC)	Yes/No Whether PWD - Yes/No		
	Scheduled Tribe (ST)	Yes/No Whether PWD - Yes/No		
	Other Backward Class (Non-creamy Layer)	Yes/No Whether PWD - Yes/No		
	EWS (Economically Weaker Section)	Yes/No Whether PWD - Yes/No		
Date of Birth (DD/MM/YYYY)			Gender Male / Female (Please Tick)	
Educational Qualification				
Course/Degree	Duration	% of marks	Month & year of passing	Full Name of the University / Institute
Experience				
Name of the Organizations	Department	Position(s) held	Duration of work	Brief detail of the jobs

Post applied for Fixed Term employment-

*Please enclose a separate sheet if required for providing details of jobs handled.

I hereby declare that the particulars furnished above are complete and correct to the best of my knowledge and belief. I understand that if at any stage, it is found that the information given in the application is false or incorrect or I do not satisfy the eligibility criteria, my candidature / appointment is liable to be cancelled.

Date:

Place:

Signature of the Applicant.



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NEGOTIATION FORMAT

Employment on Fixed Term Basis-

Name	
Post Applied for	
Date of Negotiation	
Date of Birth	
Current Organization	
Total Year of Experience	
CTC range/Band (as per advertisement)	

Current CTC: -
(Please attach proof - Latest salary slip or Form-16)

If selected, earliest date of joining	
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Agreed upon CTC – (To be filled at the time of Interview)	
CTC includes Leave entitlement, monetary value and other perquisites and statutory contribution / payments, if any. Once CTC is negotiated, all perquisites, direct and indirect benefits, proportionate value of all facilities, welfare item, notional rent of housing accommodation, statutory payment etc. will all be included within CTC.	Candidate's Signature

Member -1

Member-2

Member-3