



## GAIL (India) Limited

(A Government of India Undertaking)

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Corporate Identification Number: L40200DL1984GOI018976

### CAREER OPPORTUNITIES AS EXECUTIVE TRAINEE THROUGH GATE-2025

**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.

1. GAIL invites applications from Indian Nationals fulfilling the eligibility criteria for filling up various posts in Executive cadre by using GATE-2025 marks as per details given at **Table-I** below:

**Table-I**

Sl. No.	Post Details	Minimum Essential Qualifications	Post identified as suitable for PwBDs in following categories
1	<b>Post Name: Executive Trainee (Chemical)</b> <b>Grade: E2</b> <b>Pay Scale: ₹ 60,000-180,000</b>	Bachelor Degree in Engineering in Chemical/Petrochemical /Chemical Technology / Petrochemical Technology /Chemical Technology & Polymer Science/ Chemical Technology & Plastic Technology with minimum <b>65% marks</b> .	<b>Category A:</b> B, LV <b>Category B:</b> HH <b>Category C:</b> OA, OL, Dw, AAV <b>Category D:</b> ASD (M), SLD, MI <b>Category E:</b> MD Involving (A) to (D)above
2	<b>Post Name: Executive Trainee (Instrumentation)</b> <b>Grade: E2</b> <b>Pay Scale: ₹ 60,000-180,000</b>	Bachelor Degree in Engineering in Instrumentation/ Instrumentation & Control/ Electronics & Instrumentation/ Electrical & Instrumentation/ Electronics/ Electrical & Electronics with minimum <b>65% Marks</b> .	<b>Category B:</b> D, HH <b>Category C:</b> OL, CP, LC, Dw, AAV <b>Category D:</b> ASD (M), SLD, MI <b>Category E:</b> MD involving (B) to (D) above
3	<b>Post Name: Executive Trainee (Electrical)</b> <b>Grade: E2</b> <b>Pay Scale: ₹ 60,000-180,000</b>	Bachelor Degree in Engineering in Electrical/Electrical, Electronics & Power / Electrical & Electronics/Electrical & Power with minimum <b>65% marks</b> .	<b>Category B:</b> D, HH <b>Category C:</b> OL, Dw, AAV <b>Category D:</b> ASD (M) SLD, MI <b>Category E:</b> MD involving (B) to (D) above
4	<b>Post Name: Executive Trainee (Mechanical)</b> <b>Grade: E2</b> <b>Pay Scale: ₹ 60,000-180,000</b>	Bachelor Degree in Engineering in Mechanical/ Production/ Production & Industrial/ Manufacturing/ Mechanical & Automobile with minimum <b>65% marks</b> .	<b>Category B:</b> D, HH <b>Category C:</b> OA, OL, Dw, AAV <b>Category D:</b> SLD, MI <b>Category E:</b> MD involving (B) to (D) above
5	<b>Post Name: Executive Trainee (BIS)</b> <b>Grade: E2</b> <b>Pay Scale: ₹ 60,000-180,000</b>	Bachelor Degree in Engineering in Computer Science / Information Technology with minimum <b>65% marks</b> <b>OR</b> Bachelor Degree with minimum <b>60%</b> marks and Master's Degree in Computer Application (MCA) of minimum 2 years with minimum <b>65 % marks</b>	<b>Category A:</b> B, LV <b>Category B:</b> D, HH <b>Category C:</b> OA, OL, OAL, BL, CP, LC, Dw, AAV <b>Category D:</b> SLD, MI <b>Category E:</b> MD Involving (A) to (D)above

### Abbreviations Used

Abbreviations	Explanation	Abbreviations	Explanation
<b>PwBD</b>	Persons with Benchmark Disabilities	<b>OAL</b>	One Arm and One Leg
<b>B</b>	Blind	<b>CP</b>	Cerebral Palsy
<b>LV</b>	Low Vision	<b>LC</b>	Leprosy Cured
<b>D</b>	Deaf	<b>Dw</b>	Dwarfism
<b>HH</b>	Hard of Hearing	<b>AAV</b>	Acid Attack Victims
<b>OA</b>	One Arm	<b>ASD (M)</b>	Autism Spectrum Disorder (Mild)
<b>OL</b>	One Leg	<b>SLD</b>	Specific Learning Disability
<b>BL</b>	Both Legs	<b>MI</b>	Mental Illness
<b>MD</b>	Multiple Disability	<b>BIS</b>	Business Information System

## **2. RELAXATION IN MINIMUM PERCENTAGE OF MARKS IN EDUCATIONAL QUALIFICATIONS:**

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% for UR category.**

## **3. TERMS AND CONDITIONS IN RESPECT OF ESSENTIAL QUALIFICATION(S)**

- 3.1. Minimum essential educational qualifications required for each Post shall be as indicated in Table-I above against each post.
- 3.2. **Only full time Regular courses will be considered.**
- 3.3. All qualifications 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).
- 3.4. Minimum percentage of marks in the essential qualification(s), as specified shall be considered as per Institute/University rules/norms.
- 3.5. 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/Institutes. Candidate is required to obtain a certificate to this effect from the University/Institute which shall be required at the time of Selection Process.
- 3.6. Engineering Degree can be B.E. / B.Tech. / B.Sc. Engg.
- 3.7. Candidates having 05 years B.E / B. Tech. + M.E / M. Tech. integrated dual degree in engineering in relevant discipline shall also be considered.
- 3.8. Candidates who have completed their Bachelor degree in Engineering (including 05 years BE/B.Tech + ME/M.Tech integrated dual degree in Engineering) / MCA Degree [for ET (BIS) only] in the year 2024 OR Candidates who are currently in the final year (2024-25) of their Engineering Degree course (including 05 years BE/B.Tech + ME/M.Tech integrated dual degree in Engineering course) / MCA Degree [for ET (BIS) only] only are eligible to apply for the post of Executive Trainee in E-2 grade.

- 3.9. Candidates who have completed their Bachelor degree in Engineering (including 05 years BE/B.Tech + ME/M.Tech integrated dual degree in Engineering) / MCA Degree [for ET (BIS) only] in the year 2024 and belonging to General, EWS, and OBC (NCL) category must have secured minimum 65% marks and candidates belonging to SC/ ST/PwBD category must have secured minimum 60% marks.
- 3.10. Candidates who are currently in the final year (2024-25) of their Engineering Degree course (including 05 years BE/ B Tech + ME/ M Tech integrated dual degree in Engineering course) / MCA Degree [for ET (BIS) only] and belonging to General, EWS, and OBC (NCL) category must have secured minimum 65% marks in aggregate up to the last semester/ year examination at the time of applying and candidates belonging to SC/ ST/ PwBD category must have secured minimum 60% marks in aggregate up to the last semester/ year examination at the time of applying.
- 3.11. Selection of candidates who are currently in the final year (2024-25) of their Engineering Degree course (including 05 years BE/B.Tech + ME/M.Tech integrated dual degree in Engineering course) / MCA Degree [for ET (BIS) only] will be further subject to obtaining minimum 65% marks in case of General, EWS, and OBC (NCL) category candidates and minimum 60% marks in case of SC/ ST/PwBD category candidates in their Engineering Degree / MCA Degree [for ET (BIS) only] and submission of Final Degree certificate (at least provisional certificate) and mark sheets of all semesters/ years towards documentary proof of having passed the qualifying Degree examination in relevant discipline/ branch with minimum prescribed percentage of marks as indicated above.
- 3.12. Candidates who have completed their Bachelor degree in Engineering / MCA Degree [for ET (BIS) only] in relevant discipline/ branch in the year **2023 or earlier are not eligible to apply.**

**4. AGE LIMIT & AGE RELAXATION:**

- 4.1. The upper Age Limit is **26 years as on 18.03.2025** for the posts of Executive Trainee in all disciplines. *However, the relaxation in upper age limit as applicable is detailed in **Table -II** below in respect of posts which are reserved for SC/ ST/ OBC (NCL)/ PwBD category candidates*

**Table -II**

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

- 4.2. 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 (actual service rendered in the Armed Forces) from their actual age, and if the resultant age does not exceed the maximum age limit prescribed for the posts/ services for which a candidate seeks appointment by more than 3 years, he/she be deemed to satisfy the conditions
- 4.3. 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. 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.
- 4.4. **Maximum upper age of the applicant shall not exceed 56 years including all possible age relaxations.**

## 5. EMOLUMENTS:

- 5.1. Selected candidates will be placed in the pay scale of Rs.60,000 – 1,80,000/- at the Basic Pay of Rs.60,000/- during one-year training cum probation as Executive Trainee in E-2 grade. On successful completion of their Training cum Probation Period, they will be absorbed in the same Pay Scale of Rs.60,000 – 1,80,000/- in E-2 grade. **No protection of pay shall be admissible to the Candidates joining GAIL in the abovementioned posts.**
- 5.2. **Pay and Allowances:** Basic Pay as applicable in the grade, Variable Dearness Allowance (VDA) at the applicable rates and perks & allowances under cafeteria approach.
- 5.3. **Variable Pay:** Performance Related Pay based on individual and organizational performance.
- 5.4. **Other Benefits:** Company Accommodation / Leased Accommodation / HRA, medical facility, group insurance, etc.
- 5.5. **Superannuation Benefits:** Besides Contributory Provident Fund, Gratuity and Pension, employees who superannuate from GAIL after rendering a minimum of 15 years of service will also be entitled to Post-Retirement Medical Benefits.

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

## 6. PLACEMENT/ ASSIGNMENTS

During the Training-cum-Probation period and/ or after absorption, the 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. 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 get their 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/ State Government 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 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 the decision of designated CMO, GAIL (India) Limited will be final and binding. Detailed guidelines on Medical Standards/ Norms for Medical Fitness and Pre- Employment Medical Examination are available on "Careers" section of GAIL website <https://careers.gail.co.in> Candidates are advised to go through the same before they start the online application process.

## 8. SELECTION PROCESS AND HOW TO APPLY

- 8.1. GAIL will be utilizing **Graduate Aptitude Test in Engineering - 2025 Marks (GATE-2025 Marks)** for recruitment of Executive Trainees in the above-mentioned disciplines during the year 2025.

8.2. Eligible candidates who wish to apply for the position of Executive Trainees in GAIL will be required to first register for GATE-2025 and thereafter, appear in GATE-2025 as per instructions and timelines notified by GATE-2025 Organizing Institute in one of the following relevant GATE Examination Papers. List of disciplines/branches considered equivalent to each of the above 05 disciplines advertised is given below:

**Table-III**

Name of the post	Disciplines/Branches of Engineering to be considered equivalent against GAIL Discipline	Corresponding GATE-2025 Paper	Corresponding GATE-2025 Paper Code
Executive Trainee (Chemical)	1. Chemical 2. Petrochemical 3. Chemical Technology 4. Petrochemical Technology 5. Chemical Technology & Polymer Science 6. Chemical Technology & Plastic Technology	Chemical Engineering	CH
Executive Trainee (Instrumentation)	1. Instrumentation 2. Instrumentation & Control 3. Electronics & Instrumentation 4. Electrical & Instrumentation 5. Electronics 6. Electrical & Electronics	Instrumentation Engineering	IN
Executive Trainee (Electrical)	1. Electrical 2. Electrical, Electronics & Power 3. Electrical & Electronics 4. Electrical & Power	Electrical Engineering	EE
Executive Trainee (Mechanical)	1. Mechanical 2. Production 3. Production & Industrial 4. Manufacturing 5. Mechanical & Automobile	Mechanical Engineering	ME
Executive Trainee (BIS)	1. Computer Science 2. Information Technology 3. Bachelor's Degree with Master Degree in Computer Application (MCA)	Computer Science & Information Technology	CS

**Note: Candidates having Engineering Degree/MCA [For ET (BIS) only] in a branch / discipline other than as specified above are not eligible to apply.**

8.3. Based on the **GATE-2025 marks** and requirement, candidates will be short- listed for further selection process for the position of Executive Trainee in the above disciplines. **Please note that only GATE-2025 marks are valid for this recruitment exercise. GATE marks of 2024 or prior to that is not valid.**

8.4. The candidates who have registered with **GATE-2025** are required to download the admit card from **GATE Official website** upon its activation. On receipt/ downloading of **GATE-2025 Admit card** with registration number, candidates will have to separately apply online in GAIL indicating their **GATE- 2025** Registration Number in the “Careers” section of GAIL website <https://gailonline.com> . For this purpose, the relevant link will be made available in the “Careers” section of our website <https://gailonline.com> . **It may be noted that application without valid GATE-2025 registration number will be rejected.**

8.5. **Candidates will be required to apply online through GAIL website: <https://gailonline.com> only, indicating their GATE-2025 Registration Number. No other means/ mode of application shall be**

accepted. The relevant link will be made available from **1100 hrs on 17.02.2025 till 1800 hrs on 18.03.2025**.

**8.6.** A candidate can apply for one post/discipline only. Candidates applying for more than one post/discipline will not be considered.

**8.7.** (a) Only such PwBD category candidates would be eligible to get the applicable benefit of reservation / concessions in whose case 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 vide notification no.G.S.R. 591 (E) dated 15.06.2017 in support of their claim.

(b) 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.

(c) Candidates belonging to **OBC (Non-Creamy Layer)** category should produce their **latest** caste certificate in the prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking as contained in DOPT Memo No. 36036/2/2013- Estt. (Res.) dated 30- 05-2014 from a competent authority issued in the year of advertisement. 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 have to give a self-undertaking indicating that they belong to OBC (NCL) category at the time of participating in the Selection Process, if shortlisted for the same.

(d) Candidates seeking reservation under EWS category should produce their latest 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.

(e) Prescribed format of caste certificate for SC/ST, OBC(NCL), EWS and PwBD certificate can be downloaded from "Careers" section of GAIL Website <https://careers.gail.co.in>

## **9. OTHER TERMS & CONDITIONS AND GENERAL INSTRUCTIONS**

9.1. Only Indian Nationals are eligible to apply.

9.2. Any dispute with regard to recruitment against this advertisement will be subject to jurisdiction of Delhi High Court only.

9.3. 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 shall be issued in any other media. Candidates are requested to visit the website regularly to keep themselves updated.

## 10. IMPORTANT DATES

1	Opening of GAIL website for online submission of application by candidates indicating GATE-2025 Registration Number	17 <sup>th</sup> February 2025 (1100 Hrs onwards)
2	Last date for submission of online application in GAIL by candidates	18 <sup>th</sup> March 2025 (Till 1800 Hrs)

For detailed information regarding GATE-2025, interested candidates may log on to the official website of GATE-2025 <https://gate2025.iitr.ac.in> or website of IISc, Bangalore and IITs (Bombay, Delhi, Guwahati, Kanpur, Kharagpur, Madras and Roorkee) and for applying for GATE -2025

*We hereby caution the general public not to fall prey to the dubious agencies/organizations/individuals/aiming at fleecing money from the innocent public. Don't believe 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. No.: GAIL/OPEN/ET/2/2024**