



बीईएमएल लिमिटेड BEML LIMITED

(भारत सरकार का उपक्रम) (A Govt of India Undertaking)

CIN: L35202KA1964GOI001530

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

SELECTION OF EXECUTIVES FOR VARIOUS POSITIONS THROUGH OPEN RECRUITMENT (Advt. No: KP/S/07/2023 Dt. 01.11.2023)

BEML Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products over the last six decade, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To further build country's promising projects, namely - Vande Bharat sleeper trains, Metro rail coaches, High mobility & Armoured recovery vehicle, Special application Engines for Defence, AI-based high-end mining equipment, BEML Ltd welcomes interest from career-oriented professionals who wish to achieve great future with us and explore "New Frontiers, New Dreams" for tomorrow.

Details of the Positions :

(I) Senior Executives

1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Executive Director (Operations Excellence)	1	First Class Degree in Engineering from a recognized University / Institution. Postgraduate degree / diploma in technology / management will have added advantage.	The candidate should have atleast 5 years of Cumulative post-qualification Experience during last 10 years of service in the field of operations / projects / Planning at a senior level of management in an organisation of repute.	25	54	1) Develop annual and quarterly manufacturing schedule and operation plan. 2) Administer adherence to finalised operation plan and update plan for unplanned orders 3) Lead the overall resource optimisation, allocation and quality objectives ensuring fulfilment of contractual obligations. 4) Head the Committee of Operations excellence comprising of production, marketing, Purchase and Quality heads. Place of Posting – Bangalore



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Executive Director (Strategy & Alliance Management)	1	First Class Degree in Engineering from a recognized University / Institution Candidate holding MBA / PG Diploma in Management will have added advantage.	The candidate should have atleast 5 years of Cumulative post-qualification Experience during last 10 years of service in Strategy / Joint Ventures / Mergers & Acquisition at a senior level of management in an organisation of repute.	25	54	1) Define BEML's short and long term corporate and alliance strategy in line with stakeholder/market expectations 2) Prioritise business opportunities across divisions in alignment with short and long term corporate strategy 3) Identify signature moves for BEML, e.g. partnerships, business diversification, exports, etc 4) Manage relationships with stakeholders 5) Alliance management within the organisation Place of Posting – Bangalore

(II) Engine Project

1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Executive Director (Engines)	1	First Class Degree in Engineering in Mechanical / Automobile / Industrial / Production Discipline from a recognized University / Institution. Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion	The candidate should have atleast 5 years of Cumulative post-qualification Experience in last 10 years of service in various systems of Engines at a senior level of management in an organisation of repute. Experience / Exposure in engine testing / data analysis	25	54	The candidate will be spearheading BEML's Engine Division and will be responsible for; 1) Entire gamut of operations within the division such as production, design and development of new engines, technology development, marketing, product support, forecasting, inventory



		Engg / Industrial / Production will be of added advantage.	/ application engineering / manufacturing will be an added advantage			management, quality management and other statutory requirements. 2) Developing and implementing strategies to promote Organisation's mission by creating complete business plan for taking Engine Division to Global Standards. 3) Lead the engine R&D team to develop state of the art technologies. 4) Form and manage strategic alliances with stakeholders. 5) Handhold the Team and facilitate knowledge transfer to build a strong pool for the Engine projects. Place of Posting – Bangalore / Mysore
Dy.General Manager – R&D	2	First Class Degree in Engineering in Mechanical/ Automobile/ Industrial Production Engineering from a recognized University / Institution. Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg/ Industrial / Production will be of added advantage.	The candidate should have Experience in areas of Design of engines for Automotives / Heavy earth moving application in Design and development of engines / its sub systems. Exposure on 3D modelling / Analysis / simulation through Engine Softwares will be an added advantage. Exposure on Engines Testing, Calibration, Component Evaluation, Application	16	45	Candidate will lead a team of Design and development engineers involved in the development of Heavy-duty Diesel Engines. Candidate will also be responsible for Testing, calibration of Engines, Component Evaluation, Application Engineering & vehicle integration. Candidate will also be responsible for 1D/3D Simulation study of various developed parts. Place of Posting – Mysore



			<p>Engineering, Vehicle Integration and systems such as CRDI Fuel system, Exhaust After Treatment System, OBD-II for development of CEV Stage-IV / Stage-V engines is desirable.</p> <p>The candidate from private organisation should be an executive/officer from a company registered under companies act.</p>			
Asst. Manager R&D	2	<p>First Class Degree in Engineering in Mechanical/ Automobile/ Industrial Production Engineering from a recognized University / Institution.</p> <p>Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg/ Industrial Production will be of added advantage.</p>	<p>The candidate should have Experience in areas of Design of Automobile components with knowledge on IC Engine, Engine component design, engineering materials, manufacturing process & Heat Treatment Process</p> <p>Candidate should have hands on experience / exposure in one or more of the below:</p> <ul style="list-style-type: none"> •3D modelling, •Simulation (1D&3D) •Analysis software (Preferably ProECreo & ANSYS). •Engineering drawing with good knowledge on Geometrical Dimensioning &Tolerances. 	4	30	<p>The Candidate will be responsible for Design & Development activities of various Heavy-duty Diesel Engines.</p> <p>Candidate will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation and integration of the product.</p> <p>Place of Posting – Mysore</p>



Asst. Manager R&D	12	<p>First Class Degree in Engineering in Mechanical/ Automobile/ Engineering from a recognized University / Institution.</p> <p>Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg/ Machine Design will be of added advantage.</p>	<p>The candidate should have Experience in areas of Design of Automobile components with knowledge on IC Engine, Engine component design, engineering materials, manufacturing process & Heat Treatment Process</p> <p>Candidate should have hands on experience / exposure in one or more of the below:</p> <ul style="list-style-type: none"> •Engine Component Design and 3D modeling on ProE/Creo. •Manufacturing 2 D drawing preparation with Geometrical Dimensioning &Tolerances in ProE/Creo and AutoCAD. •Selection of materials for engine components, manufacturing & Heat Treatment Process. 	4	30	<p>The Candidate will be responsible for Design & Development activities of various Heavy-duty Diesel Engines. The Candidate will be responsible for CAD related engineering activities of engine design team.</p> <p>Candidate will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation and integration of the product.</p> <p>Place of Posting – Mysore</p>
Asst. Manager R&D	6	<p>First Class Degree in Engineering in Mechanical/ Automobile/ Engineering from a recognized University / Institution.</p> <p>Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg/ Machine Design will be of added advantage.</p>	<p>The candidate should have Experience in areas of Design of Automobile components with thorough knowledge on IC Engine, Engine component design, engineering materials, manufacturing process & Heat Treatment Process</p> <p>Candidate should have hands on experience /</p>	4	30	<p>The Candidate will be responsible for Design & Development activities of various Heavy-duty Diesel Engines. The Candidate will be responsible for CAE/CFD related engineering activities of engine design team.</p> <p>Candidate will also support the manufacturing, materials and Lab team for product & systems</p>



			<p>exposure in one or more of the below:</p> <p>1D (Preferably AVL/Ricardo Engine Specific Software) & 3D Simulation</p> <p>Structural and Thermal analysis of Engine components using ANSYS.</p> <p>CFD analysis of Engine sub system components Intake air port flow analysis, Combustion analysis with respect to various Piston Bowl and Injector Nozzle parameters, Analysis of Coolant flow & Lubrication flow.</p> <p>Manufacturing 2 D drawing preparation with Geometrical Dimensioning & Tolerances in ProE/Creo and AutoCAD is added advantage.</p>			<p>solution towards successful realisation and integration of the product.</p> <p>Place of Posting – Mysore</p>
Asst. Manager R&D	5	<p>First Class Degree in Engineering in Electrical & Electronics / Electronics & Communication Engineering from a recognized University / Institution.</p> <p>Post Graduation or Higher Qualification in Embedded Systems will be of added advantage.</p>	<p>The candidate should have Experience in areas of Design of industrial / Automobile electrical / electronic systems</p> <p>Post qualification in Automotive industry will be an added advantage.</p> <p>Candidate should have hands on experience / exposure in one or more of the below:</p>	4	30	<p>The Candidate will be responsible for Design & Development activities of various Heavy-duty Diesel Engines. The Candidate will be responsible for Electrical & Electronic related engineering activities of engine design team.</p> <p>Candidate will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation</p>



			<p>Design of Industrial / Automotive cable harness, Selection</p> <p>Evaluation of Sensors, Solenoids, switches, relays, actuators.</p> <p>Control Unit logic control/logic building</p> <p>Fault analysis of electronic circuit / components.</p> <p>Development of Electronic hardware like sensors / switches / actuators/ ECU.</p> <p>Experience /exposure in ECU calibration software like INCA and involved in Engine ECU calibration.</p>			<p>and integration of the product.</p> <p>Place of Posting – Mysore</p>
Asst. Manager – R&D	5	<p>First Class Degree in Engineering in Mechanical/ Automobile/ Engineering from a recognized University / Institution.</p> <p>Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg/ Machine Design will be of added advantage.</p>	<p>The candidate should have Experience in areas of testing / calibration of IC Engine, Engine components</p> <p>Candidate should have hands on experience / exposure in one or more of the below:</p> <p>Engine Test Standards (ISO: 10000, ISO: 9549, ISO:1585)</p> <p>Emission measuring instruments like HORIBA MEXA, AVL450, MDLT etc.</p> <p>Various emission norms (CEV Stage-</p>	4	30	<p>The Candidate will be responsible for Design & Development activities of various Heavy-duty Diesel Engines. The Candidate will be responsible for Engine Testing, Vehicle Engineering and Calibration Engineer related engineering activities of engine design team.</p> <p>Candidate will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation and integration of the product.</p>



			<p>III,IV,V, IMO-III, BS-III, BS-IV etc)</p> <p>CRDI Engine Calibration and tuning for Vehicle requirement.</p> <p>Performance and endurance testing of engine aggregates like Turbocharger, Oil /Fuel cooler, Air filter, Fuel filter, Water pump, Oil pump, FIE, 5C components etc.</p> <p>Selection of components (Dynamometer/Test Cell instrumentations/Control Panels) for Engine test bed establishment.</p>			<p>Place of Posting – Mysore</p>
Asst. Manager-Production	1	<p>First Class Degree in Engineering in Mechanical / Automobile/ Industrial Production Engineering from a recognized University / Institution.</p> <p>Post Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg/ Industrial Production will be of added advantage.</p>	<p>The candidate should have post qualification experience in the areas of Production of Internal combustion Engines.</p> <p>Experience / exposure on Engine assembly, Testing and Quality assurance of Heavy Duty Tank Engine / Off Highway diesel engines will have added advantage.</p>	4	30	<p>The candidate will be responsible for Manufacturing and testing of engines meeting the specified Quality parameters.</p> <p>Place of Posting – Mysore</p>



(III) Defence - Aerospace

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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Dy.General Manager - Production	1	First Class Degree in Engineering in Mechanical/ Automobile/ Industrial Production Engineering from a recognized University / Institution. Post Graduation or Higher Qualification in Aerospace / Production will be an added advantage.	The candidate should have cumulative post qualification experience in production / manufacturing of products in aerospace domain for a minimum duration of 5 years in last 10 years of service in any organisation of repute. Experience / exposure in one or more of the following will be of added advantage : Design & analysis / Manufacturing & Assembly / Quality / Maintenance of Aircraft / Rotocopter / Unmanned Aerial Vehicles / Airborne Modules, aggregates and systems / Launch Vehicles for Space Programmes / Missile Systems and modules.	16	45	The candidate will be responsible for production, planning, manufacturing and quality assurance of components, aggregates and equipment. Place of Posting – Mysore / Bangalore
Dy.General Manager – Marketing	1	First Class Degree in Engineering in Mechanical/ Automobile/ Industrial Production Engineering from a recognized University / Institution. Or Equivalent qualification for Defence personnel.	The candidate should have cumulative post qualification experience in Marketing related activities in aerospace domain for a minimum duration of 5 years in last 10 years of service in any organisation of repute. For candidates from Defence forces; experience / exposure in handling acquisitions /perspective planning/ provisioning/ formulation of SQRs/ RFI/ RFP/ CNCs/Post contract management of equipment is preferred.	16	45	The candidate will be responsible for identifying and finalising the opportunities & projects, joint Ventures & modalities of technology transfers, Modernization, Business Development & Marketing, Quality Assurance etc. The candidate shall interact and coordinate with the Ministry of Defence, DPSUs, DRDO establishments,



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		Postgraduate degree / diploma in technology / management will have added advantage.	Experience / Exposure in Marketing with global OEMs / Tier-I suppliers in Aerospace industry will be an added advantage.			Indian Armed Forces/ Services, and other global OEMs and their Tier-I suppliers to get substantial business prospects to BEML Ltd. Place of Posting – Mysore / Bangalore

(IV) Defence - ARV Project

1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Dy General Manager (Planning)	2	Col/ Lt.Col from the Indian Army With an Equivalent Degree issued by the Indian Army.	The candidate should have experience in the Indian Army's EME corps having served in the various Workshops with a minimum of 2 years of Experience in last 10 years of service at an Army Base Workshop / Corps Zone Workshops. Experience / Exposure in operation / Overhauling / maintenance / quality assurance / Project management in Armoured Recovery Vehicles / Armoured Fighting vehicles / infantry combat vehicles / Special Weapon Systems / special purpose vehicles (A or B Class) will be an added advantage.	16	45	The Candidate will be responsible for the trouble shooting of armoured vehicles such as ARV WZT3 / WZT2 / VT 72 / T-72. Candidate will lead a team in Maintaining/ Overhauling / Service of Equipment, handhold the team & facilitate knowledge transfer. Place of Posting : KGF .
Asst. General Manager – (Planning)		Col/ Lt.Col from the Indian Army. With an Equivalent Degree from the Indian Army.	The candidate should have experience in the Indian Army's EME corps having served in the various Workshops with a minimum of 2 years of Experience in last 10 years of service at an Army Base Workshop / Corps Zone Workshops.	13	42	The Candidate will be responsible for the trouble shooting of armoured vehicles such as ARV WZT3 / WZT2 / VT 72 / T-72. Candidate will lead a team in Maintaining/



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
			Experience / Exposure in operation / Overhauling / maintenance / quality assurance / Project management in Armoured Recovery Vehicles / Armoured Fighting vehicles / infantry combat vehicles / Special Weapon Systems / special purpose vehicles (A or B Class) will be an added advantage.			Overhauling / Service of Equipment, handhold the team & facilitate knowledge transfer. Place of Posting : , KGF .
Asst. General Manager Quality Engineering	1	First Class Degree in Mechanical / Electrical Engineering from a recognized University / Institution. or Col/ Lt.Col from the Indian Army. With an Equivalent Degree from the Indian Army.	The Candidate should have post qualification experience with the Army or DGQA or large engineering organisation supplying defence products with hands on experience and knowledge on the Quality aspects of Armoured Recovery Vehicles / Armoured Fighting vehicles / infantry combat vehicles / Special Weapon Systems / special purpose vehicles (A or B Class). Experience / Exposure in preparation of QAP, QA check, Scrutinizing material check reports, etc among other Quality functions will be an added advantage. Professional certification in Quality management systems is desirable.	13	42	The Candidate shall be responsible for the quality management of products & services. The candidate will also be responsible for documentation and liaison with Customer / DGQA. Place of Posting : , KGF .
Sr Manager Production control	1	First Class Degree in Mechanical / Automobile/ Production Engineering from a recognized University / Institution	The Candidate should have post qualification experience for minimum 2 years in last 10 years of service in production/ planning / manufacturing of Armoured Recovery Vehicles / Armoured Fighting vehicles / infantry combat vehicles / Special Weapon Systems / special purpose vehicles (A	11	39	The candidate will be responsible for production control, Planning, scheduling, project management activities to ensure timely delivery of products and services to customer.



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		(or) Officer With an Equivalent Degree from the Indian Army.	or B Class) meant for defence applications in an organisation of repute.			Place of Posting : , KGF .
Asst. Manager Production control	1	First Class Degree in Mechanical / Automobile/ Production Engineering from a recognized University / Institution	The Candidate should have post qualification experience in an engineering organisation. Experience / Exposure in production/ planning for manufacturing of Armoured Recovery Vehicles / Armoured Fighting vehicles / infantry combat vehicles / Special Weapon Systems / special purpose vehicles (A or B Class) meant for defence applications will be an added advantage	4	30	The candidate will be responsible for production control, Planning, scheduling, project management activities activities such as co-ordination with Purchase, Manufacturing Departments, Methods Planning, Tooling, Store, etc to ensure in time of products and services. Place of Posting : KGF
Officer – Production/ Planning / Production control	4	First Class Degree in Mechanical / Automobile/ Production Engineering from a recognized University / Institution	The candidate should have required post qualification experience in the areas of Production, Planning & Control specially from an engineering organisation.	2	27	The candidate will responsible for Overhauling, Manufacturing, ERP based Planning and Production Control activities of Heavy Equipment.
Officer – Production	1	First Class Degree in Electrical Engineering from a recognized University / Institution.	Experience / exposure in Manufacturing of Heavy Equipment will be preferred.	2	27	Place of Posting : KGF
Officer – Quality (Mechanical)	2	First Class Degree in Mechanical / Automobile/ Production Engineering from a	The candidate should have required post qualification experience in the areas of Quality Assurance from an engineering organisation.	2	27	The Candidate shall be responsible for the quality management of products & services. The candidate will also be responsible for documentation and



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		recognized University / Institution	Experience / exposure in Manufacturing of Heavy Equipment will be preferred.			liaison with Customer / DGQA. Place of Posting : KGF
Officer Quality (Electrical)	1	First Class Degree in Engineering in Electrical Engineering from a recognized University / Institution.		2	27	
Officer Material Management	2	First Class Degree in Mechanical / Automobile/ Production Engineering from a recognized University / Institution	The Candidate should have post qualification experience form an engineering organisation Preference will be given to candidates from PSUs/ Large manufacturing OEMs in the areas of Material Management functions such as purchase / stores / vendor development etc. Experience / Exposure in ERP / SCM / SRM will be an added advantage.	2	27	The Candidate will be responsible for Materials Management functions in the assigned areas. Place of Posting : KGF

(V) Defence Business

1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Chief General Manager (Defence Marketing)	1	First Class Degree in Engineering from a recognized University / Institution. (or) Equivalent qualification for	The candidate should have post qualification experience in Leadership roles in an organisation of repute engaged in the marketing and sales of Defence equipment. For candidates from Defence forces; experience / exposure in handling	21	51	The candidate will be responsible for identifying and finalising the short & long term business opportunities, joint Ventures & modalities of technology transfers, Modernization, Business Development &



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		<p>Defence personnel.</p> <p>Postgraduate degree / diploma in technology / management will have added advantage.</p>	<p>acquisitions /perspective planning/ provisioning/ formulation of SQRs/ RFI/ RFP/ CNCs/Post contract management of equipment is preferred.</p> <p>The candidate shall possess domain knowledge of Defence Acquisition processes, defence products, Defence Quality Assurance procedures, formation of SQRs, field operations etc.</p> <p>The candidate from private sector should have worked in a company with an annual turnover of Rs 1000 Cr or more. Preference will be given to Candidate from listed companies.</p>			<p>Marketing, Market Research and Risk Analysis etc.</p> <p>The candidate shall interact and coordinate with the Ministry of Defence, DPSUs, DRDO establishments, Defence Industries, Indian Armed Forces/ Services for business opportunities</p> <p>Organize / participate in business promotion events, exhibitions & conferences</p> <p>Manage & develop relationships with existing, new customers and Stakeholders.</p> <p>Place of Posting - Bangalore</p>
Dy General Manager (Marketing)	2	<p>First Class Degree in Engineering.</p> <p>(or)</p> <p>Equivalent qualification for Army personnel.</p>	<p>The candidate should be a Retired Officer from the Indian Army in the Rank of Col / Lt Col or equivalent from other services with experience / exposure in Defence Acquisition processes, defence products, formation of SQRs, field operations.</p>	16	45	<p>The candidate will be responsible for identifying and finalising the short & long term business opportunities, Market Research and Risk Analysis etc.</p>
Asst. General Manager – (Marketing)		<p>Postgraduate degree / diploma in technology / management</p>	<p>Exposure on acquisition / operation/ sustenance of armoured vehicles / Infantry combat vehicles / specialist</p>	13	42	<p>The candidate shall interact and coordinate with the Ministry of Defence, DPSUs, DRDO establishments, Defence Industries, Indian Armed Forces/</p>



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		will have added advantage.	vehicles (A and B vehicles) will be an added advantage.			<p>Services for business opportunities</p> <p>Monitor Project deliverables and coordinate for timely fulfilment of contractual obligations</p> <p>Organize / participate in business promotion events, exhibitions & conferences</p> <p>Manage & develop relationships with existing, new customers and Stakeholders.</p> <p>Place of Posting – Delhi / Bangalore</p>
Dy.General Manager – Planning	1	<p>First Class Degree in Engineering in Mechanical/ Automobile/ Industrial/ Production Engineering from a recognized University Institution.</p> <p>Postgraduate degree / diploma in technology / management will have added advantage.</p>	<p>The candidate should have post qualification experience in large Automobile or Manufacturing organisation with expertise in the areas of resource planning / scheduling / inventory control / monitoring line performance.</p> <p>Exposure in latest manufacturing practices, Industry 4.0, material management etc. will be an added advantage.</p>	16	45	<p>The candidate will be responsible for handling the gamut of planning and associated functions at BEML's Manufacturing facility.</p> <p>The Role will also involve Supporting the Defence R&D Team for new product development / indigenization activities with control on cost.</p> <p>The candidate will be responsible for Inventory control, Cost estimation, MIS, release of production</p>



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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
						orders and maintenance of Operations master, Coordination with Production, Quality and Marketing in Production Planning activities. Place of Posting – Palakkad
Asst. General Manager – Quality	1	First Class Degree in Engineering in Mechanical/ Automobile/ Industrial/ Production Engineering from a recognized University / Institution. Postgraduate degree / diploma in technology will have added advantage.	The candidate should have post qualification experience in large Automobile or Manufacturing Organisation with expertise in the areas of Quality Assurance / Quality control techniques / Quality audits / usage of Quality tools and instruments. The candidate should have knowledge about various ISO & BIS Standards Exposure on material science and testing procedures will be an added advantage. Professional certification in Quality management systems is desirable.	13	42	The candidate shall be responsible for Quality management at BEML's Manufacturing facility. The candidate will also be responsible for Inbound and Outbound inspection & clearance activities of products and services. Candidate shall notify the suppliers for non-conformances at receipt stage, take CAPA. Preparation of QAPs, Quality Documentation for products and services Place of Posting – Palakkad



(VI) International Business

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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
General Manager)International Business(1	First Class Degree in Engineering from a recognized University / Institution. Postgraduate degree / diploma in management will have added advantage.	The candidate should have atleast 5 years of post-qualification Cumulative Experience in last 10 years in the field of international marketing of engineering products / Capital goods / projects in an organisation of repute. Exposure on International Logistics, Foreign Trade Policy, FEMA, DGFT, Export Documentation will have added advantage.	19	48	The candidate should lead international business division and develop strategies for capturing emerging opportunities globally. Business networking, Interactions with embassies/ Ministry, Market Entry strategy, Dealer/ Representative Management, Financial needs initiative, Overseas presence through Market Expansion and Re-assessment, Focus and explore new territories and create networks for providing end-to-end solutions including operational support, maintenance and after sales-service Formulate and implement strategies for business development and enhancing market share Place of Posting: Delhi



(VII) Finance/ Legal/ Human Resource/ Security/ Corporate Communications / Company Secretary

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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Chief General Manager (Finance)	1	CA / CMA (ICWA) CA / CMA (ICWA) / First Class Full Time MBA In Finance from a recognised institution	The candidate should have atleast 5 years of post-qualification Cumulative Experience in last 10 years in Finance function at a senior level in an organisation of repute. Experience / exposure in Project finance, Project costing, Budget & fund management, import export procedure / documentation, direct and indirect taxation (including international), preparation of financial statements will have added advantage.	21	51	The Candidate will be responsible for Company's overall Finance function including Budgetary Planning & Control, Central Treasury Management, Auditing Management, imports & exports, Financial Analysis and Reporting, Taxation, Costing etc. Place of Posting: Bangalore
Asst. General Manager – Finance	3	CA / CMA (ICWA) / First Class Full Time MBA in Finance from a recognised institution	The candidate should have post qualification experience from an organisation of repute in one or more areas of Treasury Management, consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Payroll, Provident Funds / GST and taxation, Insurance etc.	13	42	The Candidate will be responsible for Institutional finance, Budgetary Planning and control, Central Treasury Management, Resource Generation, Control of Accounts, Investment planning and Management, Auditing Management, Financial Analysis and Reporting, Taxation, Finance and Costing of projects, MIS, Income Tax and all other Taxation matters, Coordination with Statutory / Govt. Auditors, Bank related work, Internal Audit, Bank Guarantee etc. Place of Posting – Pan India



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Manager Finance	4	CA / CMA (ICWA) / First Class Full Time MBA In Finance from a recognised institution	The candidate should have post qualification experience from an organisation of repute in one or more areas of Treasury Management / consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Experience / Exposure in Payroll / Provident Funds / GST and taxation / Insurance will have added advantage	8	34	The candidate will be responsible for the areas assigned under Institutional finance, Budgetary Planning and control, Treasury Management, Resource Generation, Auditing Management, Financial Analysis and Reporting, Taxation, Finance and Costing of projects, MIS, Income Tax and all other Taxation matters, Coordination with Statutory / Govt. Auditors, Bankers, Bank Guarantee etc. Place of Posting – Pan India
Deputy General Manager Company Secretary	1	Qualified and Practicing Company Secretary with membership of the Institute of the Company Secretary of India. Graduate Degree in Law or MBA will have added advantage	The candidate should have post qualification experience preferably from large listed corporates with a thorough expertise in compliance areas including all statutory matters. Should have expertise in dealing with Stock Exchanges for filing returns.	16	45	The candidate shall be responsible for: 1. Compliance with the provisions under Companies Act, 2013 2. Compliance with regulations under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. 3. Compliance with DPE guidelines on Corporate Governance for CPSEs. 4. Preparation of Agenda and minutes for Board Meetings, Audit Committee Meetings and other meetings of Board Committees of the Company & its subsidiaries. 5. Maintenance of all statutory Records and Registers as required under the provisions of Companies Act, 2013



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
						<p>and other applicable laws.</p> <p>6. Dealing with Stock Exchanges for filing returns and other regular correspondence for a listed Company.</p> <p>7. E-filing of various returns with Ministry of Corporate Affairs.</p> <p>8. Co-ordination with Registrar & Share Transfer Agent of the company and Redressal of Investors' grievances.</p> <p>9. Assistance in preparation of Annual report of the Company and convening Annual General Meeting.</p> <p>10. Co-ordination with Statutory Auditors / Government Auditors / Secretarial Auditors, etc.</p> <p>11. Other directives as issued from time to time regarding related matters.</p> <p>Place of Posting – Bangalore</p>
Asst. General Manager - HR	1	First Class - Post Graduate degree (Two years full time) / Post Graduate Diploma in Personnel management / Human Resource management or MBA (with HR as Major)	<p>The candidate should have post qualification experience from an organisation of repute in one or more areas of Human Resource Development / Human Relations / Talent Acquisition / Industrial Relations / Compliance of Statutory requirements / Contract Labour management.</p> <p>Experience/ exposure in development of employee engagement systems /</p>	13	42	<p>The Candidate will be responsible for HR Functions at his/ her place of posting which could include areas of functioning in Human Relations / Industrial Relations, Compliance of Statutory requirements, including Contract Labour matters, Implementation of HR policies & Procedures, Manpower Planning, Performance Management System, Training & Development</p>



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		<p>/ Post Graduate Diploma / Program in Management in HR / IR / MSW / MA (Social Work with HR/IR / Personnel Management) from a recognised university /institution</p> <p>Degree in Law will be an added advantage.</p>	<p>performance management system / Learning and development will be an added advantage.</p>			<p>including OD, Welfare, Official Language, General administration etc.</p> <p>Place of Posting: Bangalore / KGF/ Mysore</p>
Sr.Manager - HR	1	<p>First Class - Post Graduate degree (Two years full time) / Post Graduate Diploma in Personnel management / Human Resource management or MBA (with HR as Major) / Post Graduate Diploma / Program in Management in HR / IR / MSW / MA (Social Work with HR/IR / Personnel</p>	<p>The candidate should have post qualification experience from an organisation of repute in one or more areas of Human Resource Development / Human Relations / Talent Acquisition / Industrial Relations / Compliance of Statutory requirements / Contract Labour management.</p> <p>Experience/ exposure in development of employee engagement systems / performance management system / Learning and development will have added advantage.</p>	11	39	<p>The Candidate will be responsible for HR Functions at his/ her place of posting which could include areas of functioning in Human Relations / Industrial Relations, Compliance of Statutory requirements, including Contract Labour matters, Implementation of HR policies & Procedures, Manpower Planning, Performance Management System, Training & Development including OD, Welfare, Official Language, General administration etc.</p> <p>Place of Posting: Pan India</p>



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		Management) from a recognised university /institution Degree in Law will be an added advantage.				
Sr Manager - Legal	1	Graduate in Law from a recognised University / Institute The candidate should be enrolled with the concerned state Bar council Post Graduation in Law will be an added advantage	The candidate should have the post qualification experience among which the last 2 years should be in any PSUs/ large Industries/ Corporates / Organisation of repute. The candidate should have a minimum 3 years of practice before court of law.	11	39	The candidate shall be responsible for Litigation Management, Contract Management (Including drafting/vetting of Contracts and other legal document pertaining to company, Advisory services Place of Posting: Bangalore
Assistant Manager Legal	2	Graduate in Law from a recognised University / Institute	<u>For Asst. Manager :</u> The candidate should possess the post qualification experience in an organisation of repute.	4	30	The candidate shall be responsible for Litigation Management, Contract Management (Including drafting/vetting of Contracts and other legal document pertaining to company, Advisory services
Officer- Legal		The candidate should be enrolled with the concerned state Bar council. Post Graduation in Law will be an	<u>For Officer :</u> The candidate should possess the post qualification experience in an organisation of repute.	2	27	The candidate shall be responsible for Litigation Management, Contract Management (Including drafting/vetting of Contracts and other legal document pertaining to company, Advisory services Place of Posting: Bangalore



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		added advantage				
Manager – Corporate Communications	1	Graduate in any Discipline with Post Graduation / PG Diploma in Public Relations / Journalism / Mass Communication Advertising	The candidate should have post qualification experience from a large corporate in the field of Corporate Communications. Hands on experience / exposure in handling stake holder communications, all forms of media including print, Graphic Designing, social and audio, Visual media & Branding Management will be an added advantage.	8	34	Shall be responsible for Internal & external communication activities, Management of Print and Electronic Media along with the Social Media presence, Corporate Branding, supporting Products / customer branding, Vendor management etc. Place of Posting – Bangalore
Manager Security & Intelligence	2	Graduate in Any Discipline	Degree with 10 months pre-commission training from the Officers' Training Institutions (or) Degree with one & half years course conducted by the Central/State Government for Police selection/ Intelligence officers, ExArmed Forces / Para Military forces / CISF	8	34	<ul style="list-style-type: none"> Monitoring movement of men and material, Security and protection of moveable and immovable property. Intelligence reporting on external and internal activities Fire safety management Management of security infrastructure Liaisoning with local civil/police/ forest and govt. authorities etc. Place of Posting : BEML Manufacturing Complexes at Karnataka/ Kerala.
Asst. Security Officer	2	Graduate in Any Discipline	Degree with 10 months pre-commission training from the Officers' Training Institutions or Degree with one & half years course conducted by the Central/State Government for Police	2	27	<p>Monitoring movement of men and material, Security and protection of moveable and immovable property.</p> <p>Intelligence reporting on external and internal activities</p> <p>Fire safety management</p>



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
			selection/ Intelligence officers, ExArmed Forces / Para Military forces / CISF			<p>Management of security infrastructure Liaisoning with local civil/police/ forest and govt. authorities etc.</p> <p>Place of Posting : BEML Manufacturing Complexes at Karnataka/ Kerala.</p>

(VIII) Information Technology

1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit	Job Description
Asst. Manager – Cyber Security	1	First Class Degree in Engineering in IT / CS / IS (or) First-Class MCA from a recognized University / Institution.	<p>Candidate should have hands on post qualification experience of 4 years in cyber security domain in any organisation of repute.</p> <p>Should have certificate in CISSP or CISA.</p> <p>Experience/ Exposure in RSA product suite will have added advantage.</p>	4	30	<p>The candidate shall be responsible for Mitigation of remediation for all IT infrastructure (Network Components, End Point Devices, Servers), establish a standard methodology for cyber security tests in accordance with requirements, conducting weekly security operations for phishing alerts, Security Operations Center (SOC) alerts and all other security events as and when we receive e-mails from CERT-In, CSG-MoD and other nodal agencies, Monitor & Maintain endpoint security, Perimeter security and WAF; next-gen firewalls and encryption technologies etc.</p> <p>Place of Posting – Bangalore</p>
Asst. Manager	1	First Class Degree in Engineering	Candidate should have post qualification experience of 4	4	30	The candidate shall be responsible for



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit	Job Description
Network		g in IT / CS / IS (or) First-Class MCA from a recognized University / Institution.	years in network domain in an organisation of repute. Certification in networking (CCNA equivalent level or above) will have added advantage.			Maintaining the infrastructure like routing, Switching, Wireless, Firewalls and load balancer etc, Install and support LANs, WANs, network segments, Internet, and intranet systems, maintain integrity of the network, server deployment, and security, Assign routing protocols and routing table configuration. Place of Posting – Bangalore

(IX) Management Trainees (MT)

1	2	3	4	5
Position	Vacancy	Qualification	Minimum years of PQE	Upper Age Limit (Years)
MT(Mechanical)	14	B.E/ B.Tech. in Mechanical (including allied branches) with an average of 60% marks	0	27
MT (Electrical)	4	B.E/ B.Tech. in Electrical (including allied branches) with an average of 60% marks	0	27
MT (Metallurgy)	1	B.E/ B.Tech. in Metallurgy (including allied branches) with an average of 60% marks	0	27
MT(HR)	2	First Class - Post Graduate degree (Two years full time) / Post Graduate Diploma in Personnel management / Human Resource management or MBA (with HR as Major) / Post Graduate Diploma / Program in Management in HR / IR / MSW / MA (Social Work with HR/IR / Personnel Management) from a recognised university /institution. Degree in Law will be an added advantage.	0	27

Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Grade – I	Asst. Officer	2	0	0	0	0	2
Grade – II	Management Trainee	10	3	1	5	2	21
Grade – II	Officer	7	1	0	2	1	11
Grade – III	Assistant Manager	16	5	2	9	3	35
Grade – IV	Manager	5	1	0	1	0	7
Grade – V	Senior Manager	3	0	0	0	0	3



Grade – VI	Assistant General Manager	5	1	0	2	0	8
Grade – VII	Deputy General Manager	5	1	0	2	0	8
Grade – VIII	General Manager	1	0	0	0	0	1
Grade – IX	Chief General Manager	1	0	0	0	0	2
Grade – X	Executive Director	3	0	0	0	0	3

Note: Engineering Graduates those who have completed the course in Allied branches can apply under the respective Main streams of Engineering respectively.

For Management Trainees:

SELECTION PROCESS

The candidates will be selected based on the Company Assessment process, as applicable which will include Written Test and Personal Interview.

TRAINING PERIOD

Selected candidates will undergo training for a period of one year, from the date of their joining. On successful completion of their training period and on assessment of suitability, they will be absorbed as Officer (Grade-II) in the same pay scale with one additional increment (@3% of Basic Pay) and will be on probation for a period of one year.

REMUNERATION

Selected candidates will be placed on a starting basic pay of Rs.40,000/- pm in the pay scale of Rs.40,000-1,40,000 during their training period. Apart from the above, applicable Dearness Allowance and allowances under cafeteria system (currently 13.78%) will also be payable as per Company Rules. At locations where Company accommodation is not available, applicable HRA in lieu of the place of posting will be provided.

SERVICE BOND

Selected Candidates are required to execute a Service Bond to serve the Company for a period of 4 years including training period, failing which candidates are liable to pay the liquidated damages amounting to Rs.2,00,000/-. An amount of Rs. 4000/-pm will be recovered for 47 months and the balance amount will be recovered in the last installment for liquidated damages of Rs.2,00,000/-. After successful completion of the bond period, the security deposit will be refunded with interest. In case of breach of the service agreement during the bond period, the security deposit will be forfeited.

Pay Scale & Remunerations :

Grade	Position	BEML Pay Scale
Grade – I	Asst. Officer	Rs.30,000 – 1,20,000
Grade – II	Management Trainee / Officer	Rs.40,000 – 1,40,000
Grade – III	Assistant Manager	Rs.50,000 – 1,60,000
Grade – IV	Manager	Rs.60,000 – 1,80,000
Grade – V	Senior Manager	Rs.70,000 – 2,00,000
Grade – VI	Assistant General Manager	Rs.80,000 – 2,20,000
Grade – VII	Deputy General Manager	Rs.90,000 – 2,40,000
Grade – VIII	General Manager	Rs.1,00,000 – 2,60,000
Grade – IX	Chief General Manager	Rs.1,20,000 – 2,80,000
Grade – X	Executive Director	Rs.1,50,000 – 3,00,000



Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances @ 13.78% of the applicable Basic Pay under the Cafeteria System, Company Accommodation / House Rent Allowance. Besides Provident Fund, Gratuity etc. will be paid as per the prevailing Company Rules will be. The executive will also be eligible for Performance related Pay (PRP).

GENERAL CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as **on 20.11.2023.**
- iii. The upper age limit indicated is relaxable as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC candidates. For PwD Candidates the upper age limit is relaxable by additional 10 years over and above the relaxation admissible for candidates belonging to SC/ST/OBC – NCL. Relaxation of age limit would be permissible to candidates with minimum 40% disability.
- iv. The upper age limit can be further relaxed subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years.
- v. Under qualifying marks, first class is reckoned at 60%. Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. **Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.**
- vi. **SC/ST candidates** are required to **submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.**
- vii. **OBC candidates**** are required to **submit Other Backward Class Certificate ('Non-Creamy Layer') (Certificate should be in the format as applicable for appointment to posts under Government of India).** OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non-Creamy Layer) by filling and signing the self-undertaking in the format provided along with the application format.
[Note:
 - a. ****OBC Candidates:** Candidates belonging to those Communities which are recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 08.09.1993.
 - b. ***Non- Creamy Layer :** The gross annual income of parents of the candidate should not be more than Rs.8 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 13.09.2017.]
- viii. **PwD candidates** are required to submit **PwD Certificate in the format as applicable for appointment to posts under Government of India.**
- ix. **Candidates seeking reservations under EWS** are required to **submit income & assets certificate in the format applicable for Economically Weaker Sections**
- x. Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or produce NOC at the time of assessment as the case may be (or) the candidate must be in a position to provide a clear relieving letter at the time of joining.
- xi. Candidates employed in Government / Quasi-Government / PSU, should have worked for at least one (1) year in the immediate lower scale.
- xii. Private sector candidates applying for the position of Executive Director, Chief General Manager and General Manager must be employed in a regular capacity where the annual turnover of the Company has to be Rs.1000 crore* or more. (The average audited annual turn-over of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits). Preference will be given to Candidate from listed companies.
- xiii. Private sector candidates applying for the positions below General Manager must be employed in a regular capacity in Company registered under Company's Act.



- xiv. Candidates from Private Sectors have to clearly provide their Reporting Structure of the current position held and will be required to submit experience certificate in the Letter Head of the Company at the time of interview.
- xv. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details of each experience in the Application Form.
- xvi. The candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement as on the specified dates and that the particulars furnished are correct in all respect. In case, it is detected at any stage of the recruitment process that a candidate doesn't fulfill the eligibility norms and/ or that he/ she has furnished any incorrect/ false information or has suppressed any material/ fact(s), his/ her candidature shall stand automatically cancelled. If any of the above shortcoming(s) is/ are detected even after appointment, his/ her services are liable to be terminated without notice.
- xvii. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test / Selection & Appointment. Qualifying the written exam will not entail in selection.
- xviii. Based on merit in the Computer based Written Test, Shortlisted candidates will have to undertake pre-employment medical examination followed by Original document verification. This will not necessarily mean selection. Any shortcoming at the time of document verification such as falsification of documents, wrong declaration of age/ category/ qualifying marks etc., non-production of Original records including Category certificate will lead to rejection of candidature.
- xix. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xx. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- xxi. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xxii. Management reserves the right to convert the position into contract engagement where the selected candidates do not meet all the requirements.
- xxiii. Intimation regarding Assessments (written test, interview and others), issuance of provisional offer/ final offer etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website.
- xxiv. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, Experience, age, caste/ PWD (as applicable) need to apply.
- xxv. Candidates provisionally shortlisted after the assessment process will have to undergo Pre-Employment Medical examination before joining. Appointment of selected candidates are subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer.
- xxvi. Eligible and interested **GEN / EWS / OBC candidates** applying for the above positions (Not applicable for SC/ST/ PWDs) need to pay a non-refundable fee of **Rs.500/-** by clicking the **"Pay Application Fee Online"** at the end of the application form.

HOW TO APPLY

- i. The candidates are required to apply ON-LINE only (which is mandatory), by clicking the **"Apply ON-LINE"** Link and after going through the prescribed guidelines and ensuring correctness of the data entered in the portal / form.
- ii. The candidates can access the on-line application form in our career page at **www.bhelindia.in**. The on-line registration site would be available till **18.00 Hrs on 20.11.2023**.



- iii. The 'Registration number' generated may be noted for all future correspondences.
- iv. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.
 - a. X-th Marks card
 - b. XII-th Marks card
 - c. Qualifying Degree/CA/CMA/CS Marks cards (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
 - d. Degree/CA/CMA/CS Certificate
 - e. Post Graduation Marks cards as applicable
 - f. Post Graduation Certificate as applicable.
 - g. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 - h. Detailed Resume.
 - i. SC/ST/PWD certificate (as applicable)
 - j. All experience Documents clearly indicating start & end dates of each employment.
- v. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste (as applicable) need to apply.
- vi. For any queries on the matter, candidates may contact Manager (HR), Recruitment Cell only on e-mail Id: recruitment@bhel.co.in.

KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

You are required to prepare the SCANNED COPY of the following:

Sl.No	Documents	Size of Document
1.	Recent photograph	100kb
2.	Your Signature (on clear white background in black ink)	50kb
3.	Caste/ Category Certificate	100kb
4.	PwD Certificate (as applicable)	100kb
5.	10 th Standard marks card– self attested	200kb
6.	12 th Standard marks card– self attested	200kb
7.	Degree/CS/CA/CMA etc Certificate – self attested	200kb
8.	All marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
9.	Post Graduation Degree/ Diploma Certificate – self attested	200kb
10.	PG marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
11.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb
12.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)	1028kb
13.	Turnover certificate (for Private Candidates)	100 kb
14.	Reporting Structure (for Private Candidates)	100 kb
15.	Detailed resume.	500kb



Incomplete applications without uploading documents as mentioned above will be summarily rejected.

After successful Submission of the On-line Application, A print out of the Application along with all the associated documents may be sent by post (Except for Management Trainees) **Super scribing the Position Applied** for on the envelope, to the following address:

**Manager (HR)
Recruitment Cell
BEML Soudha
No 23/1, 4th Main, S R Nagar
Bangalore - 560027**

Date: 01.11.2023

(Advt. No.KP/S/07/2023)

[Corrigendum/ Addendum, if any will be hosted in BEML Website only.](#)

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