



Advt. No. HRAQ/CONT-EX-B/25-247 dated 21/11/2025

1.0 Oil India Limited (OIL), a Maharatna Public Sector Undertaking is the second largest national upstream Oil & Gas Company with pan India presence and global footprint. Oil India Limited (OIL) intends to empanel Fifty-five (55) domain experts on call basis for specialized assignments. Applications are invited from retired officers having minimum 30 years of experience in Upstream Oil & Gas Industry in various fields such as Geology, Geophysics, Petrophysics, Reservoir Engineering, Drilling Engineering, Chemistry, Production Engineering and Engineering Services.

However, for certain specialized area of expertise in Geology/Geoscience namely Field Geology, Remote Sensing & GIS, Geochemistry, Paleontology & Sedimentology, the domain experts must have minimum 30 years of experience either in Upstream Oil & Gas Industry or academic institutions or Geological Survey of India or combination of all.

2.0 The Skill Set for Domain Experts are as follows:

Discipline: Geologist (12 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement (Essential)
1.	Exploration Geology	<ol style="list-style-type: none">10 years of specialized experience in full-cycle exploration work flow, Seismic interpretation, prospect generation, Risk and Uncertainty Analysis, Volumetric evaluation and Post-Drilling Appraisal.Guiding exploration teams in G&G projects, both at prospect level and regional level.Proficiency in utilizing industry standard seismic interpretation software's e.g. Petrel, Kingdom suite Decision Space, Genoframe etc.
2.	Basin Analysis & PSM	<ol style="list-style-type: none">At least 10 years of specialized experience in Basin Analysis, PSM modelling, geochemical data interpretation of source rock, oil & gas.Guiding teams in overall Basin Analysis, Play fairway analysis and regional geological analysis.Proficiency in using software related to Petroleum System Modelling.
3.	Operation Geology	<p>At least 10 years of experience in Operations Geology including:</p> <ol style="list-style-type: none">Well Planning Activities including recommendation of appropriate technologies for data acquisition.Identification of drilling hazards and recommending mitigation plans for identified subsurface hazards.Generating Well prognosis documents including pre drill, Temperature profiles, Pore Pressure & Fracture Pressure profiles and safe mud weight windows through Geo-mechanical studies.Supervision & QC of data from Wireline, LWD, Geosteering, Mudlogging & Coring services.Generate planned Vs Actual subsurface profile using drilling and log data.Deciding casing seats, coring points and section/Well TD depths.

Discipline: Geologist (12 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement (Essential)
4.	Development Geology & Reserve Estimation	<p>At least 15 years of specialized experience in Development Geology including:</p> <ol style="list-style-type: none"> 1. Reservoir characterization studies, including Log-to core integration, mapping, sequence stratigraphy and conceptual 3D Static modeling including Facies and reservoir properties acquired through wireline logs and core data. 2. Executing Field Development activities including recommendation of optimized well placement & trajectories using 3D static geological model. 3. Following development drilling activities including well real-time and post drill well correlations, generating and/or updating maps for structural, stratigraphic and fluid limits in light of the new drilling information, and making critical decisions for wellbore adjustments. 4. Reserve Estimation with thorough knowledge on Petroleum Resource Management System (PRMS) Guidelines, preparation of Field Development Plans (FDP) etc.
5.	Paleontology	<ol style="list-style-type: none"> 1. At least 10 years of specialized experience in micropaleontology, biostratigraphy and paleo environmental analysis.
6.	Sedimentology	<ol style="list-style-type: none"> 1. At least 10 years of specialized experience in analysis of cores, surface samples and drill-cuttings for assessing reservoir characteristics and paleo environmental analysis, depositional environment modelling & reservoir characteristic.
7.	Sequence Stratigraphy	<ol style="list-style-type: none"> 1. At least 5 years of specialized experience (out of total experience) in sequence stratigraphy studies in petroleum exploration plays and reservoir characterization using seismic data, log data & bio stratigraphy data etc.
8.	Carbonate Reservoir	<ol style="list-style-type: none"> 1. At least 10 years of specialized experience in Reservoir Characterization & Resource/Reserve Estimation of Carbonate Reservoir with thorough knowledge on Carbonate Reservoir, Sequence Stratigraphy, Petroleum Resource Management System (PRMS) Guidelines, preparation of Field Development Plans (FDP) specially for Carbonates, etc.,
9.	Techno-economic Evaluation	<ol style="list-style-type: none"> 1. Specialized experience in techno-economic assessment of exploration prospects, blocks, producing fields, bidding strategies, farm-in / farm-out opportunities under different fiscal models. 2. Proficiency in handling Cost estimation, economic evaluation industry standard software packages. 3. Experience in preparation of Appraisal Plans, DOC / FDP.

Discipline: Geologist / Geophysicist/ Geochemistry / Material Science (07 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement (Essential)
1.	Field Geology	<ol style="list-style-type: none"> 1. 10 years of specialized experience (out of total experience) in Surface Geological field-work. 2. Sound knowledge about hydrocarbon exploration processes. 3. Mapping of surface leads (oil spill) and correlation with the geological structural control.
2.	Unconventional	<ol style="list-style-type: none"> 1. At least 10 years of specialized experience (out of total experience) in assessment of Coal Bed Methane (CBM) and / or Shale Gas/Oil prospectivity assessment, exploration, development and operations.

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3.	Geothermal	<ol style="list-style-type: none"> 1. At least 10 years of experience in geothermal exploration, development and exploitation using field, lab or theoretical methods. 2. Experience of interpretation of geological map, structural map, geothermal map, remote sensing images, heat flow map etc. 3. Experience in heat flow estimates, volumetric assessment, conceptual modelling, feasibility study etc.
4.	Petrophysics	<ol style="list-style-type: none"> 1. Minimum 10 years experience in analyzing various electrologs including production logs. 2. Planning and supervision of petrophysical data acquisition activities. 3. Petrophysical Interpretation of individual well logs including Open and cased hole logs processing and interpretation. 4. Volumetric evaluation of hydrocarbon reserves, porosity and permeability modelling and saturation height function, multi mineral analysis, rock typing and facies analysis using wireline data. 5. Knowledge of advanced log processing such as sonic, logs, image logs, well seismic data in various platforms and carrying out Comprehensive formation evaluation. 6. Planning, execution and integration of Core analysis (Routine & SCAL) with geoscience studies. 7. Experience in analyzing logs in Carbonate Reservoir in terms of Rock Typing and other properties (Faults/fractures/voids). 8. Experience in interpreting low resistivity pay and low contrast pay.
5.	Seismic interpretation	<ol style="list-style-type: none"> 1. Onland seismic data interpretation expert. (Total 25 years of interpretation experience, out of which 20 years should be in onland interpretation alone). 2. Shallow water seismic data interpretation expert. (Total 25 years of interpretation experience, out of which 20 years should be in shallow water interpretation alone). 3. Deep Water seismic data interpretation expert. (Total 25 years of interpretation experience, out of which 20 years should be in deep water interpretation alone).
6.	Remote Sensing & GIS	<ol style="list-style-type: none"> 1. At least 10 years of specialized experience in Remote sensing and GIS technology. 2. Proficiency in handling of standard image processing and GIS software, e.g. ERDAS, ENVI, GAMMA, ArcGIS etc and experience in integrating remote sensing data with other geoscientific data in GIS to derive a workable model. 3. Experience of interpretation of aerial photos, LiDar data, infrared photos, heat flow map.
7.	Advanced Mineralogical & Geochemical Instrumentation and Analysis	<ol style="list-style-type: none"> 1. Minimum 10 years of experience with expertise in operation, maintenance, method development, and data interpretation of advanced mineralogical and geochemical instruments. The candidate may have experience in one or more of the following instruments: <ul style="list-style-type: none"> ▪ X-Ray Diffraction (XRD) ▪ X-Ray Fluorescence (XRF) ▪ Inductively Coupled Plasma Mass Spectrometry (ICP-MS) or equivalent ▪ Electron Probe Micro-Analyzer (EPMA) ▪ Scanning Electron Microscope (SEM) 2. Working experience in analytical investigations of rock, core, drill cuttings, ore and mineral samples for lithological,

Discipline: Geologist / Geophysicist/ Geochemistry / Material Science (07 nos.)		
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		<p>mineralogical and geochemical characterization.</p> <p>3. Proficiency in quantitative mineral phase identification, major–trace–ultra trace elemental analysis, micro-analytical mineral chemistry, and integration of analytical results for critical minerals exploration, hydrocarbon systems evaluation, geothermal studies, and natural hydrogen resource assessment.</p> <p>4. Experience in establishing analytical workflows, QA/QC protocols, calibration standards and data validation procedures.</p> <p>5. Ability to guide laboratory personnel in instrument handling, troubleshooting, and advanced data interpretation.</p>

Discipline: Geophysicist (12 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	Geophysical Data Acquisition	<p>1. Minimum 20 years experience in one or more of the following areas:</p> <ul style="list-style-type: none"> - Onshore: Foreland/ Shelf/ Conventional Areas - Onshore: Fold, Thrust Belt - Offshore <p>With specific expertise in:</p> <ul style="list-style-type: none"> ▪ Seismic survey design, evaluation, acquisition parameter optimization. ▪ Experience in working with vibroseis/ explosives/ airguns, geophones/ hydrophones, streamers. ▪ Competency in data quality control and field QC processing. ▪ Capable of strategic thinking in survey feasibility, cost optimization, and risk mitigation etc. <p>2. Relevant experience in Planning/ Supervision/ Post acquisition Quality Control of acquired data during Gravity/ Magnetic/ Airborne Gravity Gradiometry or in Passive Seismic Studies./ Passive seismic monitoring/ Low Frequency Passive Seismic/ Controlled Source Electromagnetic & Magneto Telluric (CSEM & MT) campaigns.</p>
2.	Seismic Data Processing	<p>1. Minimum 20 years experience in processing of seismic data (both 2D & 3D and onshore and offshore) in time and depth domain.</p> <p>2. Working experience in pre-stack depth migration processing techniques including Reverse Time Migration (RTM), full-azimuth diffraction imaging and full waveform inversion (FWI).</p> <p>3. Proficiency in pre-stack seismic data merging.</p> <p>4. Should possess proficiency in industry standard processing software platforms.</p> <p>5. Experience in processing of data from various areas like conventional onshore, Fold Thrust belt, Desert, Transition and Offshore areas needs to be clearly mentioned.</p>
3.	Exploration Geophysics	<p>Minimum 15 years experience in the following areas:</p> <p>1. Expertise in various geophysical methods, including seismic, electromagnetic, gravity-magnetic/ gradiometry, passive seismic for locating and characterizing oil/gas, critical mineral resources, geothermal etc.</p> <p>2. Proficiency for processing raw geophysical data including seismic, EM and potential field data, inversion for converting</p>

Discipline: Geophysicist (12 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
		<p>the geophysical data to subsurface models.</p> <ol style="list-style-type: none"> Experience in integration of seismic data with well logs, gravity-magnetic, electro-magnetic datasets, passive seismic, low frequency passive seismic etc. Expertise in integrating geophysical data with geological information to delineate subsurface structure and resources. Experience in full cycle exploration workflow, seismic interpretation, prospect generation, post drilling appraisal, geological risk analysis etc. Experience in Seismic Sequence Stratigraphic studies.
4.	Reservoir Geophysics	<ol style="list-style-type: none"> Minimum 15 years experience in various aspects of Reservoir Geophysics viz. Rock Physics Modelling, Seismic Inversion, Facies classification, Fluid modelling, Seismic Attribute Analysis etc. Proficiency in handling various industry standard software needs to be mentioned clearly. Experience in Geocellular models. Experience in fracture (voids/vugs) modelling for Carbonate Reservoirs.
5.	Geomechanics	<ol style="list-style-type: none"> Minimum 10 years experience in Pore Pressure & Fracture Gradient (PPFG) analysis and geomechanics, encompassing 1D/3D/real-time projects through the development of pre-, syn-, and post-drill geomechanical models, and providing wellbore stability solutions. Skilled in static and dynamic modelling, stress magnitude inversion, fracture characterization, caving analysis, LOT/XLOT interpretation, and proficient in industry-standard geomechanics software (preferably in Techlog / Drillworks). Hands-on wellsite experience in identifying pre-drill geo hazards, designing mud weight and casing policies, and providing real-time geomechanics support to mitigate drilling risks. Experience in conducting stress anisotropy assessments, critically stressed fracture evaluations, and frac design studies through integration of well log data, laboratory results, and MEM outputs.

Discipline: Reservoir Engineer (05 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	Reservoir Management	<ol style="list-style-type: none"> Minimum 15 years experience with ability to do Classical Reservoir Engineering analysis and preparation of Field development plan. Experience in dynamic reservoir modelling work flow, run different prediction scenarios based on simulation and proficiency in handling various industry standard software needs to be mentioned clearly. Experience in heavy oil reservoir management. Proficient in thermal recovery methods and its related software.
2.	Reserves Estimation	<ol style="list-style-type: none"> Minimum 5 years experience in Reserve Estimation with Petroleum Resource Management System (PRMS) Guidelines. Experience in Decline Curve Analysis and Diagnostic Methods for Production Performance Forecasting. Minimum 5 years Experience in Resource/Reserve Estimation

Discipline: Reservoir Engineer (05 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
		of Carbonate Reservoir with Petroleum Resource Management System (PRMS) Guidelines.
3.	IOR/EOR	<ol style="list-style-type: none"> 1. Minimum 10 years experience in screening the fields for best suited IOR/EOR Technique. 2. Experience in its implementation of IOR/EOR techniques at pilot level & evaluation of Pilot test results. 3. Experience in implementation of IOR/EOR technique at full field level. 4. Thermal IOR specially CSS and Steam flooding methods.
4.	Techno Economic Evaluation	<ol style="list-style-type: none"> 1. Minimum 10 years of experience in techno-economic assessment of producing fields, farm-in / farm-out opportunities of oil & gas assets under different fiscal models. 2. Proficiency in handling various industry standard software needs to be mentioned clearly.

Discipline: Reservoir Engineer / Chemist (01 no.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	PVT Studies Lab	<ol style="list-style-type: none"> 1. Minimum 10 years experience in reservoir fluids sampling , Design & Execution of PVT experiments for different reservoir fluids like black oil, gas condensate, dry gas, wet gas etc. 2. Experience in handling relevant PVT simulation software for fluid characterization, modeling (Equation of State), interpretation of various PVT parameters & generate comprehensive PVT report. 3. Experience in PVT analysis for EOR studies will be preferred.
2.	Core Studies Lab	<ol style="list-style-type: none"> 1. Minimum 10 years experience of working in a Core laboratory having experience in conducting complete core analysis ranging from core sample preparation to core flooding and other experiments related to routine & special core analysis. 2. Design & execution of core flooding experiments to obtain water/oil, gas/oil relative permeability and other experiments like capillary pressure measurement, resistivity measurement etc. 3. Experience in handling relevant software, interpretation of various parameters & generate comprehensive core analysis report. 4. Experience in core flooding experiments pertaining to EOR studies will be preferred. 5. Experience in heavy oil related lab experiments. 6. Minimum 2 years experience of working in a Core laboratory having experience in conducting complete core analysis ranging from core sample preparation to core flooding and other experiments related to routine & special core analysis of Carbonate reservoirs.

Discipline: Chemist (03 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	Drilling & Workover Fluids	<ol style="list-style-type: none"> 1. Minimum 10 years of experience in handling drilling & workover fluids in Formulation, designing & maintenance of mud systems like High Performance Water Based Mud/ Synthetic Oil Based Mud/ HPHT drilling fluid/ Non Damaging

		<p>Drilling Fluid etc. in high angle deviated, Vertical and horizontal wells in onshore and offshore.</p> <ol style="list-style-type: none"> 2. Formulation, designing & maintenance of drilling fluid for sub hydrostatic and above hydrostatic reservoir. 3. Experience in designing, formulating & maintenance of low-density work over fluid for sub hydrostatic and above hydrostatic reservoir. 4. Experience in handling all types of mud related down hole problems including but not limited to stuck pipe, loss circulation, well kick, torque/drag, bit balling, bore hole instability etc.
2.	Corrosion Mitigation	<p>Minimum 10 years of experience pertaining to mitigation of corrosion related issues in E & P industry. Domain Experts may have all or any of the following skills:</p> <ol style="list-style-type: none"> 1. Failure analysis of tubular of Oil/Gas/Water disposal/Water Injection wells, etc. 2. Failure analysis of oil and gas flow lines, well head set up, oil & water handling tanks, etc. 3. Material selection and mitigation strategies for tackling corrosion associated problems. 4. Corrosion audit of pipeline network of onshore as well as offshore and plants such as OCS, GCS, WIS, LPG plant, etc. 5. Corrosion studies in oil and gas, produced water and trunk pipelines w.r.t. Microbial induced Corrosion and Chemical Corrosion. 6. Cathodic protection studies of various pipelines and tanks. 7. Corrosion & Metallurgical testing and monitoring.
3.	Geochemistry	<ol style="list-style-type: none"> 1. At least 10 years of specialized experience in performing source rock geochemical analysis including (TOC, Pyrolysis, GC, GCMS, Kerogen microscopy, Vitrinite reflectance etc.). 2. Proficiency in integrating geoscientific data to evaluate the hydrocarbon potential on the regional scale and strong understanding of petroleum systems.

Discipline: Drilling Engineer (10 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	Drilling Engineering - Onshore	<ol style="list-style-type: none"> 1. Minimum 15 years experience in Onshore Drilling operation & activities as Drilling Engineer supervising drilling activities. 2. Experience of drilling of at least 10 onshore wells deeper than 3500m. 3. Experience and Expertise of interpretation and resolution of drilling related down hole complications including fishing. 4. Experience in well designing and preparation of cost estimate with respect to Drilling Rig & Equipment, Services and well cost.
2.	Drilling Engineering - Offshore	<ol style="list-style-type: none"> 1. Minimum 15 years experience in Offshore Drilling operations & activities as Drilling Engineer supervising drilling operations. 2. Minimum 5 years experience in Offshore Drilling operations & activities in floaters as Drilling Superintendent supervising drilling operations. 3. Experience of interpretation and resolution of drilling related down hole complications including fishing. 4. Experience in well designing and preparation of cost estimate (inclusive in ultra deep waters, water depth more than 1500 meters) with respect to Drilling Rig & Equipment, Services and well cost.

3.	Drilling Engineering - HPHT	<ol style="list-style-type: none"> 1. Minimum 15 years experience in Drilling operation & activities as Drilling Engineer or Supervising drilling activities. 2. Minimum 5 years experience in HPHT Drilling operation & activities as Drilling Engineer or Supervising drilling activities. 3. Competency in carrying out HPHT well engineering, designing and execution and preparation of cost estimate with respect to Drilling Rig & Equipment, Services and well cost. 4. Experience and Expertise of interpretation and resolution of drilling related down hole complications including fishing. 5. Experience in well designing and preparation of cost estimate with respect to Drilling Rig & Equipment, Services and well cost.
4.	Well Logging Fishing Consultant/Expert for Well Logging	<ol style="list-style-type: none"> 1. Minimum 15 years of experience in Drilling operation & activities as a Drilling Engineer, having good experience in fishing out/retrieving of wireline logging tools from down hole in vertical/deviated wells. 2. Experience of fishing out/retrieving of wireline logging tools in at least 10 onshore wells deeper than 3500m. 3. Must possess knowledge and understanding on drilling technology, stuck pipe, fishing and hole stability. 4. Experience and expertise of interpretation and resolution of down hole complications while fishing out/retrieving of wireline logging tools (freeing stuck logging tools), stuck drill pipe during PCL operation following standard fishing practices.

Discipline: Production Engineer (04 nos.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	Offshore	<ol style="list-style-type: none"> 1. Minimum 10 years experience as Production Engineer in offshore oil & gas installations or supervising production related activities in offshore wells. 2. Project planning experience for well testing in Offshore environment.
2.	Well Stimulation	<ol style="list-style-type: none"> 1. Minimum 15 years experience of Production Engineering / Petroleum Engineering job in an onshore or Offshore field. 2. Knowledge of Hydro Frac planning and operations in a tight gas reservoir in HPHT environment. 3. Experience in HF design and should be able to evaluate the HF design given by service provider and suggest changes as deemed fit depending on well requirements. 4. Experience in Well intervention jobs by CTU and wireline is preferable. 5. Experience in acidization and other solvent treatment jobs.

Discipline: Mechanical Engineer (01 no.)		
Sl. No.	Area of Expertise	Skill Set Requirement
1.	Engineering Services	<ol style="list-style-type: none"> 1. Minimum 15 years experience in infrastructure & facilities creation for Production setup of wells in Offshore Oil & gas field.

3.0 Age Limit: Maximum 63 years as on **20/12/2025** (Working in fields)
Maximum 68 years as on **20/12/2025** (Office-oriented assignment)

Domain Expert engaged in assignments which would require working in fields shall not be more than 65 years of age and in case of office-oriented assignment it will be maximum 70 years. While applying, the applicants in both the nature of assignments must have minimum 02 (two) years before attaining the maximum permissible age limit of 65 years and 70 years.

4.0 Period of Empanelment: 02 (two) years

5.0 The honorarium that will be provided to the Domain Expert on call duty is as under:

Sl. No.	Level/Grade	Amount (₹)
1	CMD/MD/Directors	₹ 20,000/- per day
2	EDs/CGM/GGM/GMs/Professor or equivalent	₹ 15,000/- per day
3	DGMs/Associate Professor or equivalent	₹ 10,000/- per day

- Travel, local conveyance, boarding & lodging will be arranged by OIL as per entitlements of regular executives of their status in OIL.
- No other facilities will be extended or borne by OIL.

5.1 **Other Terms & Conditions:**

- a) Non-binding understanding between Project Proponent and Domain expert on Project Plan will be basis of engagement.
- b) The engagement will be on-call basis from time to time during the project period.
- c) Domain experts will be engage up to 100 days during the year starting from the date of empanelment.

6.0 **Termination of Contract:** The empanelment is also terminable at any time by serving 01 (One) month notice in writing by either party.

7.0 Location of work: **Noida, India.** However, he/she would be required to travel to any location of OIL in India depending on job requirement from time to time.

8.0 Application Process: Interested and eligible candidates may send their duly filled application (**only in the prescribed format provided below**) along with self-attested requisite documents to the following sources:

- Submit to: Chief General Manager (HR-Acquisitions), OIL Human Resources Office, Oil India Limited, 3rd Floor, P.O. Duliajan, Assam-786602
- E mail ID: con_app@oilindia.in
- Deadline: On or before 23:59 hours of **20/12/2025**

9.0 Online application received after 23:59 hours of **20/12/2025** will be rejected. Applications submitted without supporting documents for proof of date of birth, educational qualification and relevant experience will also be rejected.

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*Please affix your
recent passport
size photograph*

**APPLICATION FOR EMPANELMENT AS
DOMAIN EXPERT (Exploration & Development)**

Discipline: _____

Area of Expertise: _____

1	Name of the Applicant:	
2	Father's Name:	
3	Date of Birth:	
4	Gender:	
5	Address for Communication:	
6	Permanent Address (if different from address for communication):	
7	Telephone/Mobile No.	
8	E-mail ID	

9 EDUCATIONAL QUALIFICATIONS					
S.No	Degree	College/ Institution	Year of passing	Specialization/ Discipline	Class/ Division
a.	Graduation				
b.	Post Graduation				
c.	Others (if any)				
d.	Any other academic details				
e.	Member of Professional Bodies				

10 EXPERIENCE DETAILS						
S.No	Name of the organization	Position held	Grade of the Position last held	Period of Service		Nature of duties
				From	To	
a.						
b.						
c.						
d.						
e.	Write-up on relevant experience (maximum 300 words)					

DECLARATION

I hereby certify that the particulars furnished above are true, correct and complete in all respects. In case of information provided by me being found incorrect or false, my empanelment may be cancelled at any time without informing me.

Date:

Place:

Signature of the applicant

Please enclose a copy of the following documents along with the application:

1. Proof of Date of Birth
2. Proof of relevant experience/Education Qualification.
