

**Advt. No. CMD/OIL/HR/14C/Sep 2023-Domain Expert (E&D)**

- 1.0 Oil India Limited (OIL) intends to empanel fifty-five (55) domain experts 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, & 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 desired skill sets for various expertise areas are as follows: -

**A. Discipline: Geology (No. of Domain Experts: 12)**

SN	Area of Expertise	Experience Requirement
1	Exploration Geology	a) At least 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. b) Guiding exploration teams in G&G projects, both at prospect level and regional level; c) Proficiency in utilizing industry standard seismic interpretation softwares e.g. Petrel, Kingdom suite, Decision Space, Genoframe etc.
2	Basin Analysis & PSM	a) At least 10 years of specialized experience in Basin Analysis, PSM modelling, geochemical data interpretation of source rock, oil & gas. b) Guiding teams in overall Basin Analysis, Play fairway analysis and regional geological analysis. c) Proficiency in using software related to Petroleum System Modelling.
3	Operation Geology	a) At least 10 years of experience in Operations Geology including: <ul style="list-style-type: none"> <li>• Well Planning Activities including recommendation of appropriate technologies for data acquisition.</li> <li>• Identification of drilling hazards and recommending mitigation plans for identified subsurface hazards.</li> <li>• Generating Well prognosis documents including pre-drill Temperature profiles, Pore Pressure &amp; Fracture Pressure profiles and safe mud weight windows through Geo-mechanical studies.</li> <li>• Supervision &amp; QC of data from Wireline, LWD, Geo-steering, Mudlogging &amp; Coring services.</li> <li>• Generate planned Vs Actual subsurface profile using drilling and log data.</li> </ul>

SN	Area of Expertise	Experience Requirement
		<ul style="list-style-type: none"> <li>• Deciding casing seats, coring points and section/Well TD depths.</li> </ul>
4	Development Geology & Reserve Estimation	<p>a) At least 15 years of specialized experience in Development Geology including:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Executing Field Development activities including recommendation of optimized well placement &amp; trajectories using 3D static geological model.</li> <li>• 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.</li> <li>• Reserve Estimation with thorough knowledge on Petroleum Resource Management System (PRMS) Guidelines, preparation of Field Development Plans (FDP), etc.</li> </ul>
5	Paleontology	<p>a) At least 10 years of specialized experience in micropaleontology, biostratigraphy and paleo-environmental analysis.</p>
6	Sedimentology	<p>a) 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 &amp; reservoir characteristic.</p>
7	Sequence Stratigraphy	<p>a) 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 &amp; bio-stratigraphy data etc.</p>
8	Carbonate Reservoir	<p>a) At least 10 years of specialized experience in Reservoir Characterization &amp; 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.</p>
9	Techno-economic Evaluation	<p>a) Specialized experience in techno-economic assessment of exploration prospects, blocks, producing fields, bidding strategies, farm-in / farm-out opportunities under different fiscal models.</p> <p>b) Proficiency in handling Cost estimation, economic evaluation industry standard software packages.</p> <p>c) Experience in preparation of Appraisal Plans, DOC / FDP.</p>

**B. Discipline: Geology / Geophysics (No. of Domain Experts: 05)**

<b>SN</b>	<b>Area of Expertise</b>	<b>Experience Requirement</b>
1	Field Geology	<ul style="list-style-type: none"><li>a) 10 years of specialized experience (out of total experience) in Surface Geological field-work</li><li>b) Sound knowledge about hydrocarbon exploration processes</li><li>c) Mapping of surface leads (oil spill) and correlation with the geological structural control.</li></ul>
2	Unconventional	<ul style="list-style-type: none"><li>a) 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.</li></ul>
3	Geothermal	<ul style="list-style-type: none"><li>a) At least 10 years of experience in geothermal exploration, development and exploitation using field, lab or theoretical methods.</li><li>b) Experience of interpretation of geological map, structural map, geothermal map, remote sensing images, heat flow map etc.</li><li>c) Experience in heat flow estimates, volumetric assessment, conceptual modelling, feasibility study etc.</li></ul>
4	Petrophysics	<p>Minimum 10 years of experience in analyzing various electrologs including production logs.</p> <ul style="list-style-type: none"><li>a) Planning and supervision of petrophysical data acquisition activities.</li><li>b) Petrophysical Interpretation of individual well logs including Open and cased hole logs processing and interpretation.</li><li>c) Volumetric evaluation of hydrocarbon reserves, porosity and permeability modelling and saturation height function multimin analysis, rock typing and facies analysis using wireline data.</li><li>d) Knowledge of advanced log processing such as sonic, logs, image logs, well seismic data in various platforms and carrying out Comprehensive formation evaluation.</li><li>e) Planning, execution and integration of Core analysis (Routine &amp; SCAL) with geoscience studies.</li><li>f) Experience in analyzing logs in Carbonate Reservoir in terms of Rock Typing and other properties (Faults/fractures/voids).</li><li>g) Experience in interpreting low resistivity pay and low contrast pay.</li></ul>
5	Remote Sensing & GIS	<ul style="list-style-type: none"><li>a) At least 10 years of specialized experience in Remote sensing and GIS technology</li><li>b) 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.</li><li>c) Experience of interpretation of aerial photos, LiDar data, infrared photos, heat flow map.</li></ul>

<b>SN</b>	<b>Area of Expertise</b>	<b>Experience Requirement</b>
6	Seismic interpretation	<p>a) Onland seismic data interpretation expert. (Total 25 years of interpretation experience, out of which 20 years should be in onland interpretation alone).</p> <p>b) Shallow water seismic data interpretation expert. (Total 25 years of interpretation experience, out of which 20 years should be in shallow water interpretation alone).</p> <p>c) Deep Water seismic data interpretation expert. (Total 25 years of interpretation experience, out of which 20 years should be in deep water interpretation alone).</p>

**C. Discipline: Geophysics (No. of Domain Experts: 12)**

<b>SN</b>	<b>Area of Expertise</b>	<b>Experience Requirement</b>
1	Acquisition	<p>a) Minimum 20 years of experience in one or more of the following areas with specific expertise in Seismic Survey design, Quality control, acquisition and supervision:</p> <ul style="list-style-type: none"> <li>• Onshore: Foreland / Shelf / Conventional areas</li> <li>• Onshore: Fold / Thrust Belt areas</li> <li>• Offshore</li> </ul> <p>b) 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 &amp; Magneto Telluric (CSEM &amp; MT) campaigns.</p>
2	Processing	<p>a) Minimum 20 years of experience in processing of Seismic data (both 2D &amp; 3D and onshore &amp; offshore) in time and depth domain</p> <p>b) Should possess proficiency in industry standard processing software platforms.</p> <p>c) Should have guided processing teams</p> <p>d) Experience in processing of data from various areas like conventional onshore, Fold belt, Desert, transition &amp; offshore areas needs to be mentioned clearly</p>
3	Exploration Geophysics	<p>a) 15 years of experience in full-cycle exploration work flow, Seismic interpretation, prospect generation, post-drilling appraisal and geological risk analysis</p> <p>b) Experience in Seismic sequence stratigraphy studies.</p> <p>c) Experience in Gravity/Magnetic /Airborne Gravity Gradiometry or in Passive Seismic Studies/Passive seismic monitoring</p> <p>d) Experience in Pore pressure Analysis, Fracture Gradient &amp; geo-mechanical studies and well planning</p>

<b>SN</b>	<b>Area of Expertise</b>	<b>Experience Requirement</b>
4	Reservoir Geophysics	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience in various aspects of Reservoir Geophysics viz. Rock Physics Modelling, Seismic Inversion. Facies classification, Fluid modeling etc.</li> <li>b) Experience in building static Geocellular models and proficiency in handling various industry standard software needs to be mentioned clearly</li> <li>c) Experience in fracture (voids/vugs) modeling for Carbonate Reservoir.</li> </ul>
5	Seismic Data Management	<ul style="list-style-type: none"> <li>a) Minimum 10 years of experience in managing/handling various seismic data (all raw and processed 2D and 3D seismic data in time and depth domains).</li> <li>b) Experience with various industry standard software (like Petro bank, Prosource, Archival and Retrieval software, etc.)</li> <li>c) Experience in digitization and digitalization of various reports/vintage data.</li> <li>d) Solution for storing of large seismic data and supporting documents to the storage media.</li> <li>e) Solution for facilitating catalogue view and managing report generation.</li> </ul>

**D. Discipline: Reservoir (No. of Domain Experts: 05)**

<b>SN</b>	<b>Area of Expertise</b>	<b>Experience Requirement</b>
1	Reservoir Management	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience with ability to do Classical Reservoir Engineering analysis and preparation of Field development plan</li> <li>b) 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</li> <li>c) Experience in heavy oil reservoir management. Proficient in thermal recovery methods and its related software.</li> </ul>
2	Reserves Estimation	<ul style="list-style-type: none"> <li>a) Minimum 5 years of experience in Reserve Estimation with Petroleum Resource Management System (PRMS) Guidelines</li> <li>b) Experience in Decline Curve Analysis and Diagnostic Methods for Production Performance Forecasting</li> <li>c) Minimum 5 years of experience in Resource/Reserve Estimation of Carbonate Reservoir with Petroleum Resource Management System (PRMS) Guidelines</li> </ul>
3	IOR/EOR	<ul style="list-style-type: none"> <li>a) Minimum 10 years of experience in screening the fields for best suited IOR/EOR Technique</li> <li>b) Experience in its implementation of IOR/EOR techniques at pilot level &amp; evaluation of Pilot test results</li> </ul>

SN	Area of Expertise	Experience Requirement
		<ul style="list-style-type: none"> <li>c) Experience in implementation of IOR/EOR technique at full field level</li> <li>d) Thermal IOR specially CSS and Steam flooding methods.</li> </ul>
4	Techno–Economic Evaluation	<ul style="list-style-type: none"> <li>a) Minimum 10 years of experience in techno-economic assessment of producing fields, farm-in / farm-out opportunities of oil &amp; gas assets under different fiscal models.</li> <li>b) Proficiency in handling various industry standard software needs to be mentioned clearly.</li> </ul>

**E. Discipline: Reservoir / Chemical (No. of Domain Experts: 01)**

SN	Area of Expertise	Experience Requirement
1	PVT Lab Studies	<ul style="list-style-type: none"> <li>a) Minimum 10 years of experience in reservoir fluids sampling , Design &amp; Execution of PVT experiments for different reservoir fluids like black oil, gas condensate, dry gas, wet gas etc.</li> <li>b) Experience in handling relevant PVT simulation software for fluid characterization, modeling (Equation of State), interpretation of various PVT parameters &amp; generate comprehensive PVT report.</li> <li>c) Experience in PVT analysis for EOR studies will be preferred.</li> </ul>
2	Core Lab Studies	<ul style="list-style-type: none"> <li>a) Minimum 10 years of 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 &amp; special core analysis</li> <li>b) Design &amp; execution of core flooding experiments to obtain water/oil, gas/oil relative permeability and other experiments like capillary pressure measurement, resistivity measurement etc.</li> <li>c) Experience in handling relevant software, interpretation of various parameters &amp; generate comprehensive core analysis report.</li> <li>d) Experience in core flooding experiments pertaining to EOR studies will be preferred.</li> <li>e) Experience in heavy oil related lab experiments.</li> <li>f) Minimum 2 years of 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 &amp; special core analysis of Carbonate reservoirs.</li> </ul>

**F. Discipline: Chemical (No. of Domain Experts: 03)**

SN	Area of Expertise	Experience Requirement
1	Drilling & Workover Fluids	<p>a) Minimum 10 years of experience in handling drilling &amp; workover fluids in Formulation, designing &amp; maintenance of mud systems like High Performance Water Based Mud/ Synthetic Oil Based Mud/ HPHT drilling fluid/ Non Damaging Drilling Fluid etc. in high angle deviated, Vertical and horizontal wells in onshore and offshore.</p> <p>b) Formulation, designing &amp; maintenance of drilling fluid for sub hydrostatic and above hydrostatic reservoir.</p> <p>c) Experience in designing, formulating &amp; maintenance of low-density work over fluid for sub hydrostatic and above hydrostatic reservoir.</p> <p>d) 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.</p>
2	Corrosion Mitigation	<p>a) Minimum 10 years of experience pertaining to mitigation of corrosion related issues in E &amp; P industry. Domain Experts may have all or any of the following skills:</p> <ul style="list-style-type: none"> <li>• Failure analysis of tubular of Oil/Gas/Water disposal/Water Injection wells, etc.</li> <li>• Failure analysis of oil and gas flow lines, well head set up, oil &amp; water handling tanks, etc.</li> <li>• Material selection and mitigation strategies for tackling corrosion associated problems.</li> <li>• Corrosion audit of pipeline network of onshore as well as offshore and plants such as OCS, GCS, WIS, LPG plant, etc.</li> <li>• Corrosion studies in oil and gas, produced water and trunk pipelines w.r.t. Microbial induced Corrosion and Chemical Corrosion.</li> <li>• Cathodic protection studies of various pipelines and tanks.</li> <li>• Corrosion &amp; Metallurgical testing and monitoring.</li> </ul>
3	Geochemistry	<p>a) At least 10 years of specialized experience in performing source rock geochemical analysis including (TOC, Pyrolysis, GC, GCMS, Kerogen microscopy, Vitrinite reflectance etc.)</p> <p>b) Proficiency in integrating geoscientific data to evaluate the hydrocarbon potential on the regional scale and strong understanding of petroleum systems.</p>

**G. Discipline: Drilling (No. of Domain Experts: 10)**

SN	Area of Expertise	Experience Requirement
1	Drilling Engineering - Onshore	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience in Onshore Drilling operation &amp; activities as Drilling Engineer supervising drilling activities.</li> <li>b) Experience of drilling of at least 10 onshore wells deeper than 3500m</li> <li>c) Experience and Expertise of interpretation and resolution of drilling related down hole complications including fishing.</li> <li>d) Experience in well designing and preparation of cost estimate with respect to Drilling Rig &amp; Equipment, Services and well cost</li> </ul>
2	Drilling Engineering - Offshore	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience in Offshore Drilling operations &amp; activities as Drilling Engineer supervising drilling operations.</li> <li>b) Minimum 5 years of experience in Offshore Drilling operations &amp; activities in floaters as Drilling Superintendent supervising drilling operations.</li> <li>c) Experience of interpretation and resolution of drilling related down hole complications including fishing.</li> <li>d) 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 &amp; Equipment, Services and well cost</li> </ul>
3	Drilling Engineering - HPHT	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience in Drilling operation &amp; activities as Drilling Engineer or Supervising drilling activities.</li> <li>b) Minimum 5 years of experience in HPHT Drilling operation &amp; activities as Drilling Engineer or Supervising drilling activities.</li> <li>c) Competency in carrying out HPHT well engineering, designing and execution and preparation of cost estimate with respect to Drilling Rig &amp; Equipment, Services and well cost.</li> <li>d) Experience and Expertise of interpretation and resolution of drilling related down hole complications including fishing.</li> <li>e) Experience in well designing and preparation of cost estimate with respect to Drilling Rig &amp; Equipment, Services and well cost</li> </ul>
4	WELL-LOGGING-Fishing Consultant/Expert for Well Logging	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience in Drilling operation &amp; activities as a Drilling Engineer, having good experience in fishing out/retrieving of wireline logging tools from downhole in vertical/deviated wells.</li> <li>b) Experience of fishing out/retrieving of wireline logging tools in at least 10 onshore wells deeper than 3500m.</li> <li>c) Must possess knowledge and understanding on drilling technology, stuck pipe, fishing and hole stability.</li> <li>d) Experience and expertise of interpretation and resolution of down hole complications while fishing</li> </ul>



SN	Area of Expertise	Experience Requirement
		out/retrieving of wireline logging tools (freeing stuck logging tools), stuck drill pipe during PCL operation following standard fishing practices.

#### H. Discipline: Production (No. of Domain Experts: 06)

SN	Area of Expertise	Experience Requirement
1	Offshore	<ul style="list-style-type: none"> <li>a) Minimum 10 years of experience as Production Engineer in offshore oil &amp; gas installations or supervising production related activities in offshore wells.</li> <li>b) Project planning experience for well testing in Offshore environment.</li> </ul>
2	Well Stimulation	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience of Production Engineering / Petroleum Engineering job in an onshore or Offshore field.</li> <li>b) Knowledge of Hydro Frac planning and operations in a tight gas reservoir in HPHT environment.</li> <li>c) 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.</li> <li>d) Experience in Well intervention jobs by CTU and wireline is preferable.</li> <li>e) Experience in acidization and other solvent treatment jobs.</li> </ul>

#### I. Discipline: Mechanical (No. of Domain Experts: 01)

SN	Area of Expertise	Experience Requirement
1	Engineering Services	<ul style="list-style-type: none"> <li>a) Minimum 15 years of experience in infrastructure &amp; facilities creation for Production setup of wells in Offshore Oil &amp; gas field.</li> </ul>

3.0 Age Limit: Minimum 60 years and Maximum 65 years as on 30<sup>th</sup> September 2023.

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:

<b>SN</b>	<b>Levels (Illustrative Designation)</b>	<b>Honorarium</b>
1	Director and One level below Board-EDs	Rs.10,000/- per day
2	Two levels below Board- CGMs/ GGMs/ Professor or equivalent	Rs.9,000/- per day
3	Three levels below Board- GMs/ Associate Professors or equivalent	Rs.9,000/- per day
4	Four levels below Board- DGMs/ Assistant professor or equivalent	Rs.8,000/- per day

6.0 Location of work: Delhi. However, he/she would be required to travel to any location of OIL's operations/work centres in India depending on job requirement from time to time.

7.0 Travel, local conveyance, board & lodging will be arranged by the Company as per entitlements of regular executives of their status in OIL. No expenditure on residential office and communication facilities will be borne by OIL.

8.0 Interested and eligible persons may send their duly filled in application (in prescribed format provided below) at email id de\_ed@oilindia.in on or before 23:59 hours of **09<sup>th</sup> September, 2023**.

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ऑयल इंडिया लिमिटेड  
Oil India Limited

Conquering Newer Horizons

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

**Area of Expertise:** \_\_\_\_\_

*Please affix your  
recent passport size  
photograph*

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	

<b>9 EDUCATIONAL QUALIFICATIONS</b>					
<b>SN</b>	<b>Degree</b>	<b>College/ Institution</b>	<b>Year of passing</b>	<b>Specialization/ Discipline</b>	<b>Class/ Division</b>
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 appointment may be cancelled at any time without informing me.

**Date:**

**Place:**

**Signature of the Applicant**

Please enclose copy of following documents along with the application:

1. Proof of date of birth
2. Documentary proof of relevant experience