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GAIL (India) Limited
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Corporate Identification Number: L40200DL1984GOI018976

CAREER OPPORTUNITIES IN VARIOUS DISCIPLINES IN E1 & E2 GRADE

GAIL (India) Limited, a Maharatna PSU and India's flagship Natural Gas company is integrating all aspects of the Natural Gas value chain (including Exploration & Production, Processing, Transmission, Distribution and Marketing) and its related services. In a rapidly changing scenario, GAIL is spearheading the move to a new era of clean fuel industrialization by creating a quadrilateral of green energy corridors that connect major consumption centres in India with major gas fields, LNG terminals and other cross border gas sourcing points. GAIL offers one of the best compensation packages in terms of Cost to Company with the opportunity to learn, grow and thrive with the No. 1 Gas Company of the Country.

GAIL (India) Limited, invites applications from Indian nationals fulfilling the eligibility criteria for filling up following posts as per category wise vacancies indicated against each post in **Table-I** below for the work-centers/ units located in various States across the country:

Table-I

Sl. No.	Name of the post	Grade	UR	EWS	OBC (NCL)	SC	ST	TOTAL	Post identified as suitable for PwBDs in following categories
1	**Senior Engineer (Renewable Energy)**	E-2	**3**	**1**	**1**	**1**	**-**	**6**	**a) B, LV b) D, HH c) OA, OL, Dw, AAV, CP, LC d) ASD (M), SLD, MI e) MD Involving (a) to (d) above**
2	**Senior Engineer (Boiler Operations)**	E-2	**2**	**-**	**1**	**-**	**-**	**3**	**--**
3	**Senior Engineer (Mechanical)**	E-2	**12**	**3**	**7**	**5**	**3**	**30**	**b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above**
4	**Senior Engineer (Electrical)**	E-2	**2**	**1**	**1**	**2**	**-**	**6**	**b) D, HH c) OL, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above**
5	**Senior Engineer (Instrumentation)**	E-2	**1**	**-**	**-**	**-**	**-**	**1**	**b) D, HH c) OL, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD involving (b) to (d) above**
6.	**Senior Engineer (Chemical)**	E-2	**15**	**3**	**9**	**6**	**3**	**36**	**a) B, LV b) HH c) OA, OL, Dw, AAV d) ASD (M), SLD, MI e) MD Involving (a) to (d) above**

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Sl. No.	Name of the post	Grade	UR	EWS	OBC (NCL)	SC	ST	TOTAL	Post identified as suitable for PwBDs in following categories
7.	Senior Engineer (GAILTEL (TC/TM)	E-2	3	-	1	1	-	5	c) OA, OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (c) to (d) above
8.	Senior Officer (Fire & Safety)	E-2	7	2	4	5	2	20	-
9.	Senior Officer (C&P)	E-2	13	2	4	2	1	22	a) LV b) D, HH c) OA, BA, OL, CP, LC, Dw, AAV d) SLD e) MD Involving (a) to (d) above
10.	Senior Engineer (Civil)	E-2	5	1	2	2	1	11	b) D, HH c) OA, BA, OL, CP, Dw, AAV d) ASD (M), SLD, MI e) MD Involving (b) to (d) above
11.	Senior Officer (Marketing)	E-2	13	2	3	3	1	22	a) B, LV b) D, HH c) OA, BA, OL, BL, CP, LC, Dw,AAV d) SLD, MI e) MD involving (a) to (d) above
12.	Senior Officer (Finance & Accounts)	E-2	18	3	8	5	2	36	a) B, LV b) D, HH c) OA,BA, OL, BL,OAL,BLOA, BLA, LC, Dw, AAV e) MD Involving (a) to (c) above
13.	Senior Officer (Human Resources)	E-2	15	2	3	2	1	23	a) B, LV b) D, HH c) OA, BA, OL, OAL, BL, CP, Dw, AAV, MDy d) ASD, SLD, MI e) MD involving (a) to (d) above
14.	Senior Officer (Law)	E-2	1	-	-	1	-	2	a) B, LV b) D, HH c) OA, BA, OL, OAL, BL, CP, LC, Dw, AAV d) MI e) MD involving (a) to (d) above
15.	Senior Officer (Medical Services)	E-2	-	-	-	1	-	1	c) OA, OL, BL, OAL, LC, Dw, AAV d) SLD e) MD involving category (C) to (D) above

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Sl. No.	Name of the post	Grade	UR	EWS	OBC (NCL)	SC	ST	TOTAL	Post identified as suitable for PwBDs in following categories
16.	Senior Officer (Corporate Communication)	E-2	2	-	1	1	-	4	a) B, LV c) OA, BA, OL, BL, CP, LC, Dw, AAV d) SLD, MI e) MD Involving (a) to (d) above
17.	Officer (Laboratory)	E-1	7	1	4	3	1	16	c) OA, OL, Dw, AAV d) ASD (M), SLD, MI e) MD involving (c) to (d) above
18.	Officer (Security)	E-1	1	-	2	1	-	4	c) OL, CP, LC, Dw, AAV d) SLD e) MD Involving (c) to (d) above
19	Officer (Official Language)	E-1	6	1	3	2	1	13	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, CP, LC, Dw, AAV, MDy d) ASD, SLD, MI e) MD involving (a) to (d) above
Total			126	22	54	43	16	261	

Out of the above 261 vacancies, category wise and post wise details of 18 vacancies reserved forPersons with Benchmark Disabilities (PwBDs) are given below:

Sl. No.	# Name of the post	Reserved for identified categories of Persons with Benchmark Disabilities (PwBDs) as per Table-I			
		Category (a)	Category (b)	Category (c)	Category (d) & (e)
1	Senior Engineer (Mechanical)		1	1	1
2	Senior Engineer (Electrical)				1
3	Senior Engineer (Instrumentation)			1	
4	Senior Engineer (Chemical)	1	1	1	
5	Senior Officer (C&P)	1	1		
6	Senior Officer (Marketing)				1
7	Senior Officer (F&A)	2	1		
8	Senior Officer (HR)	1	1		
9	Officer (Security)			1	
10	Official Language			1	
	Total	5	5	5	3

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Abbreviations Used

Abbreviations	Explanation	Abbreviations	Explanation
PwBD	Persons with Benchmark Disabilities	Dw	Dwarfism
B	Blind	AAV	Acid Attack Victims
LV	Low Vision	MDy	Muscular Dystrophy
D	Deaf	ASD	Autism Spectrum Disorder (M = Mild, MoD = Moderate)
HH	Hard of Hearing	SLD	Specific Learning Disability
OA	One Arm	MI	Mental Illness
OL	One Leg	MD	Multiple Disability
BA	Both Arms	OBC (NCL)	Other Backward Class (Non-Creamy Layer)
BL	Both Legs	F&S	Fire & Safety
OAL	One Arm and One Leg	C&P	Contract & Procurement
BLOA	Both Legs and One Arm	F&A	Finance & Accounts
BLA	Both Legs Arms	HR	Human Resources
CP	Cerebral Palsy	TC/TM	Telecom / Telemetry
LC	Leprosy Cured	EWS	Economic Weaker Section

Persons with Benchmark Disabilities (PwBDs) belonging to the category/ categories for which the post is identified (as indicated in **Table-I**) can also apply even if no vacancies are specifically reserved for them. Such candidates will be considered for selection/ appointment to the post under general standard of merit.

PwBD category candidates of relevant category applying against a vacancy specifically reserved for them shall be eligible for the benefit of reservation/ concessions, if specified disability is not less than **40%** of the relevant disability.

1. Minimum Essential Qualification(s), Minimum Essential Experience and Upper Age Limit for the above postsshall be as indicated in Table-II below:

Table-II

Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
1	Post: Senior Engineer (Renewable Energy) Grade: E-2 Pay Scale: Rs. 60,000- 1,80,000/- Upper age limit: 28 years	Bachelor Degree in Engineering in Chemical /Electrical / Electrical, Electronics & Power / Electrical & Power / Electrical & Electronics / Electronics /Instrumentation/ Electronics & Instrumentation/Electrical & Instrumentation / Instrumentation & Control/ Mechanical /Production /Production & Industrial /Manufacturing with minimum 65% marks.	Minimum 01 (one) year post-qualification executive in line experience (Including experience as GET/ ET/ MT) in the field of Renewable Energy (Wind/Solar) / Green Hydrogen in State/ Central Government Department(s)/ Institution(s)/ Undertaking(s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization.

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Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
2	Post: Senior Engineer (Boiler Operation) Grade: E-2 Pay scale: Rs. 60,000 - 1,80,000/- Upper age Limit: 28 years	Bachelor Degree in Engineering in Chemical/ Mechanical / Electrical with minimum 60% marks and Certificate of Proficiency as Boiler Operation Engineer.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in O&M of boiler after obtaining proficiency certificate in BOE in State/ Central Government Department(s)/ Institution(s)/ Undertaking(s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization.
3	Post: Senior Engineer (Mechanical) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Mechanical/ Production/ Production & Industrial/ Manufacturing/ Mechanical & Automobile with minimum 65% Marks.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) of Project Commissioning/ Maintenance in Petrochemical Plant/ Hydrocarbon Process Plant/ Fertilizer Plant or in construction/ commissioning /operations & maintenance of Oil & Gas cross country pipelines or City Gas Distribution Network (CGD) of State/Central Government Undertaking(s) and/or Large Private Sector Organization(s) of repute, as an employee of that Plant/ Undertaking/ Organization
4	Post: Senior Engineer (Electrical) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Electrical / Electrical, Electronics & Power / Electrical & Electronics / Electrical & Power with minimum 65% marks.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) of Project Commissioning/ Maintenance in Petrochemical Plant/ Hydrocarbon Process Plant/ Fertilizer Plant or in construction/ commissioning/ operations & maintenance of Oil & Gas cross country pipelines or City Gas Distribution Network (CGD) of State/Central Government Undertaking(s) and/or Large Private Sector Organization(s) of repute, as an employee of that Plant/ Undertaking/ Organization
5	Post: Senior Engineer (Instrumentation) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Instrumentation / Instrumentation & Control/ Electronics & Instrumentation / Electrical & Instrumentation / Electronics / Electrical & Electronics with minimum 65% marks.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) of Project Commissioning/ Maintenance in Petrochemical Plant/ Hydrocarbon Process Plant/ Fertilizer Plant or in construction/ commissioning /operations & maintenance of Oil & Gas cross country pipelines or City Gas Distribution Network (CGD) of State/Central Government Undertaking(s) and/or Large Private Sector Organization(s) of repute, as an employee of that Plant/ Undertaking/ Organization
6	Post: Senior Engineer (Chemical) Grade: E-2 Pay Scale: Rs.60,000 – 1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Chemical/Petrochemical /Chemical Technology / Petrochemical Technology/Chemical Technology & Polymer Science/ Chemical Technology	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) of Project Commissioning/ Maintenance in Petrochemical Plant/ Hydrocarbon Process Plant / Fertilizer Plant only of State / Central Government Undertaking(s) and/or Large Private Sector Organization(s) of repute, as an employee of that

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Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
		& Plastic Technology with minimum 65% marks.	Plant/ Undertaking/ Organization.
7	Post: Senior Engineer (GAILTEL TC/TM) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Electronics / Electronics & Communication /Electronics & Telecommunication/ Telecommunication / Electrical & Electronics / Electrical & Telecommunication with minimum 65% Marks.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in Telecom/Telemetry functions in State/ Central Government/ Department(s)/ Organization(s)/ Undertaking(s) and/or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization.
8	Post: Senior Officer (Fire & Safety) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Fire/ Fire & Safety with minimum 60% Marks. Preference will be given to candidates having one-year Diploma in Industrial Safety from a Central/ Regional Labour Institute recognized by Government.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in Fire & Safety discipline in State/ Central Government Department(s)/ Institution(s)/ Undertaking(s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization.
9	Post: Senior Officer (C&P) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering in Chemical/ Mechanical/ Production/ Electrical/ Instrumentation/ Information Technology / Computer Science/ Electronics/ Metallurgy / Civil/ Telecommunication with minimum 65% marks. The above branches in combination with other Engineering branches will also be considered.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in the Procurement/Contracts & Procurement/ Materials Management/Stores & Purchase and should have worked in these departments, as an employee in State/ Central Government/ Department(s)/ Organisation(s)/ Undertaking(s) and/or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute.
10	Post: Senior Engineer (Civil) Grade: E-2 Pay Scale: Rs.60,000-1,80,000/- Upper age limit: 28 years	Bachelor Degree in Engineering in Civil with minimum 65% marks.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in Civil functions in State/ Central Government/ Department(s)/ Organization(s)/ Undertaking(s) and/or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization.

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Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
11	Post: Senior Officer (Marketing) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree in Engineering with minimum 65% Marks and Two years MBA with specialization in Marketing/ Oil & Gas/ Petroleum and Energy/ Energy and Infrastructure/ International Business with minimum 65% Marks.	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in marketing functions in State/ Central Government/ Department(s)/ Organization(s)/ Undertaking(s) and/or Large Private Sector Organization(s)/Institution(s) / Company(ies) of repute, as an employee of that Organization.
12	Post: Senior Officer (F&A) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	CA/ CMA (ICWA) **OR** B. Com with minimum 60% Marks and Two years MBA with specialization in Finance with minimum 65% Marks. **OR** Graduation (B.A.) with Honours in Economics with minimum 60% Marks and Two years MBA with specialization in Finance with minimum 65% Marks. **OR** Graduation (B.A./ B.Sc.) with Honours in Maths with minimum 60% Marks and Two years MBA with specialization in Finance with minimum 65% Marks. **OR** Graduation (B.A./B.Sc.) with Honours in Statistics with minimum 60% Marks and Two years MBA with specialization in Finance with minimum 65% Marks. **OR** Graduate in Engineering i.e. B.E./ B.Tech. with minimum 60% Marks and Two years MBA with specialization in Finance with minimum 65% Marks. In case of the candidates having two years MBA with	Minimum 01 (One) year post qualification executive in line experience (including experience as GET/ ET/ MT) in Finance/ Accounts Department in State/ Central Government Department(s) / Organization (s)/ Undertaking(s) and/or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization.

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Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
		specialization in Finance, preference will be given to those candidates who are having graduation degree in commerce. Candidates possessing CA/CMA qualification should hold Associate membership of ICAI/ICMAI.	
13	Post: Senior Officer (HR) Grade: E-2 Pay Scale: Rs.60,000 –1,80,000/- Upper age limit: 28 Years	Bachelor Degree with minimum 60% Marks and Two years MBA/ MSW with specialization in Personnel Management & Industrial Relations/ Human Resources Management with minimum 65% Marks. **OR** Bachelor Degree with minimum 60% Marks and Two years Master Degree/ Two years PG Diploma in Personnel Management/ Personnel Management & Industrial Relations with minimum 65% Marks. Preference will be given to candidates having additional qualification of Bachelor Degree in Law (Professional).	Minimum 01 (One) year post qualification executive in line experience (Including experience as GET/ ET/ MT) in various HR functions in State/ Central Government Department(s)/ Institution(s)/ Undertaking(s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization
14	Post: Senior Officer (Law) Grade: E-2 Pay Scale: Rs. 60,000 - 1,80,000/- Upper age limit: 28 years	Graduate degree in any discipline with minimum 60% marks and Bachelor Degree in Law (LLB) (minimum 03 years professional course) with minimum 60% marks. **OR** 05 years Integrated LLB Degree (Professional) with minimum 60% marks.	Minimum 01 (One) year post qualification executive in line experience as a Law Executive in State/ Central Government Department(s)/ Institution(s)/ Undertaking(s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute as an employee of that Organization OR as an advocate in Large law Firm. Candidates having experience as an Advocate in Large Law Firm(s) must have enrolled themselves with the concerned Bar Council as an advocate for reckoning such experience. Experience in handling litigation before different Judicial/ Quasi-Judicial Forums, Arbitration and Conciliation matters, Drafting & vetting various legal documents, handling legal matters pertaining to Mergers, Acquisitions & Joint Ventures, Regulatory matters of Hydrocarbon sector, Industrial/ labour law matters, etc. Handling International Law issues/ cases for Shipping & M&As will be desirable.

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Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
15	Post: Sr. Officer (Medical Services) Grade: E-2 Pay-Scale: Rs.60,000 - 1,80,000/- Upper age Limit: 32 Years	MBBS Degree (Qualification should be recognized by Medical Council of India with valid registration with relevant statutory council /body). Desirable: Diploma in specialized field e.g. DGO, DCH etc.	Minimum 01 (One) year post qualification experience in line (excluding internship) as Medical Officer /Specialist in State /Central Govt. Department/ Hospital OR in Public Sector Enterprise / Private Sector Organization / Hospital, as an employee of that Organization /Hospital.
16	Post: Senior Officer (Corporate Communication) Grade: E-2 Pay Scale: Rs. 60,000 – 1,80,000/- Upper age limit: 28 years	Bachelor Degree with minimum 60% marks and Two years Master's Degree / Two years Post Graduate Diploma in Communication / Advertising and Communication Management / Public Relations / Mass Communication / Journalism with minimum 65% marks.	Minimum 01 (One) year post qualification executive in line experience (Including experience as GET/ ET/ MT) in Public Relation/ Corporate Communication/ media management functions in State/ Central Government Department(s)/ Institution(s)/ Undertaking(s) and/ or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute, as an employee of that Organization. Work experience in the areas of developing and implementing brand image building strategy, managing & building relationship with print & visual media, editing & publishing in-house magazine /newsletters /journals/ articles /press release etc., organizing exhibitions, trade fairs etc., proactive relationship with internal & external stake holders, creative writing in Hindi & English is desirable.
17	Post: Officer (Laboratory) Grade: E-1 Pay scale: Rs. 50,000-1,60,000/- Upper age Limit: 32 years	Master Degree (M.Sc.) in Chemistry with minimum 60% marks.	Minimum 03 (Three) years post qualification executive in line experience in quality control laboratory of large organization of repute in the Hydrocarbon industry (Oil Refineries, Gas processing plants, Petrochemical plants)/ Fertilizer/ Steel / Chemical or other relevant process industries, as an employee of that Organization.
18	Post: Officer (Security) Grade: E-1 Pay scale: Rs. 50,000- 1,60,000/- Upper age Limit: 45 years	Bachelor degree of minimum 3 years with minimum 60% marks. Preference will be given to the candidates with Diploma in Industrial Security.	Minimum 03 (Three) years post qualification experience as Inspector in Central Armed Police Force Organizations (Assam Rifles, CISF, CRPF, BSF, ITBP, National Security Guard, Sashastra Seema Bal) preferably having experience in Security installations and firefighting / first aid.

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Sl. No.	Post/Grade/ Pay Scale & Age Limit	Essential Qualification(s)	Minimum Essential Experience
19	Post: Officer (Official Language) Grade: E-1 Pay scale: Rs. 50,000- 1,60,000/- Upper age Limit: 35 years	Master Degree in Hindi / Hindi Literature with minimum 60% marks. Should have English as one of the subjects in Graduation. Desirable: Degree or Diploma in translation in Hindi to English and vice-versa from any recognized University or equivalent.	Minimum 02 (Two) years post qualification executive in line experience [including experience as Trainee Officer (Official language)]. The candidate should have experience in translation work from English to Hindi and vice-versa of various reports, documents, letters, etc. preferably in State/ Central Government/ Public Sector Undertakings/ Banks/ Financial Institutions and/ or Large Private Sector Organization(s)/ Institution(s)/ Company (ies) of repute, as an employee of that Organization. The candidate should have thorough knowledge of Official Language Act, 1963 and Official Language Rules, 1976 for implementation of Government Official Language policies.

2. TERMS AND CONDITIONS IN RESPECT OF ESSENTIAL QUALIFICATION(S) AND ESSENTIALEXPERIENCE

[As mentioned under relevant column in Table-II]

2.1 Minimum essential educational qualification(s) required shall be as indicated in **Table-II** against each post.

2.2 Only full time Regular courses will be considered **(except CA/ CMA qualification).**

2.3 All minimum essential qualification(s) must be from UGC recognized Indian University/ UGC recognized Indian Deemed University or AICTE approved courses from Autonomous Indian Institutions/ concerned statutory council (wherever applicable). **Diploma in Engineering** qualifications (if applicable) should be recognized by respective State Board of Technical Education.

2.4 Minimum percentage of marks in the essential qualification(s), as specified shall be considered as per Institute/ University rules/ norms.

2.5 Wherever CGPA/ OGPA/CPI or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University/ Institute. Candidates will be requiredto submit documentary proof/ certificate to this effect from the Institute/ University at the time of document verification.

2.6 Engineering Degree can be B.E./ B. Tech./ B. Sc. Engg.

2.7 Candidates having 05 years B.E./ B. Tech. + M.E./ M. Tech. integrated dual degree in engineering in relevant discipline shall also be considered.

2.8 The candidates applying for Non-Technical discipline where both Graduation and MBA/PG Diploma/Master's Degree in relevant discipline are notified as essential qualification and have done 05 years Integrated MBA/Integrated Program in Management [i.e. Bachelor Degree (i.e. BA, B.Com, B.Sc, BBA +MBA or BE/B.Tech+MBA etc.) with combined/single percentage of marks for both the essential qualifications i.e. Graduation and MBA/PG Diploma/Master's Degree in relevant discipline/specialization shall also be considered with combined/single percentage provided that final

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percentage awarded by the university/institute is meeting the qualifying criteria of highest essential qualification notified for that particular position.

2.9 The candidates applying for Technical discipline where only BE/B.Tech. is notified as essential qualification and have done 05 years Integrated MBA/Integrated M.Sc. in combination with B.E/B.Tech i.e B.E /B.Tech + MBA or B.E/B.Tech + M.Sc. shall also be considered with combined/single percentage provided that final percentage awarded by the university/institute is meeting the essential qualification criteria notified for that particular position.

2.10 Candidates having 05 years B.E./ B. Tech. + M.E./ M. Tech. integrated dual degree in engineering in relevant discipline and two years MBA with specialization in Marketing/ Oil & Gas/ Petroleum & Energy /Energy & Infrastructure / International Business shall also be considered for the post of Senior Officer (Marketing).

2.11 Wherever MBA has been mentioned as requirement, apart from MBA, Two years Post Graduate Diplomain Management with specialization in relevant field/ MMS with specialization in relevant field shall also be considered.

2.12 MBA/ PG Diploma in Management/ MMS/MSW qualifications where there is a mention of Dual specialization, one of the specializations necessarily needs to be function specific for which the post has been advertised. The specialization of the candidate should be mentioned in the final marksheet/degree certificate OR the candidate may obtain a certificate from the concerned University/Institute clearly specifying his/her specialization.

2.13 Candidates having valid Certificate of Proficiency as a Boiler Operation Engineer issued by Director Boilers/ prescribed authority of respective State Government under the provisions of Indian Boilers Act, 1923 may apply for the position of Senior Engineer (Boiler Operations) on the condition that in case they are selected, their Boiler Operation Engineer certificate should necessarily be endorsed for validity by the Director Boilers/ Prescribed Authority of the concerned state after their joining GAIL.

2.14 Medical Degree/ Diploma (i.e. MBBS/MD/MS/DGO/DNB etc.) acquired should be recognized by Medical Council of India / National Board of Examination OR Relevant Medical Council/Body. Candidates should be registered either with Medical Council of India or with State Medical Council.

2.15 Minimum Essential Post Qualification **Experience** as mentioned at **Table-II** above should be as on **11.12.2024**.

2.16 The period of Apprenticeship training (as per The Apprenticeship Act 1961) of the candidates in the relevant industry of State/ Central Government/ Department(s)/ Organization(s)/ Undertaking(s) and/or Large Private Sector Organization(s)/ Institution(s)/ Company(ies) of repute as prescribed against the postwill be considered as experience against the requisite post qualification minimum essential experience criteria subject to fulfillment of all other eligibility criteria as per the terms and conditions. Candidates have to produce certificate issued by both Statutory Body & the organization of training, in proof of having completed the apprenticeship training. However, **Industrial/ Vocational/Articleship Training undergoneas a part of a course curriculum** will not be considered against minimum essential experience criteria.

2.17 Large private sector organization/ Institution/Company of repute shall include Listed companies (which would mean and include companies listed on NSE or group A OR B of BSE) **OR** Organization/Institution/ Companies with more than 500 regular employees **OR** having an annual turnover of more than ₹250 crores during any of the relevant Financial year(s) of employment in that

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organization.

Large Law Firm(s) would include only such Law Firm having an annual turnover of more than ₹ 10 crores during any of the relevant Financial year(s) of employment in that organization. The candidates are required to submit suitable documentary proof to establish the same.

2.18 Experience of candidates working on contract basis through empanelled agency/ contractor (i.e. those who have been deployed on contract basis by some other agency/ organization for working on project/construction/O&M or any other activity) will not be considered. **Only direct work experience including fixed term basis employment** in an organization will be taken into consideration.

3. RELAXATION IN MINIMUM PERCENTAGE OF MARKS IN EDUCATIONAL QUALIFICATION(S)

Relaxation of 5% in minimum percentage of marks in essential qualification will be provided in respect of SC, ST and PwBD category. However, the above relaxation in minimum qualifying percentage of marks in education qualification is applicable only in respect of posts which are reserved for SC/ ST/PwBD Categories. SC/ST/PwBD candidates applying against unreserved posts shall be considered under general standard of merit and no relaxation in Minimum Percentage of marks in Educational Qualification shall be available to them.

Further, no rounding off in marks to the next higher digit will be allowed for calculation of percentage of marks secured in Bachelor degree/ Master Degree etc. e.g 64.99% will not be considered as 65%.

4. UPPER AGE LIMIT AND AGE RELAXATION

4.1 Upper Age Limit is indicated against each post in the Table-II above and shall be reckoned as on **11.12.2024.**

*However, the relaxation in upper age limit as applicable is detailed in **Table -III** below in respect of posts which are reserved for SC/ ST/ OBC (NCL) category candidates*

Table-III

Category	Applicable age relaxation (in years)
SC/ST	5
OBC(NCL)	3
PwBD belonging to UR/EWS	10
PwBD belonging to OBC(NCL)	13
PwBD belonging to SC/ST	15

4.2 The above relaxation in Upper Age Limit is applicable only in respect of posts which are reserved for SC/ ST/OBC(NCL) Categories. SC/ST/OBC(NCL) candidates applying against unreserved posts shall be considered under general standard of merit and no relaxation in Upper Age Limit is applicable. However, relaxation in Upper Age Limit shall be applicable for PwBD Candidates irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for PwBDs. Relaxation and concessions for PwBD category candidates will be in accordance with the Government of India directives in this regard.

4.3 In case of Ex-serviceman who have put in **not less than six months** continuous service in the Armed Forcesof the Union, they shall be allowed to deduct the period of such service from their actual age, and if the **resultant age does not exceed by more than 03 years the maximum age limit prescribed** for the post/ services for which a candidate applies for, he/ she will be deemed to satisfy the conditions regarding meeting the age limit.

4.4 **Maximum upper age of the applicants shall not exceed 56 years including all possible age relaxations.**

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5 EMOLUMENTS

5.1 The candidates selected shall be on probation for a period of one year and shall draw initial basic pay inthe corresponding pay scales as indicated in **Table-IV** below:

Table-IV

Grade	Pay Scale	Initial Basic Pay
E-2	Rs.60,000 – 1,80,000/-	Rs. 60,000/-
E-1	Rs.50,000 – 1,60,000/-	Rs. 50,000/-

5.2 No protection of pay will be admissible to candidates joining GAIL in E-2 and below grades.

5.3 Candidates to be selected for the position of Senior Officer/ Senior Engineer in E-2 Grade through Open Advertisement on All India basis shall be allowed 01 advance increment at the applicable rate (presently @ 3%) over and above the minimum of pay scale in E-2 Grade offered to them. Candidate(s) granted higher basic pay in the form of advance increment(s) by the Competent Authority on the recommendation of the selectioncommittee will also be entitled for one advance increment as stipulated above over and above the higher basic pay offered to him/ her.

5.4 Candidates selected for the position of Sr. Officer/ Sr. Engineer (E-2 Grade) and possessing dual qualifications of BE/ B. Tech and 02 years fulltime regular MBA Degree (recognized) or equivalent (like MMS , PGDM, Masters degree in Personnel Management & Industrial Relations /Social Work/ Social Welfare or PG Diploma in Personnel Management & Industrial Relations/ Social Work/ Social Welfare) while joining GAIL will be allowed two advance increments at the applicable rate (presently @ 3%) on cumulative basis over and above the minimum of pay scale in E-2 Grade. However, candidates having 05 years Integrated MBA/Integrated Program in Management/Dual degree (i.e. Graduation +MBA or BE/BTech+MBA etc.) shall not be eligible for 02 advance increments while joining GAIL.

5.5 All candidate(s) selected for the position of Sr. Officer/ Sr. Engineer in E-2 Grade through open advertisement on All India basis and offered minimum basic pay in the pay scale of E-2 Grade, having post qualification relevant experience of 04 years or more than 04 years (against the requirement of minimumpost qualification relevant experience of 01 year) will be allowed 02 advance increments on cumulative basis at the applicable rate (presently @ 3%) over and above the minimum basic pay in the pay scale of E-2 Grade. For the purpose of calculating number of years of post-qualification relevant experience, the last date of submission of online application will be taken as cut-off date. Further, candidate(s) granted higher basic pay in the form of advance increment(s) by theAppointing Authority on the recommendation of the selection Committee or otherwise on the merit of each case, will also be allowed two advance increment(s), as stipulated above, at the applicable rate (presently @ 3%) on cumulative basis over and above the higher basic pay offered to him/ her by the Appointing Authority on the recommendation of the selection committee or otherwise on the merit of each case subject to the condition that total number of advance increments to be allowed in such cases should not exceed 05.

5.6 **Pay and Allowances:** Basic Pay as applicable in the grade, Variable Dearness Allowance (VDA) at the applicable rates and perks & allowances under Cafeteria Approach.

5.7 **Variable Pay:** Performance Related Pay as per the applicable policy.

5.8 **Other Benefits**: Company Accommodation/ Leased Accommodation/ HRA, medical facility, group insurance, house building advance, conveyance advance etc. as per the rules of the company.

5.9 **Superannuation Benefits**: Subject to fulfilling of requisite terms & conditions, employees will be eligible for Contributory Provident Fund, Gratuity, and Pension under Defined Contributory Scheme.

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Further, Post-Retirement Medical Benefits under Defined Contributory Scheme will be extended to those who superannuate from GAIL after rendering a minimum of 15 years of continuous service.

5.10 All the above benefits will be governed by the policy of the Company in force & amended from time to time.

6 PLACEMENT/ ASSIGNMENTS:

The selected candidates may be posted at any of the installations/ projects/ offices, etc. of GAIL(India) Limited or any of the subsidiaries/ Joint Ventures of GAIL (India) Limited or deputed to any Department of Government of India/ other PSUs, etc. The selected candidates may be assigned jobs/ functions/ assignments as per the business requirements of the Company including shift operations.

7. APPLICATION FEE

7.1 At the time of submission of online application, candidates belonging to **UR/EWS/OBC (NCL)** category arerequired to pay a non-refundable application fee of **₹ 200/- (Rupees Two Hundred only)** (excluding applicable Convenience Fee and Taxes). However, **SC/ ST/PwBD category candidates are exempted from payment of application fees** subject to submission of true copy of certificate(s) as applicable, issued by the Competent Authority in the format as prescribed by Government of India at the time of document verification.

7.2 The application fee Payment link is hosted under the Miscellaneous Tab (adjacent to "Experience Details"Tab) in the Application Page. Applicants need to click on link "Please click on link for Payment" and proceed to the Payment Page.

7.3 Applicants need to choose their preferred mode of payment such as Credit Card, Debit Card, Net Banking, Paytm, Wallet & UPI etc. to pay the Application Fee. Applicable Convenience Fee and Taxes, if any over and above the Application Fee will be borne by the Applicant.

7.4 After successful Transaction, applicants will be redirected to GAIL's Career Home Page/Miscellaneous Page to continue further for Final Submission of the Application. Transaction Date, Receipt Number, Amount and Payment Status will be auto populated under the Payment Heads against each successful Transaction.Applicants may also take a note of the Payment Details for future reference.

7.5 In case of Transaction Failure, Applicants are advised to retry by clicking on link "Please click on link for Payment" hosted in Miscellaneous Tab. Applicants are advised to complete the Transaction (Payment of Application fee) before the closure of the Application window to avoid "Non-Submission of Application".

7.6 Applicants are advised to take up the issue directly with their Bank/Service Provider in case there is any Payment related issues (i.e. failure of Transaction).

7.7 GAIL (India) Limited will not be responsible for Non-Submission of complete Application within the notified date and time as per the Advt. on account of Transaction related issue.

8. HOW TO APPLY

8.1 CANDIDATES WILL BE REQUIRED TO APPLY ONLINE THROUGH GAIL WEBSITE (https://gailonline.com) : No other means / mode of application shall be entertained. Application portal for the same shall remain open from **1100 hrs. on 12.11.2024 to 1800 hrs. on 11.12.2024.**

8.2 Before registering/applying online, candidates are advised to go through **Detailed Instructions**. The candidate should possess the following and keep the same handy while applying online:

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(i) Valid e-mail ID and Mobile no. It should be kept active during the entire recruitment process. Registration number, password, and all other important communication will be sent on the same registered e-mail ID *(please ensure that email sent to this mailbox is not redirected* to *junk/spam folder).*

(ii) Scanned copy of recent passport size colored photograph (3.5 X 4.5 cm) and signature (3.5 X 4.5 cm) of the candidate. Size of file should be up to 250 KB in '.JPG', '.PNG' or '.JPEG' format only.

8.3 Candidates should take utmost care to furnish the correct details while filling in the on-line application. CANDIDATE CAN EDIT THE INFORMATION BEFORE SUBMISSION. Hence, Candidates are advised to take a preview of the application form before submitting the same. Once the form is submitted, it cannot be edited.

8.4 The step by step process for submitting the application form for the same is given below:

8.4.1 Step-I: Registration using Personal Details, Contact details and e mail ID. User Id and password will be sent to you Candidate on registered e-Mail Id.

8.4.2 Step-II: Login using the credentials.

8.4.3 Step-III: Select the Advertisement No. and then the post for which you Candidate is applying.

8.4.4 Step-IV: Complete the Application form (Personal details, Qualification & Experience details).

8.4.5 Step-V: Make payment (if applicable)

8.4.6 Step-VI: Check entered details using "Final Preview" option available.

8.4.7 Step-VII: Submit the form after verifying all the information.

8.5 After submitting online application, candidate is required to keep the copy of the Application form with unique Application Sequence number handy. The same can be downloaded from the site after submission of the application. Candidates are advised to keep this form for future references against this recruitment process.

8.6 **Candidates are NOT required to submit hard copy of application form and/or any other document to GAIL at this stage.**

8.7 In case the candidate is called for selection process, he/she has to bring the downloaded application form with all **ORIGINAL DOCUMENTS** [in the order as mentioned below] together with ONE SEPARATE SET OF PHOTO COPY of all documents duly **SELF ATTESTED** (in the same order) at the time of document verification , **failing which he/ she will not be permitted to appear** in the further selection process:

(i) Print out of the Online Application form with 02 recent passport size photographs (same photograph as uploaded on the online application form) along with signature on the application form.

(ii) Document in support of Date of Birth proof – Matriculation/ Class-X Certificate/Class X Marks Sheet.

(iii) Caste/Tribe certificate [for SC/ ST/ OBC (NCL) category candidates as applicable] in the prescribed format issued by the Competent Authority as prescribed by Government of India, Disability certificate [in case of PwBD category candidates] in the prescribed format issued by the Competent Authority and Ex-servicemenProof (in case of Ex-servicemen candidates). Income and Asset Certificate issued by Competent Authority (as per the prescribed format) [in case of EWS category candidates].

(iv) All Certificates/Testimonials in respect of qualifications (all semester/year wise Mark Sheets, Degree & Diploma certificates starting from matriculation onwards) Documentary proof/ certificate from the Institute/ University (as per norms adopted by University/ Institute) indicating equivalent percentage of marks secured in case degree is awarded in CGPA/ OGPA or letter grade.

(v) Complete and Proper Experience certificate/Document issued by the Employer in support of experience details mentioned by the candidate in the online Application Form.

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Only following types of documentary proofs towards experience will be considered:

I. For Past Employment:

- Experience letter/Service Certificate issued by competent and authorized executive of the organization indicating Name, Designation, date of joining including date of relieving the organization by the employee concerned and any document clearly mentioning the roles and responsibilities in the organization **AND**
- Any two of the following documents:
  a. Last pay slip/salary slip
  b. Annual Increment letter
  c. Promotion order/Transfer order
  d. PF statement clearly mentioning the Employer details
  e. Offer Letter/Appointment letter clearly mentioning the date of joining the organization along with the Terms and Conditions of Employment

II. For Current Employment:

- Offer Letter/Appointment letter clearly mentioning the date of joining the organization along with the Terms and Conditions of Employment along with Latest Pay slip/Salary slip and any document clearly mentioning the roles and responsibilities in the organization **AND**
- Any two of the following documents:
  a. Identity card issued by current employer
  b. Annual Increment letter
  c. Promotion order/Transfer order
  d. PF statement clearly mentioning the Employer details
  e. Experience letter issued by competent and authorized executive of the organization clearly indicating thedesignation and date of joining the organization

III. Document in support of Large Private Sector Organization/ Institution /Company of repute:

- Documentary proof towards listing of the organization/company/Institution on **NSE OR** listing on **Group AOR Group B of BSE** in any of the relevant Financial Year of employment
  OR
- Proof of having more than 500 regular employees in any of the relevant financial year of employment in that organization(Any one of the following documents will be accepted)
  - Audited /Published Annual Report of any of the relevant Year
  - Certification from HR department declaring regular Employee Strength of more than 500 for any of the relevant year
  - Declaration on the Company's Website for any of the Relevant year
    OR
- Proof of having Annual Turnover of more than Rs. 250 crore/10 crore (for Large Law Firms) in any of the relevant Financial year(s) ofemployment. (Any one of the following documents will be accepted)
  - Published/Audited Annual Report clearly mentioning the Turnover for any of the relevant Financial year
  - Published/Audited Profit & Loss Statement of any of the relevant Financial year
  - Report from Ministry of Corporate Affairs (MCA) mentioning the Turnover for any of the relevant Financial year
  - Turnover certificate for any of the relevant Financial year issued by the organization on its letter head

In the event of absence of aforementioned documents as mentioned under clause 8.7 (v) above, candidature of such candidates shall be liable to be rejected. Candidate needs to ensure the Experience letter/Certificate in respect of Large Private Sector or Company of Repute, issued by HR or any other Competent Authority is duly signed with the Name and Designation of the signing authority clearly

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mentioned in the letter.

(vi) **NOC/ Forwarding Letter from the employer** in case the candidate is currently employed in Central/ State Government Department, Central/ State PSU or Semi Government organization.

(vii) **Valid ID Proof:** PAN Card/ Voter ID/ Aadhaar Card/ Driving License etc.

(viii) Candidates should ensure that they produce all the documents as mentioned above. In the event of failure of candidate to submit any of the required documents as mentioned above, candidature of such candidate shall be liable to be rejected.

(ix) In case of any doubt/clarification pertaining to the document(s) submitted/eligibility of the candidate, **GAILreserves the right to ask for additional documents to be produced which the candidate needs to submit**.Failure to submit the same shall render cancellation of the candidature.

8.8 **Three** copies of the same photo (as uploaded on the online application) should be retained for future use.Candidates are advised not to change their appearance till the recruitment process is complete.

8.9 Before applying for the post, candidates should ensure that he/ she fulfills the eligibility criteria and otherconditions mentioned in this advertisement. GAIL reserves the right to reject any application at any stageof the recruitment process, if the candidate is found ineligible for the post for which he/ she has applied. The application fee paid by ineligible candidates shall be forfeited. No correspondence shall be entertainedin this regard.

8.10 Queries, if any, may be addressed to **career@gail.co.in only with the subject line: Query-GAIL/OPEN/MISC/3/2024.** Applicants may kindly note that only such queries with the aforementioned mentioned subject line, which are relevant to this advertisement and have not been addressed in the above advertisement shall be replied to.

9. HEALTH/MEDICAL FITNESS

9.1 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. Every candidate appointed to a post in the Company shall be required to get his/her Pre-Employment Medical Examination done in a Central/ State Government Hospital (having the status of minimum District Hospital) or in GAIL nominated empanelled hospitals and submit Medical reports in the prescribed formats issued by Medical Authority i.e., Chairman of Medical Board or Civil Surgeon or Medical Superintendent or Chief Medical Officer or equivalent of a Central/ StateGovernment Hospital (having the status of minimum District Hospital) or in GAIL nominated empanelled hospital. Acceptance of joining will be subject to the Medical Fitness Certificate so issued by the Medical Authority and being further accepted by designated CMO, GAIL (India) Limited. GAIL reserves the right to re-examine or review the Medical Examination report submitted by the candidate without assigning any reason and decision of GAIL's designated CMO will be final and binding.

9.2 Candidates are advised to ensure that they are Medically Fit as per GAIL's Pre-Employment Medical Standard. Candidates are advised to go through detailed guidelines on Medical Standards/ Norms for Medical Fitness and Pre-Employment Medical Examination available on GAIL's Website (https://gailonline.com/CR-current_SC_form_medical.html)

10 SELECTION PROCESS

10.1 Candidates fulfilling all the eligibility criteria (based on the application as submitted in the online application), will only be considered for further Selection Process. Depending on the number of

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candidates fulfilling all criteria, candidates will undergo single stage/ multiple stage selection process. In the event of number of applications being large, GAIL will adopt shortlisting criteria to restrict the number of candidates to be called for further selection process to a reasonable number by suitably raisingthe minimum eligibility standards.

10.2 Shortlisting and selection will be based on the details provided by the candidates; hence it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong/ false information will be a disqualification and GAIL will not be responsible for any consequence of furnishing such wrong/ false information.

10.3 Since all the applications will be screened on the basis of data submitted by the candidate in the online application form, the candidates must satisfy themselves of the suitability for the position to which they are applying. If at any stage during the recruitment and selection process, it is found that the candidates have furnished false or wrong information; their candidature will be Summarily Rejected and No TA shall be paid to such candidates. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.

10.4 All the details given in the online form will be treated as final and no changes will be entertained.

10.5 It may please be noted that submission of online application under factious/ pseudo names/ email ids is strictly prohibited. Any candidate resorting to such practices will be liable for suitable action under the provisions of IT Act 2000.

10.6 Selection Process will involve Group Discussion and/or Interview before the Selection Committee for all the posts except the following:

- **For the post of Senior Officer (F&S): Selection Process will involve Physical Endurance Test (PET) and Interview before the Selection Committee.**

- **For the post of Officer (Security): Selection Process will involve Physical Endurance Test (PET) and Interview before the Selection Committee. PwBDs, if any, will be exempted from PET.**

- **For the post of Officer (Official Language): Selection Process will involve Skill Test (English to Hindi translation and vice-versa) and Interview before the Selection Committee.**

10.7 The minimum qualifying percentage of marks to be secured in Interview are fixed at 60% for UR/OBC(NCL)/EWS category and 55% for SC/ST/PwBD category. The minimum qualifying percentage of marks to be secured in Group Discussion /Proficiency Test/Physical Fitness Test (wherever applicable) or any other tool adopted for assessing the skill and competencies are fixed at 40% for UR/OBC(NCL)/EWS and 35% for SC/ST/PwBD candidate.

10.8 The selection process as indicated above is tentative. Selection Process may, however, vary depending upon the administrative/ business requirements of the Company.

11 OTHER TERMS & CONDITIONS AND GENERAL INSTRUCTIONS

11.1 **Only Indian Nationals** are eligible to apply.

11.2 The candidates should ensure that they fulfill all the eligibility criteria and other conditions of this advertisement and that the particulars furnished by them in the online application and the documents

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submitted by them later on (in terms of Clause **8.7** as mentioned above) are correct in all respects. **Mere admission to the selection process does not imply that the GAIL (India) Ltd. has been satisfied about the candidate's eligibility. In case it is found at any stage of the recruitment process that a candidate does not fulfill any of the eligibility criteria, and/ or that he/ she has furnished any incorrect information or has suppressed any material fact(s), his/ her candidature will stand cancelled. If any of these shortcomings(s) is/ are found even after appointment, his/ her services shall be summarily terminated.**

11.3 **The details entered by the candidate at the time of online registration are final. While applying the candidates should enter their name as it appears in the Matriculation Certificate.** Further**,** request for change of Mailing Address/email ID/ Category/Posts as declared in the online application shall not be entertained.

11.4 **Candidates should possess a valid email ID**. Candidates are advised to keep the email ID (to be entered compulsorily in the online application form) active for at least one year. No change in the email ID will be allowed once entered**. All correspondence with candidates shall be done through email only.** All information/ communication regarding participating in the Selection Process shall be provided through email to the candidates found apparently eligible based on the online application data and documents submitted. Responsibility of receiving and downloading of information/ communications etc. will be of thecandidate. GAIL will not be responsible for any loss of email sent, due to invalid/ wrong email ID providedby the candidate and no correspondence in this regard shall be entertained.

11.5 Only short-listed candidates who are found apparently eligible based on the online application data will becalled for participating in further Selection Process. The list of candidates shortlisted for further selection process shall be posted in the career section of GAIL website. In case the applicant does not receive any communication within **120 days** from the date of publication of this advertisement, it may be presumed that he/ she has not been short listed for further Selection Process.

11.6 Category **[GEN/EWS/SC/ ST/ OBC (NCL)/ PwBD]** once filled in the online application form will not be changed and no benefit of other category will be admissible later on.

11.7 The OBC candidates who belong to "**CREAMY LAYER**" are not entitled for OBC concession and such candidates have to indicate their category as "General".

11.8 Relaxations/ Reservations for EWS/SC/ ST/ OBC (Non-Creamy Layer)/ PwBD / Ex-Serviceman (ESM) are applicable as per Government of India Directives.

11.9 Degree of Disability for reservation

Only such PwBD candidates would be eligible to get the applicable benefit of reservation/ concessions in whose case the specified disability is not less than 40%. For claiming the benefit of reservation/ concessions applicable for PwBDs, the candidates will have to submit a disability certificate as per formats prescribed by the Ministry of Social Justice and Empowerment, GoI vide notification no. G.S.R. 591 (E) dated 15.06.2017 in support of their claim. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/ her candidature shall not be considered.

11.10 Candidates belonging to **SC/ ST** category should produce their caste certificate in the prescribed format issued by Competent Authority as prescribed by Government of India in support of their claim. In case, thecandidate fails to produce the certificate in the prescribed format issued by Competent Authority as prescribed by Government of India, his/ her candidature shall not be considered.

11.11 Candidates belonging to **OBC (Non-Creamy Layer)** category should produce their **latest caste certificate** inthe prescribed format issued by Competent Authority as prescribed by Government of India in support of their claim. The name of the caste and community indicated in the OBC (NCL) certificate must appear in the central list of Other Backward Classes. In case, the candidate fails to produce his/her latest caste certificate in the prescribed format issued by Competent Authority as prescribed by Government of India,his/ her candidature will not be considered. Further, OBC (NCL) candidates will

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have to give a self- undertaking indicating that they belong to OBC (NCL) category at the time of participating in the SelectionProcess, if called for the same.

11.12 Candidates seeking reservation under **EWS category** should produce their Income and Asset Certificate issued by Competent Authority (as per the prescribed format). The prescribed format and the Competent Authority have been given in Department of Personal & Training Office Memorandum No. 36039/1/2019-Estt (Res) dated 31.01.2019.

The Income and Asset Certificate should be valid for the financial year 2024-25 and should have been prepared on the basis of income and asset verification for the financial year 2023-24.

Income and Asset Certificate' shall be submitted by such candidates at the time of Selection Process (if shortlisted). No request for extension of time for production of 'Income & Asset Certificate' beyond the said date shall be entertained. In case candidates fail to produce the same at the time of Selection Process, they will not be allowed to appear for Selection Process. Further, their request for change of category will also not be entertained.

11.13 Such candidate from Armed Forces, who has been released/retired/discharged from Armed Forces and qualified as an Ex-servicemen is required to **submit an undertaking {Form of Undertaking to be given by Candidates Applying for Civil Posts under Ex-Servicemen Category}** duly signed by him/her stating that he/she has not secured any appointment on the civil side prior to this appointment along with his application at the time of Document verification.

11.14 To download the prescribed format for OBC(NCL)/SC/ST/EWS/PwBD/ESM, please click relevant link "Download prescribed format for SC/ ST/ OBC (NCL)/EWS/ PwBD certificate" available on 'Careers' sectionof GAIL Career Link (https://gailonline.com/CRcurrentSCformdownload.html)

11.15 Candidates who are registered with Local Employment Exchange(s) and meet the prescribed eligibility criteria, whose names are sponsored to GAIL (India) Limited against this notification **are advised to apply Online on GAIL's recruitment portal. No other mode of application in this regard will be entertained.**

11.16 Candidates presently employed in Central/ State Government Department, Central/ State PSUs or Semi Government Organization shall either **forward their application through Proper Channel** or shall produce**NOC** from their present employer at the time of document verification. In case, the application of the candidate is not forwarded through **proper channel** or the candidate fails to produce **NOC** from his/ her present employer at the time of document verification, his/ her candidature shall not be considered **and No TA shall be paid to such candidate**.

11.17 Candidature of the registered candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.

11.18 GAIL reserves the right to raise the minimum eligibility standards. GAIL also reserves the right to fill or notto fill all or any of the above positions and cancel/ restrict/ enlarge/ modify/ alter the recruitment/ selection process without any further notice or assigning any reasons whatsoever.

11.19 The prescribed qualification/ experience criteria are minimum and mere possession of the same does not entitle a candidate for participating in the Selection Process. GAIL's decision shall be final in this regard.

11.20 The list of selected candidates for appointment to the above posts will be displayed on GAIL Website (https://gailonline.com/CRShortlist.html) for the information of the candidates in due course of time. Candidates are advised to visit GAIL Website (https://gailonline.com/CRApplyingGail.html) for latest updates.

11.21 Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of GAIL website: https://gailonline.com only and no separate notification

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shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.

11.22 Any canvassing directly or indirectly by the applicant will disqualify his/ her candidature. Any dispute with regard to recruitment against this advertisement will be subject to the jurisdiction of **Delhi High Court** only.

12 IMPORTANT DATES

Sl. No.	Activity	Date
1	Commencement of On-Line registration of application by candidates	**12.11.2024 (from 1100 hrs. onwards)**
2	Last date for on-line registration & submission of application by candidates	**11.12.2024 (upto 1800 hrs.)**

13 IMPORTANT INSTRUCTIONS

13.1 Candidates are advised in their own interest to complete the registration process, pay application fee online (as applicable) and final submission of online application sufficiently in advance before the last date so as to avoid the possibility of disconnection /inability / failure to log on to the website on accountof heavy load on internet or website.

13.2 GAIL (India) Ltd hereby caution the general public not to fall prey to the dubious agencies/organizations/individuals/aiming at fleecing money from the innocent public. Further they are advised not to believe on any advertisement/job announcement of GAIL (India) Limited circulated through e-mail, social media etc. Please rely on information hosted on our website https://gailonline.com for any job/career related information pertaining to GAIL (India) Limited.

Advt :-GAIL/OPEN/MISC/3/2024