ब्रह्मपुत्र क्रैकर एंड पॉलिमर लिमिटेड

BRAHMAPUTRA CRACKER AND POLYMER LIMITED

(भारत सरकार का उपक्रम) / (A Govt. of India Enterprise)

DETAILED ADVERTISEMENTFOR EXECUTIVE POSTS IN BCPL (ADVT. NO. BCPL-35/2026)

Category-wise distribution of posts

Table-1

SN.	Post	Grade	Upper age limit*	No. of Posts (excluding posts reserved for PwBD candidates)					
				UR	OBC	SC	ST	EWS	Total
1	General Manager (Chemical)	E-7	54	-	01	01	-	-	02
2	Deputy General Manager (Fire & Safety)	E-6#	50	01	-	-	-	-	01
3	Chief Manager (Fire & Safety)	E-5	45	01	-	-	-	-	01
4	Senior Engineer (Chemical)	E-1	30	01	01	-	-	-	02
5	Senior Officer (Company Secretariat)	E-1	30	01	-	-	-	-	01
6	Senior Engineer (Environment)	E-1	30	01	-	-	-	-	01
7	Senior Officer (Finance & Accounts)	E-1	30	01	-	-	-	-	01
8	Senior Engineer (Instrumentation)	E-1	30	01	-	-	-	-	01
			Total	**07**	**02**	**01**	**-**	**-**	**10**

** Upper age limit for unreserved vacancies*

Abbr. used: *UR-Un-Reserved, OBC-Other Backward Classes (Non-Creamy Layer), SC-Scheduled Caste, EWS-Economically Weaker Section, PwBD: Persons with Benchmark Disability*

 # If suitable candidate is not available in E-6 grade, Management reserves the right to fill an eligible suitable candidate in E-5 grade excluding position at Sl. No. 3.

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Category-wise distribution of posts reserved for PwBD Candidates

Table-2

SN.	Post	Grade	No. of Posts Reserved for PwBD Candidates					Post identified as suitable for PwBDs in following categories
			PwBD Cat. A	PwBD Cat. B	PwBD Cat. C	PwBD Cat. D & E	Total	
1	Chief Manager (Human Resources)	E-5	01	-	-	-	01	UR-B, LV
2	Senior Manager (Chemical)	E-4	-	02	-	-	02	UR-HH
3	Senior Manager (Finance & Accounts)	E-4	01	-	-	-	01	UR-B, LV
4	Senior Manager (Mechanical)	E-4	-	01	-	-	01	UR-HH
5	Senior Manager (Marketing)	E-4	-	-	-	01	01	UR-SLD, MI, A to D
6	Manager (Chemical)	E-3	-	-	02	-	02	UR-OA, OL, Dw, AAV
7	Manager (Human Resources)	E-3	01	-	-	-	01	UR-B, LV
8	Deputy Manager (Electrical)	E-2	-	01	-	-	01	UR-D, HH
9	Deputy Manager (Instrumentation)	E-2	-	01	-	-	01	UR-D, HH
10	Deputy Manager (Mechanical)	E-2	-	-	01	-	01	UR-OA, OL, Dw, AAV
11	Deputy Manager (Finance & Accounts)	E-2	01	-	-	-	01	UR-B, LV
12	Deputy Manager (Contract & Procurement)	E-2	01	-	-	-	01	UR-LV
13	Deputy Manager (Human Resources)	E-2	-	-	-	01	01	UR-ASD, SLD, MI, A to D
14	Deputy Manager (Information Technology)	E-2	-	-	-	01	01	UR-SLD, MI, A to D

Abbr. used:

PwBD: *Persons with Benchmark Disabilities,* ***Cat.:*** *Category,* ***B:****Blind,* ***LV:****Low Vision,* ***D:****Deaf,****HH:****Hard of Hearing,* ***OA:****One Arm,* ***OL:****One Leg,* ***BA:****Both Arms,****Dw:****Dwarfism,****AAV:****Acid Attack Victims,****ASD:****Autism Spectrum Disorder (M=Mild, MoD=Moderate),* ***SLD:****Specific Learning Disability,****MI:****Mental Illness,****MD:****Multiple Disability*

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Minimum Essential Eligibility Criteria

Table-3

SN	Post, Grade & Pay Scale	Minimum Essential Educational Qualification	Minimum Essential Experience	Upper Age Limit
1	**General Manager (Chemical)** E-7 Grade Pay Scale: **Rs. 1,20,000-2,80,000/-**	Bachelor degree in Engineering* in Chemical / Petrochemical / Chemical Technology / Petrochemical Technology.	**24** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / PublicSector must have minimum one year experience in thenext lower pay scale or next lower equivalent pay scale.	**54** years
2	**Deputy General Manager (Fire & Safety)** E-6 Grade Pay Scale: **Rs. 1,00,000-2,60,000/-**	Bachelor Degree in Engineering* in Fire / Fire & Safety with minimum **55%** marks. Preference will be given to candidates having one year Diploma in Industrial Safety from aCentral / Regional Labour Institute recognized by Govt.	**20** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / PublicSector must have minimum one year experience in thenext lower pay scale or next lower equivalent pay scale.	**50** years
3	**Chief Manager (Fire & Safety)** E-5 Grade Pay Scale: **Rs. 90,000-2,40,000/-**	Bachelor Degree in Engineering* in Fire / Fire & Safety with minimum **55%** marks. Preference will be given to candidates having one year Diploma in Industrial Safety from aCentral / Regional Labour Institute recognized by Govt.	**16** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / PublicSector must have minimum one year experience in thenext lower pay scale or next lower equivalent pay scale.	**45** years

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4	**Senior Engineer (Chemical)** Grade: **E-1** Pay Scale: **Rs. 50,000-1,60,000/-**	Bachelor degree in Engineering* in Chemical / Petrochemical / Chemical Technology / Petrochemical Technology with minimum **60%** marks.	**01** year of Post qualification executive experience (including experience as GET / ET / MT) in line.	**30** years
5	**Senior Officer (Company Secretariat)** Grade: **E-1** Pay Scale: **Rs. 50,000-1,60,000/-**	Should hold Associate membership of Institute of Company Secretaries of India. Additional qualification of ICWA / CA / Bachelor degree in Law will be desirable.	**01** year of Post qualification executive experience (including experience as ET / MT) in line.	**30** years
6	**Senior Engineer (Environment)** Grade: **E-1** Pay Scale: **Rs. 50,000-1,60,000/-**	Bachelor degree in Engineering* in Environmental with minimum **60%** marks.	**01** year of Post qualification executive experience (including experience as GET / ET / MT) in line.	**30** years
7	**Senior Officer (Finance & Accounts)** Grade: **E-1** Pay Scale: **Rs. 50,000-1,60,000/-**	CA / ICWA **OR** B.Com with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation (BA) with Honours in Economics with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation (BA/B.Sc.) with Honours in Mathematics with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation (BA/B.Sc.) with	**01** year of Post qualification executive experience (including experience as ET/MT) in line.	**30** years

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		Honours in Statistics with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation in Engineering* i.e. B.E./B.Tech. with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. Candidates possessing CA / ICWA qualification should hold Fellow /Associate membership of ICAI / ICWAI.		
8	**Senior Engineer (Instrumentation)** Grade: **E-1** Pay Scale: **Rs. 50,000-1,60,000/-**	Bachelor Degree in Engineering* in Instrumentation / Instrumentation & Control / Electronics & Instrumentation / Electrical & Instrumentation / Electronics / Electrical & Electronics with minimum **60%** marks.	**01** year of Post qualification executive experience (including experience as GET / ET / MT) in line.	**30** years

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Minimum Essential Eligibility Criteria for posts reserved for PwBD Candidates

Table-4

SN	Post, Grade & Pay Scale	Minimum Essential Educational Qualification	Minimum Essential Experience	Upper Age Limit
1	**Chief Manager (Human Resources)** Grade: **E-5** Pay Scale: **Rs. 90,000-2,40,000/-**	Bachelor Degree with minimum **50%** marks and Two years MBA** / MSW with specialization in Personnel Management & Industrial Relations / Human Resource Management with minimum **55%** marks. **OR** Bachelor Degree with minimum **50%** marks and Two years Master Degree / Two years PG Diploma in Personnel Management /Personnel Management &Industrial Relations with minimum **55%** marks. Preference will be given to candidates having additional qualification of Bachelor Degree in Law. (Professional)	**16** years of Post Qualification executive experience (including experience as ET /MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**45** years
2	**Senior Manager (Chemical)** Grade: **E-4** Pay Scale: **Rs. 80,000-2,20,000/-**	Bachelor degree in Engineering* in Chemical / Petrochemical / Chemical Technology / Petrochemical Technology with minimum **55%** marks.	**12** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**40** years
3	**Senior Manager (Finance & Accounts)** Grade: **E-4**	CA / ICWA **OR** B.Com with minimum **55%** marks and Two years MBA** with specialization in Finance with minimum **55%** marks.	**12** years of Post qualification Executive experience (including experience as ET/MT) in line. Candidates working in	**40** years

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	Pay Scale: **Rs. 80,000-2,20,000/-**	**OR** Graduation (BA) with Honours in Economics with minimum **55%** marks and Two years MBA** with specialization in Finance with minimum **55%** marks. **OR** Graduation (BA/B.Sc.) with Honours in Mathematics with minimum **55%** marks and Two years MBA** with specialization in Finance with minimum **55%** marks. **OR** Graduation (BA/B.Sc.) with Honours in Statistics with minimum **55%** marks and Two years MBA** with specialization in Finance with minimum **55%** marks. **OR** Graduation in Engineering* i.e. B.E./B.Tech. with minimum **55%** marks and Two years MBA** with specialization in Finance with minimum **55%** marks. Candidates possessing CA / ICWA qualification should hold Fellow /Associate membership of ICAI / ICWAI.	Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	
4	**Senior Manager (Mechanical)** Grade: **E-4** Pay Scale: **Rs. 80,000-2,20,000/-**	Bachelor Degree in Engineering* in Mechanical / Production / Production & Industrial / Manufacturing / Mechanical & Automobile with minimum **55%** marks.	**12** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**40** years
5	**Senior Manager (Marketing)**	Bachelor Degree in Engineering* with minimum **55%** marks and Two years	**12** years of Post qualification executive experience (including	**40** years

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	Grade: **E-4** Pay Scale: **Rs. 80,000-2,20,000/-**	MBA** with specialization in Marketing with minimum **55%** marks.	experience as ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	
6	**Manager (Chemical)** Grade: **E-3** Pay Scale: **Rs. 70,000-2,00,000/-**	Bachelor degree in Engineering* in Chemical / Petrochemical / Chemical Technology / Petrochemical Technology with minimum **55%** marks.	**08** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**35** years
7	**Manager (Human Resources)** Grade: **E-3** Pay Scale: **Rs. 70,000-2,00,000/-**	Bachelor Degree with minimum **50%** marks and Two years MBA** / MSW with specialization in Personnel Management & Industrial Relations / Human Resource Management with minimum **55%** marks. **OR** Bachelor Degree with minimum **50%** marks and Two years Master Degree / Two years PG Diploma in Personnel Management /Personnel Management &Industrial Relations with minimum **55%** marks. Preference will be given to candidates having additional qualification of Bachelor Degree in Law. (Professional)	**08** years of Post Qualification executive experience (including experience as ET /MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**35** years
8	**Deputy Manager (Electrical)**	Bachelor Degree in Engineering* in Electrical /	**04** years of Post qualification executive	**32** years

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	Grade: **E-2** Pay Scale: **Rs. 60,000-1,80,000/-**	Electrical & Electronics with minimum **60**% marks.	experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	
9	**Deputy Manager (Instrumentation)** Grade: **E-2** Pay Scale: **Rs. 60,000-1,80,000/-**	Bachelor Degree in Engineering* in Instrumentation / Instrumentation & Control / Electronics & Instrumentation / Electrical & Instrumentation / Electronics / Electrical & Electronics with minimum **60**% marks.	**04** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**32** years
10	**Deputy Manager (Mechanical)** Grade: **E-2** Pay Scale: **Rs. 60,000-1,80,000/-**	Bachelor Degree in Engineering* in Mechanical / Production / Production & Industrial / Manufacturing / Mechanical & Automobile with minimum **60%** marks.	**04** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**32** years
11	**Deputy Manager (Finance & Accounts)** Grade: **E-2** Pay Scale: **Rs. 60,000-1,80,000/-**	CA / ICWA **OR** B.Com with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation (BA) with Honours in Economics with minimum **60%** marks and Two years MBA** with	**04** years of Post qualification executive experience (including experience as ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale	**32** years

		specialization in Finance with minimum **60%** marks. **OR** Graduation (BA/B.Sc.) with Honours in Mathematics with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation (BA/B.Sc.) with Honours in Statistics with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. **OR** Graduation in Engineering* i.e. B.E./B.Tech. with minimum **60%** marks and Two years MBA** with specialization in Finance with minimum **60%** marks. Candidates possessing CA / ICWA qualification should hold Fellow /Associate membership of ICAI / ICWAI.	or next lower equivalent pay scale.	
12	**Deputy Manager (Contract & Procurement)** Grade: **E-2** Pay Scale: **Rs. 60,000-1,80,000/-**	Bachelor Degree in Engineering* with minimum **60**% marks. Preference will be given to candidates having 02 years MBA** with specialization in Materials Management.	**04** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**32** years
13	**Deputy Manager (Human Resources)** Grade: **E-2** Pay Scale: **Rs. 60,000-**	Bachelor Degree with minimum **55%** marks and Two years MBA** / MSW with specialization in Personnel Management & Industrial Relations / Human Resource Management with minimum **60%** marks.	**04** years of Post qualification executive experience (including experience as ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum	**32** years

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	1,80,000/-	**OR** Bachelor Degree with minimum **55%** marks and Two years Master Degree / Two years PG Diploma in Personnel Management /Personnel Management &Industrial Relations with minimum **60%** marks. Preference will be given to candidates having additional qualification of Bachelor Degree in Law. (Professional)	one year experience in the next lower pay scale or next lower equivalent pay scale.	
14	**Deputy Manager (Information Technology)** Grade: **E-2** Pay Scale: **Rs. 60,000-1,80,000/-**	Bachelor Degree in Engineering* in Computer Science / Information Technology with minimum **60%** marks. **OR** Bachelor Degree with minimum **60%** marks and 03 years Masters Degree in Computer Application (MCA) with minimum **60%** marks.	**04** years of Post qualification executive experience (including experience as GET / ET / MT) in line. Candidates working in Govt. / Public Sector must have minimum one year experience in the next lower pay scale or next lower equivalent pay scale.	**32** years

**** Includes B.E/ B.Tech./ B.Sc. Engg.***
***** includes Two years Post Graduate Diploma in Management / MMS with specialization in relevant field.***
 # 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 employees or having annual turnover of more than Rs. 250 crores during the relevant financial year(s) of employment in that organization.

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1. <u>TERMS AND CONDITIONS IN RESPECT OF MINIMUM ESSENTIAL QUALIFICATION(S) AND MINIMUM ESSENTIAL EXPERIENCE</u> [As mentioned in *Table-3 & 4*]:

1.1 The cut-off date for determining age limit and post qualification experience (wherever applicable) will be **01.08.2026.**

1.2 Minimum essential educational qualification required shall be as indicated above against each post.

1.3 All full-time courses, part time courses and courses acquired through Open and Distance Learning (ODL), as approved by AICTE and UGC under Ministry of HRD, Govt. of India, will be considered as requisite education qualification and this shall include Graduation and Post Graduation as specified under the essential qualifications' column.

1.4 All qualifications must be from UGC recognized Indian University / UGC recognized Indian Deemed University or AICTE approved Autonomous Indian Institution / concerned statutory council (wherever applicable). Diploma qualifications (for technical disciplines) should be recognized by the respective State Board of Technical Education / Industrial Training Institute (ITI) / National Apprenticeship Certificate (NAC) qualification should be recognized by State Council of Technical and Vocational Training (SCTVT) / National Council of Technical and Vocational Training (NCTVT).

1.5 Minimum percentage of marks in the essential qualification as indicated above shall be as per Institute / University norms / rules.

1.6 Wherever DGPA / Cumulative Grade Point Average (CGPA) / Overall Grade Point Average (OGPA) or letter grade in a Degree / Diploma is awarded, equivalent percentage of marks should be indicated in the Application Form as per norms adopted by the corresponding University / Institute. Candidates will be required to submit documentary proof / certificate to this effect from the Institute / University at the time of further Selection Process, if called for the same.

1.7 In MBA / PG Diploma in Management / MMS 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.

1.8 Engineering Degree can be B.E. / B.Tech. / B.Sc. Engineering (04 years course)/ and MCA.

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1.9 Candidates who have 05 years B.E. / B.Tech. + M.E. / M.Tech. integrated dual degree in Engineering in relevant disciplines shall also be considered for Engineering disciplines such as Mechanical, Chemical, Electrical, Environment, Instrumentation, Telecom / Telemetry, Civil, Computer Science & IT.

1.10 Minimum Essential Post Qualification Experience (if any) mentioned against each vacancy should necessarily be acquired after passing the respective course. *Industrial / Vocational / Apprentice Training as part of course under Apprentices Act, l96l / Apprentices (Amendment) Act, 1973 and similar statutory Acts, will not be considered as work experience for any post(s).*

2. Relaxation in Percentage of Marks in Essential Qualification(s):

Relaxation in minimum qualification percentage of SC/ST and Persons with Benchmark Disabilities (PwBD) category candidates has been provided as per following *subject to availability of said reserved vacancies*: -

2.1 Wherever minimum qualifying percentage of marks have been specified as 60%/55%/50%, relaxed minimum educational qualification(s) percentage in respect of SC/ST and PwBD category candidates is 55%/50%/45% respectively.

2.2 SC/ST/OBC (NCL) candidates applying against posts marked unreserved (UR) shall be considered under general standard of merit and no relaxation in upper age limit or in minimum qualifying percentage of marks in education qualification shall be extended to them.

2.3 The upper age is relaxable by 05 years for SC/ST category candidates, 03 years for OBC (NCL) category candidates. It is also relaxable by 10 years for PwBD-General/EWS category candidates, 13 years for PwBD-OBC(NCL) category candidates and 15 years for PwBD-SC/ST category candidates. The above relaxation in upper age limit is applicable only in respect of posts which are reserved for SC/ST/OBC(NCL) category candidates. Relaxation in age limit shall be applicable for PwBD category candidates irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for concerned PwBD category candidates.

2.4 The upper age limit is also relaxable by 05 years for candidates domiciled in the State of Jammu & Kashmir between 01.01.1980 and 31.12.1989.

2.5 In case of Ex-servicemen who have put in not less than six months continuous service in the Armed Forces of 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 posts / services for which a candidate seeks appointment, he/ she be deemed to satisfy the conditions regarding the age limit.

2.6 Relaxation and concessions for PwBDs category candidates will be in accordance with the Government of India directives in this regard.

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

3. EMOLUMENTS

The candidates selected shall be on probation for a period of one year and shall draw initial basic pay in the corresponding pay scales. *Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance (IDA) at the applicable rates. Other applicable allowances and benefits include Perquisites @ 35% of basic pay, North-East allowance @ 10% of basic pay (if posted in North-East region), HRA, CMER (Conveyance Maintenance Expenses Reimbursement), Medical Facility, Post Retirement Medical Scheme (PRMS), Defined Contribution Pension Scheme (DCPS), etc. will be admissible as per Company rules in force & amended from time to time.*

4. APPLICATION FEE

4.1 Candidates belonging to General, EWS and OBC (NCL) category are required to pay a non-refundable application fee of Rs 600/- (Rupees six hundred only).

4.2 The Application Fee once deposited / paid will not be allowed to be withdrawn and the application fee once paid will neither be refunded on any account nor would this fee be held in reserve for further exam / selection.

4.3 Payment to be made online through the payment gateway made available only. No other mode of payment will be accepted. Transaction charges for online payment, if any, will be borne by the candidates. After ensuring the correctness of the particulars of the online Application Form, candidates are requested to pay fees through the payment gateway integrated with the application by following the instructions available on the screen. No change / editing will be allowed thereafter.

4.4 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 Central Govt. format(s) at the time of further Selection Process.

5. HOW TO APPLY:

5.1 CANDIDATES WILL BE REQUIRED TO APPLY ONLINE THROUGH BCPL WEBSITE (www.bcplonline.co.in). No other means / mode of application shall be entertained.

5.2 Candidates can apply for ONE POST ONLY. In case of more than one application by a candidate, the application submitted on later date shall only be considered for the purpose of this advertisement. No further correspondence regarding this shall be entertained.

5.3 Before applying the candidates should ensure that they fulfill all the eligibility norms. Their candidature will be provisional as their eligibility will be verified only at the time of the further selection process. The mere issue of Admit Card for Written Test/PET or any other call letter will not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even on joining/ after joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage or if the candidate fails to produce valid documentary proof in support of his/her eligibility.

5.4 Before registering their applications on the website, the candidates should possess the following:

i. Valid e-mail ID, which should remain valid for at least one year. Change in the e-mail ID once registered will not be accepted once entered.
ii. Candidates should ensure that they possess requisite qualifications at the time of applying.
iii. Candidates should have latest passport size photograph as well as photograph of signature in digital form (*.jpg or .jpeg* only of less than 50 kb size) for uploading with the application form.
iv. Candidates should also have Proof of age, SC/ST/EWS certificate, Benchmark Disability certificate for PwBD, Ex-Servicemen certificate, mark sheet /qualification certificate, post qualification experience certificate in digital form (.jpg /.pdf of maximum file size 200 KB) for uploading with the application form.
v. Candidates are advised to carefully read the instructions for online submission of application. The same will be available on the website itself.
vi. While filling in online applications the candidates must follow all the steps carefully. Incomplete application / application without fee / application not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained by such applicants in this regard.
vii. After submitting online application, candidates are required to download the system generated Pay-in slip & Registration Slip with unique registration number and other essential details therein.

5.5 After submitting online Application Form, the candidate is required to keep the copy of the Application Form with unique application sequence number handy for future reference against this recruitment process.

5.6 Candidates are not required to submit hard copy of Application Form to BCPL.

5.7 In case the candidate is called for further Selection Process, he / she has to bring the downloaded application form along 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 further Selection Process, 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 – Birth certificate / Class-X Certificate / Marksheet / Admit Card issued by the Board with visible date of birth.

(iii) Caste / Tribe certificate [for SC/ST/OBC(NCL)/EWS category candidates as applicable] in the prescribed format issued by the Competent Authority as prescribed by Government of India. OBC (Non-Creamy Layer) category candidates are required to submit latest supporting certificate, preferably within one year.

(iv) Disability certificate [in case of PwBD category candidates] in the prescribed format issued by the Competent Authority.

(v) Ex-servicemen Proof (in case of Ex-servicemen candidates).

(vi) All certificates / Testimonials in respect of qualifications (all semester-wise / year-wise Mark Sheets, Degree & Diploma certificates starting from matriculation onwards).

(vii) Complete and Proper Experience certificates / Documents issued by the Employer in support of experience details mentioned by the candidate in the online Application Form.

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

I. For Past Employment:

- Appointment letter clearly mentioning the date of joining the organization and also acceptance of resignation letter / relieving order / last Pay Slip.

OR

- Experience letter [incl. roles & responsibilities] issued on the letter head of the Company complete with name, designation and contact details of the Issuing Authority indicating designation and date of joining as well as date of relieving from the organization by the employee concerned.

II. For Current Employment:

- Appointment letter clearly mentioning the date of joining the organization along with any of the following optional documents:
  - Identity card issued by current employer
  - Annual Increment letter
  - Promotion order / Transfer order etc.

OR

- Experience letter [incl. roles & responsibilities] issued on the letter head of the Company complete with name, designation and contact details of the Issuing Authority indicating designation and date of joining the organization of the employee concerned along with latest pay slip.

In the event of absence of appointment letter / Experience letter / details of Roles & responsibilities and latest pay slip, candidature of such candidates shall be liable to be rejected.

(viii) **Forwarding of Applications/ NOC letter from the employer:**
Candidates employed in Central / State Government / PSEs / Autonomous bodies shall either forward their applications through Proper Channel or produce NOC from their present employer if called for further selection process. Where a candidate after having applied for job in BCPL through proper channel has in the meanwhile joined another Central / State Government Office / Central PSEs / Autonomous Body it is expected of him to produce NOC from his/her new employer if called for further selection process. In case, application of the candidate is not forwarded through proper channel or if the candidate fails to produce NOC from his / her present employer at the time of further selection process, he / she will be allowed to appear in the selection process, but will be treated to have agreed to forego the benefits of carry forward of gratuity, leave, salary and further benefits for past service, etc. in case of selection such a candidate has to resign and produce a clear Relieving Order from his/her PSU employer.

(ix) Candidates should ensure that they bring all the documents as mentioned above to the venue of further Selection Process. In the event of failure to submit any of the required documents as mentioned above, candidature of such candidates shall be liable to be rejected.

5.8 BCPL reserves all rights 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. The application fee paid by ineligible candidates shall be forfeited. No correspondence shall be entertained in this regard.

6. HEALTH / MEDICAL FITNESS:

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 obtain medical reports in the prescribed proforma from the Central/State Government Hospital or BCPL's authorized hospitals or from a Civil Surgeon before being considered for appointment to the Services of the Company. The opinion of the Medical Officer authorized by the Company in this regard shall be final.

7. MEDICAL CRITERIA IN RESPECT OF EYE POWER:

In respect of technical officers, total myopia (including the cylinder) shall not exceed (-)4.00D. The total amount of hypermetropia (including the cylinder) shall not exceed (+)4.00D in each eye.

In respect of non-technical officers, total myopia shall not exceed (-)8.00D. The total amount of hypermetropia shall not exceed (+)6.00D in case of candidates above the age of 20 years.

8. SELECTION PROCESS:

8.1 Candidates fulfilling all the eligibility criteria (based on the information as submitted in the online Application Form), will be considered for further Selection Process. Depending on the number of candidates fulfilling all criteria, candidates will undergo single stage / multiple stages selection process. In the event of the number of applications being large, BCPL will adopt short-listing criteria to a reasonable number by suitably raising the minimum eligibility standards.

8.2 Screening 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 candidates. Furnishing of wrong / false information will be a reason for disqualification and BCPL will not be responsible for any consequence of furnishing such wrong / false information.

8.3 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. Canvassing in any form during any stage of recruitment process will lead to cancellation of candidature.

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

8.5 It may be noted that submission of online Application Form 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 the IT Act, 2000.

8.6 The selection process shall consist of Written Test and / or Group Discussion and / or Personal Interview before the Selection Committee and the same will be communicated well ahead of starting of the process.

8.7 The selection process as indicated above is tentative. Selection process may, however, vary depending upon the administrative / business requirements of the Company / Government of India directives.

9. Other Terms & Conditions and General Instructions:

9.1 The prescribed qualification / experience constitutes minimum standards and mere possession of the same will not entitle a candidate to be called for written test / interview.

9.2 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 Form and the documents submitted by them later (in terms of Clause 5.7 as mentioned above) are correct in all respects.

9.3 Mere admission to the selection process does not imply that the Company (BCPL) has been satisfied with the candidate's eligibility. In case it is detected 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 shortcoming(s) is / are detected even after appointment, his / her services will be terminated.

9.4 The details entered by the candidate at the time of online registration are final and binding. While applying the candidates should enter their name as it appears in the SSC / Matriculation Certificate. Further, the request for change of mailing address / email ID / Category / Posts as declared in the online Application Form will not be entertained.

9.5 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 the candidate. BCPL will not be responsible for any loss of email sent, due to invalid / wrong email ID provided by the candidate and no correspondence in this regard will be entertained.

9.6 Only short-listed candidates who are found apparently eligible based on the online Application Form will be called for participating in further Selection Process.

9.7 Category [SC/ST/OBC(NCL)/EWS/PwBD] once filled in the online Application Form will not be changed and no benefit of other category will be admissible later.

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

9.9 **Degree of Disability for reservation:**

Only such PwBD candidates would be eligible to get the applicable benefit of reservation / concessions who suffer from not less than 40% of relevant disability. 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 vide notification no. GSR 591 (E) dated 15.06.2017 in support of their claim. To download the prescribed format please click relevant link "Download prescribed format for EWS/SC/ST/OBC(NCL)/EWS/PwBD certificate" available on careers section of BCPL website www.bcplonline.co.in. In case the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his / her candidature will be considered without extending any relaxation for the category.

9.10 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. To download the prescribed format please click relevant link "Download prescribed format for SC/ST/OBC(NCL)/EWS/PwBD certificate" available on careers section of BCPL website www.bcplonline.co.in. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/her candidature will be considered without extending any relaxation for the category.

9.11 Candidates belonging to OBC (Non-Creamy Layer) category should produce their latest caste certificate preferably within a year in the prescribed format issued by Competent Authority as prescribed by Government of India in support of their claim. To download the prescribed format please click relevant link "Download prescribed format for SC/ST/OBC(NCL)/EWS/PwBD certificate" available on careers section of BCPL website www.bcplonline.co.in. 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 latest caste certificate in the prescribed format issued by Competent Authority as prescribed by Government of India, his/her candidature will not be considered against the category. Further, OBC (NCL) candidates will have to give a self-undertaking indicating that they belong to OBC (NCL) category at the time of participating in the Selection Process, if called for the same.

9.12 Candidates seeking reservations under EWS category should produce their latest Income and Asset Certificate issued by Competent Authority. 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 EWS certificate issued by Competent Authority should be valid on the closing date for receipt of online Application Form in BCPL (the certificate will be valid for one year from the date of issue). To download the prescribed format please click relevant link "Download prescribed format for SC/ST/OBC(NCL)/EWS/PwBD certificate" available on careers section of BCPL website www.bcplonline.co.in.

9.13 BCPL reserves the right to raise the minimum eligibility standards. BCPL also reserves the right to fill or not to 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.

9.14 The prescribed qualification / experience is the minimum and mere possession of the same does not entitle a candidate to participate in the Selection Process. BCPL's decision shall be final in this regard.

9.15 No Travelling expense would be payable to candidates called for the written test, if called for.

9.16 List of candidates shortlisted for participating in the Selection Process and also the list of selected candidates for appointments for the above posts will be displayed on BCPL Website www.bcplonline.co.in for the information of the candidates in due course of time. Candidates are advised to visit BCPL Website www.bcplonline.co.in for latest updates.

9.17 Any canvassing directly or indirectly by the applicant will disqualify his / her candidature. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Dibrugarh Court only.

9.18 In case any dispute arises on account of interpretation in versions other than English, English version will prevail.

9.19 Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of BCPL website: www.bcplonline.co.in only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.

IMPORTANT DATES

a.	Availability of online Application Forms and other prescribed documents in BCPL website **www.bcplonline.co.in**	From **02.07.2026 08:00 hours** to **01.08.2026 17:00 hours**
b.	Last date of receipt of online Application Form	**01.08.2026 17:00 hours.**

ADVT. NO. BCPL –34/2025