



ಮಂಗಳೂರು ರಿಫೈನರಿ ಎಂಡ್ ಪೆಟ್ರೋಕೆಮಿಕಲ್ಸ್ ಲಿಮಿಟೆಡ್ | ಮಂಗಲೂರ್ ರಿಫಾइनरी एण्ड पेट्रोकेमिकल्स लिमिटेड
MANGALORE REFINERY AND PETROCHEMICALS LIMITED
(A Govt. of India Enterprise and A Subsidiary of ONGC Limited)

Abridged version of MRPL Recruitment Policy

Sourcing and Talent Acquisition Policy (i.e. Recruitment Policy) list out the guidelines and procedures that have to be followed while hiring new member into the Company (i.e. MRPL) in Management cadre and non-management cadre. The company envisages employment equality to all applicants in line with various government rules and guidelines.

Recruitment at MRPL is generally done at induction level except for specific requirements.

All vacancies in MRPL are widely publicised for information of public at large in Newspapers & Employment News. The details of vacancies will also be available at the website of the company as and when vacancy occurs. Prospective candidates should take cognizance of vacancies listed in MRPL Website only to safeguard their interest.

MRPL relies on various sources for recruitment viz. Recruitment through open advertisement, campus recruitment, deputation etc.

Appointing authority will be the competent authority to make appointments at appropriate levels. The job specifications (educational qualifications, work experience etc.) will be clearly specified in the detailed advertisement that will be hosted in MRPL's website. Candidates who are meeting the advertised criteria can apply for the notified vacancy.

For becoming eligible to apply for various posts the candidates are required to meet certain criteria pertaining to age, educational qualification percentage, no. of years of work experience etc.

Relaxation/Concession is provided to reserved categories in line with prevailing Government guidelines.

Based on the levels of post advertised, MRPL used various selection tools like written test, group discussion/task, interview, skill test etc. or a combination of those to select appropriate candidate.

For posts where selection process includes interview, the Appointing Authority constitutes the interview selection committee.

The merit list of candidates is prepared by HR based on the evaluation criteria and is put up to Appointing Authority for approval. Once the Appointing Authority approves, the candidate will be issued offer of appointment.