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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

RECRUITMENT OF EXECUTIVES

(Advt. No: KP/S/18/2026 Dt: 16.10.2026)

For over six decades, BEML Limited—India's premier multi-technology PSU under the Ministry of Defence—has pioneered indigenous engineering and world-class manufacturing across next-gen ecosystems. Leveraging Industry 4.0 capabilities and state-of-the-art infrastructure, we drive mission-critical solutions in Defence & Aerospace, Maritime, Rail & Metro, Power, and Mining & Construction.

Our Expansion & Flagship Initiatives, In alignment with Atmanirbhar Bharat and our rapid capacity scaling, we are accelerating R&D and production across high-impact, futuristic programs:

• Next-Gen Mobility: High-speed rail, Vande Bharat sleeper trainsets, and autonomous/advanced Metro rail rolling stock.

• Aerospace & Maritime: Indigenous aerospace subsystems and strategic maritime engineering solutions.

•Strategic Defence: High-mobility tactical platforms, Armoured Recovery Vehicles (ARVs), and bespoke propulsion/special-application engines.

• Smart Mining: AI-driven, autonomous, and sustainable high-end mining equipment.

Join Our Team , As we scale our technological footprint, BEML Ltd. invites agile, forward-thinking, and impact-driven professionals to co-create the future of Indian engineering and unlock high-growth career pathways across our evolving tech verticals.

Details of the Positions:

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
101	General Manager-Grade- VIII (Project Management)	1	**Mandatory :** Full-time, First-Class Degree in Mechanical, Electrical, Electrical & Electronics Engineering from a recognized University/ Institution. **Desirable :** Certifications / Diploma in project Management like PMP,CAPM,IP2PM etc from recognized institutes.	**Mandatory:** The candidate should have a minimum of 19 years of post qualification experience out of which 10 years of experience should be in Rolling Stock metro contracts as similar position.	The incumbent will be responsible for: End-to-end delivery of metro rolling stock project, from contract initiation through manufacturing, testing, commissioning, and handover. **Key Responsibilities;** • Project Planning & Execution • Cost, Schedule & Risk Control Engineering, Manufacturing & Quality • Customer & Stakeholder Management • Quality, Safety & Compliance • Team & Partner Leadership **Place of Posting : Any facility of BEML**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
102	Deputy General Manager (Gr-VII)- **Manufacturing -Rail & Metro**	1	**Backlog vacancy reserved for SC – Category**		
			Mandatory : Full time, First Class Degree in Mechanical / Automobile / Electrical / Electrical & Electronics Engineering from a recognized University / Institution. **Desirable:** Masters/ PG Degree/ Diploma in Engineering / Management will have added advantage.	**Mandatory :** The candidate should have 16 years of post qualification experience in production / manufacturing. Out of which a minimum of 5 years during the last 10 years must be in the production of Rail products in any organisation of repute. **Desirable:** a. In-depth knowledge of Rolling stock manufacturing process and well versed in various welding technologies and other related manufacturing operations. b.Hand on experience in prioritising the manufacturing plan for sub-assemblies, modules and major assemblies for rolling stock production.	The candidate will be responsible for the following as Head of manufacturing of Rail products: • Heading production areas including Laser Cutting, Flame Cutting, Roll Forming, Stretch forming among other processes • Planning the work load w.r.t all the operations /machines and map the same as per production plan of car body modules and shell as a whole. • Preparation of WBS and manufacturing BOM for the entire project and plan its execution in-line with key dates. • Scheduling of operation to meet the organizational targets. **Place of Posting – Bengaluru.**
103	Deputy General Manager- Gr VII- Project Management	1	**Mandatory :** Full-time, First-Class Degree in Mechanical, Electrical, Electrical & Electronics Engineering from a recognized University/ Institution. . **Desirable:** Certifications / Diploma in project Management like PMP,CAPM,IP2PM etc from recognized institutes.	**Mandatory :** The candidate should have a minimum of 16 years of post qualification experience and shall have served as a Project Head in at least one Rolling Stock Project in the last 7 years.	The incumbent will be responsible for: End-to-end delivery of metro rolling stock project, from contract initiation through manufacturing, testing, commissioning, and handover. **Key Responsibilities** • Project Planning & Execution • Cost, Schedule & Risk Control • Engineering & Manufacturing • Customer & Stakeholder Management • Quality, Safety & Compliance **Place of Posting : Any facility of BEML**

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104	Deputy General Manager (Gr-VII) **Assembly (Engine)**	1	**Mandatory:** Full time, First Class Degree in Mechanical/ Thermal / Automobile Engineering from a recognized University / Institution.	**Mandatory:** The candidate should have a minimum 16 Years of Post Qualification Experience, out of which 10 years should be in Diesel Engine Assembly of an automobile company. Desirable: • Experience in New Engine technologies. • Knowledge of Design related standards, understanding of drawings. • Experience in Engine Component manufacturing, Engine testing, optimization. • Knowledge of Engineering materials & manufacturing processes.	The incumbent will be responsible for • Assembly of Engines aggregate as per plan. Long term plan and yearly business plan for Engine assembly facilities. • Preparation of yearly budgetary requirements, monitoring and control of Budget for the Engine aggregate. • Production plan for design Mining and Defence engines in line with yearly business and long term plan. • Upgradation of existing engines manufacturing facilities for performance enhancement, field problem resolution, new emission norms etc. • Development/adaptation of new manufacturing technology as per the business strategy. • Interaction with suppliers/technology partners/ Quality/ Materials team for timely completion of Engines. • Ensuring adherence to project schedules in project execution. • Providing inputs for service, manufacturing & quality to incorporate best practices for increased product reliability. **Place of Posting – Mysore**
105	Assistant General Manager– Grade VI- Project Management	1	**Mandatory :** Full-time, First-Class Degree in Mechanical, Electrical, Electrical & Electronics Engineering from a recognized University/ Institution.	**Mandatory** : The candidate should have a minimum of 13 years of post qualification experience with 06 years of experience in Rolling Stock metro contracts as similar position.	The incumbent will be responsible for: The works Programme, shall be competent to deputize for the Contractor's Representative or Project Manager and suitably empowered to make decisions. **Key Responsibilities:** • Project Planning & Execution. End-to-end

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			Desirable : Certifications / Diploma in project Management like PMP,CAPM,IP2PM etc from recognized institutes.		project management and execution control. • Cost, Schedule & Risk Control. • Customer & Stakeholder Management • Team & Partner Leadership **Place of Posting : Any facility of BEML**
106	Assistant General Manager– Grade VI- Project Management (Interface)	1	**Mandatory :** Full-time, First-Class Degree in Mechanical, Electrical, Electrical & Electronics Engineering from a recognized University/ Institution. . Desirable: M.E or M.Tech will be an advantage	**Mandatory :** The candidate should have a minimum of 13 years of post qualification experience with 06 years of experience in Rolling Stock metro contracts as similar position.	**Role Summary** The incumbent will be responsible for: Identifying, coordinating, and controlling all technical, operational, and organizational interfaces between rolling stock and external systems. **Key Responsibilities** • Interface Planning & Control. • Technical Coordination & Integration • Change, Risk & Schedule Management • Engineering, Testing & Commissioning Support • Stakeholder & Communication Management • Quality, Safety & Compliance **Place of Posting : Any facility of BEML**
107	Assistant General Manager– Grade VI, Project Management (Design)	1	**Mandatory :** Full-time, First-Class Degree in Mechanical, Electrical, Electrical & Electronics Engineering from a recognized University/ Institution. . Desirable: M.E or M.Tech will be an advantage	**Mandatory :** The candidate should have a minimum of 13 years of post qualification experience with 6 years of experience in Rolling Stock metro contracts.	The incumbent will be responsible for: Leading and coordinating all engineering activities related to metro rail vehicles across the project lifecycle. **Key Responsibilities** • Engineering Leadership & Coordination • System Integration, Interfaces & Compliance • Engineering Support to Manufacturing & Testing • Quality, Safety & Assurance

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					• Stakeholder & Team Management • Design assurance and configuration management **Place of Posting : Any facility of BEML**
108	Assistant General Manager– (Grade VI)- Contract & Commercial	1	**Mandatory :** Full-time, First-Class Degree in Engineering / Masters in Engineering / PG in Project Management from a recognized University/ Institution. . Proficiency with certificate in project scheduling software Primavera P6 and FIDIC conditions of contract is must	**Mandatory :** The candidate should have a minimum of 13 years of post qualification experience with 06 years of experience in Rolling Stock metro contracts as similar position.	The incumbent will be responsible for: Administering and controlling all contractual and commercial aspects of rolling stock projects throughout the project lifecycle. **Key Responsibilities** • Contract Administration & Compliance • Change, Claims & Commercial Management • Cost, Risk & Cash Flow Support • Interface with Project Execution • Stakeholder & Communication Management • Quality, Governance & Compliance **Place of Posting : Bengaluru**
109	Assistant General Manager- Project Management (Safety) Grade VI	1	Mandatory : Full time, First Class Degree in Electrical/ Electrical & Electronics / Mechanical Engineering from a recognized University / Institution with Diploma in Industrial Safety from Central Labour Institutes /Regional Labour institutes or institutes recognised by Department of Factories and boilers	**Mandatory :** The candidate should have a minimum of 13 years of post qualification experience with 06 years of experience in Rolling Stock metro /railway etc. in safety management with application level knowledge of legislation & procedures, sound knowledge of hazardous materials & practices in large engineering industry. Desirable:	The incumbent will be responsible for: Planning, implementing and monitoring Occupational Health, Safety, and Environmental (OHSE) management for metro rolling stock projects in India. **Key Responsibilities** • OHSE Planning & Governance. • Health & Safety Management • Environmental Management • Site, Factory & Supplier OHSE Oversight. • Training, Awareness & Reporting

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				He/ She should have report writing skills & Knowledge of OHSAS	• Audits, Compliance & Statutory Interface **Place of Posting : Any facility of BEML**
110	Senior Manager-Grade V-Project Management (Quality)	1	**Mandatory :** Full-time, First-Class Degree in Mechanical, Electrical, Electrical & Electronics Engineering from a recognized University/ Institution. **Desirable:** M.E or M.Tech will be an advantage	**Mandatory :** The candidate should have a minimum of 11 years of post qualification experience with 05 years of experience in Rolling Stock/Railway contracts.	The incumbent will be responsible for: Planning, implementing and monitoring quality assurance activities across metro rolling stock projects in India. **Key Responsibilities** • Quality Planning & Governance. • Design, Manufacturing & Supplier Quality Assurance. • Testing, Commissioning & Acceptance. • Non-Conformance, Corrective & Preventive Actions. • Audits, Compliance & Certification. • Stakeholder & Team Management **Place of Posting : Any facility of BEML**
111	Manager (Gr IV)**R&D - HVAC system**	1	**Mandatory:** Full-Time, First Class Degree / M.Tech in Electrical/ Electrical & Electronics/ Mechanical Engineering from a recognized University / Institution.	**Mandatory:** The candidate should have minimum 8 years of post qualification experience in engineering the HVAC system for railway application. The candidate should also have: • Experience in thermal load calculation, design of air ducts, interfaces • Strong knowledge of international standards such as EN-14750 & EN-1312. **Desirable :** The candidate should have good understanding of: • HVAC fundamentals (Heating, ventilation and air conditioning principles) and	The incumbent will be responsible for • Leading the HVAC design team to engineer the air-condition system to meet thermal comforts meeting EN standard • Evaluating the critical parameters affecting the specific energy consumption • Setting the logics for HVAC system operation • Interfacing HVAC system with TCMS. **Place of Posting – Bengaluru.**

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				refrigeration cycle and components • Technical terms associated with HVAC design • ASHRAE and Railway Standards requirement • Psychrometrics • HVAC Control Logic • Heat Load calculation for metro/railway coaches (cooling and heating load estimation) • Air distribution and duct design • Electrical basics related to the HVAC systems • Car Level HVAC System Performance Test (Type Test and Routine Test) • CFD analysis of air flow and thermal comfort • Testing, commissioning and troubleshooting	
112	Manager (Gr-IV)- **Project Management (Engine)**	1	**Mandatory :** Full-Time, First Class degree in Mechanical/ Electrical/ Electrical & Electronics /Industrial Engineering from a recognized University / Institution. **Desirable:** MBA/ PGDM in Business Management	**Mandatory :** The candidate should have minimum 08 Years of Post Qualification Experience in Diesel Engine Domain. **Desirable:** The candidate is desired to have : • Basic knowledge of Engine and surrounding parts, Crankcase, exhaust system, cooling system, etc. • Understanding of product structure or bill of materials at system level. • Understanding of CREO/ CATIA/ FEA , CFD Able to read and analyze FEA result. • Able to analyze Engine testing and validation data. • Ability to work with Global team, Communicating accurately within team and with customers and suppliers • Good decision making and analytical skills, ability to	The incumbent will be responsible for : • Leading projects and helping team achieve goals, with a proven track record of taking ownership and driving results. • Engine design and testing, Fuel system, Cooling system, Emission regulation and testing. • Project & application engineering and will work closely with R&D team in designing, Testing, Execution team. • Interfacing with Quality, Planning, Purchase, Assembly, Testing, Finance among other functions. • Demonstrating cost reduction in the projects and adhering to the project costs.

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				work independently and with team • Experience in Engineering, Engine design and Development, testing, validation and project management	• Project schedules and risk management. Identifying, coordinating, managing exceptions and offering alternatives when defining customer solutions. • Managing relationships with clients and suppliers to ensure that all expectations are clarified, understood, documented and met. • Preparing Time plan at each gate and attend senior leadership meeting. • Reviewing and following up with internal customer- R and D, Quality, Purchase, Assembly, testing • Preparation of Budget for new RFQ project • Tracking and managing all project changes and developing project presentations. • Project resource management: - Develop resource (execute and headcount) plans using recommended project management tools • Handling Project issues and Risk management. **Place of Posting – Mysore**

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113	**Manager** R&D, Metro/Rail (Grade IV) **(Cybersecurity / Networking** *Rail & Metro OT Systems)*	1	**Mandatory:** Full-time, First-Class Engineering Degree in Electronic & Communication / Electrical/ Electrical & Electronics Engineering / Computer Science (CS) / Information Technology from a recognized University/ Institution. **Desirable** : M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidate should have minimum 8 years of post qualification experience With 3 to 5 years in relevant area **Desirable:** **Cybersecurity/Networking experience in** *Rail & Metro Systems*	**The incumbent will be responsible for:** • **Core Role & Leadership:** Lead, mentor, and guide the team • **Rail Cybersecurity Architecture:** Designing security mechanisms for TCMS, onboard networks, and train-to-ground wireless communications. • **Standards & Threat Modelling:** Executing Threat Analysis & Risk Assessment (TARA) per IEC 62443, CLC/TS 50701, EN 50159, EN 50155. • **IDS/IPS Deployment:** Building, configuring, and deploying Intrusion Detection Systems (Suricata, Snort, Zeek) for industrial/rail protocols (TRDP, MVB, CAN, Modbus, IP Ethernet). • **VAPT & Embedded Hardening:** Conducting VAPT on embedded ECUs, network switches, Linux hardening, secure boot, key management (PKI), and Over-The-Air (OTA) updates. • **Cross-Functional Collaboration:** Coordinating with R&D System Design, TCMS Engineers, and Signalling teams to ensure safety-critical cybersecurity integration without compromising SIL. **Place of Posting : Bengaluru**

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114	**Manager** R&D, Metro/Rail (Grade IV) *(Electrical Systems - Rolling Stock Tendering)*	1	**Mandatory:** Full-time, First-Class Degree in Electrical / Electrical & Electronics Engineering from a recognized University / Institution. **Desirable:** M.Tech or Diploma in Contract Management / Project Management / Supply Chain Management.	**Mandatory:** The candidate should have minimum 8 years of post qualification experience with 4 Years in Metro Rolling Stock Tendering, Electrical Engineering, Technical Compliance, Costing, and Contract Management. **Desirable:** a) Tendering / Requirements management b) Knowledge of FIDIC, GCC/SCC, Penalty Clauses, Defect Liability, KPIs, PVC, and Technical Schedules	**The incumbent will be responsible for:** • **Core Role & Leadership:** Lead, mentor, and guide the Electrical Systems Tendering team for Metro Rolling Stock proposals. Act as primary technical-contractual owner during bid preparation, submission, and contract negotiation. • **Subsystem Scope:** End-to-end evaluation, sizing, and compliance for Propulsion (TCMS, VVVF, Converters, Batteries), 750V DC / 25kV AC Current Collection, TCMS, Signaling Interfaces, PIDS/PAS, CCTV, Lighting, HVAC, Wiring/Cabling, and RAMS. • **BOQ, Costing & Commercial Ownership:** Owner of the **BOQ File** and **Costing Model File** for electrical scope. Manage supplier RFPs, RFQs, and commercial negotiations. • **Cross-Functional Correlation:** Align bid strategy with Marketing/BD; bridge tender requirements with R&D platform capabilities; present risk matrix, PVC, and price variations to Senior Management. • **Lessons Learned Ownership:** Single Point Owner of the **Lessons Learned Repository**. Capture execution feedback, field failures, variation orders, and claims into new bids. • **Contractual Knowledge:** In-depth knowledge of FIDIC,

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					GCC/SCC, Penalty Clauses, Defect Liability, KPIs, PVC, and Technical Schedules. • **Applicable Standards:** EN 50126, EN 50128, EN 50129, EN 50155, EN 50121, EN 45545, IEC 61375, IEC 60349, IEC 61287. **Place of Posting : Bengaluru**
115	**Manager** R&D, Metro/Rail **(Grade IV)** *(Propulsion System Engineering)*	1	**Mandatory:** Full-time, First-Class Degree in Electrical / Electrical & Electronics / Electronics & Communication / Electronics & Instrumentation Engineering from a recognized University/ Institution. **Desirable:** M.E. / M.Tech in Power Electronics / Electric Drives / Control Systems / Embedded Systems.	**Mandatory:** The candidate should have minimum 8 years of post qualification experience with 4 Years of experience in Metro Rolling Stock in relevant area. **Desirable:** a) Experience in propulsion / Main Transformer systems. b) Systems interfaces with train power supply, traction motors, cooling arrangements, BCU, and TCMS.	**The incumbent will be responsible for:** • Owning propulsion requirements and finalizing supplier designs, calculations, and technical submissions. • Reviewing traction/electrical braking performance, equipment ratings, operating modes, and degraded operation requirements. • Finalizing propulsion interfaces with train power supply, traction motors, cooling arrangements, BCU, and TCMS. • Defining propulsion commands, status indications, protections, and diagnostic information with subsystem owners. • Participating in type, routine, combined bed testing, and commissioning. **Applicable Standards:** High-voltage isolation, power electronics (IGBT/SiC), transformer/converter testing, traction motor dynamics (IEC 61287, IEC 60349, IEC 60077, EN 50121-3-2 / IEC 62236-3-2,

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					IEC 61373, EN 50125-1, EN 45545-2). • Leading technical reviews and taking a propulsion package through design finalization and integration testing. **Place of Posting : Bengaluru**
116	**Manager** R&D, Metro/Rail **(Grade IV)** *(TCMS Engineering & Functional Integration)*	1	**Mandatory:** Full-time, First-Class Degree in Electronics & Communication / Electrical & Electronics /Electrical/ Electronics & Instrumentation/ Computer Science Engineering from a recognized University/ Institution. **Desirable:** M.E. / M.Tech in Embedded Systems / Control Systems / Digital Systems / Safety-Critical Systems.	**Mandatory: :** The candidate should have minimum 8 years of post qualification experience with 4 Years of experience in Metro Rolling Stock in relevant area. **Desirable:** a)Experience in Integration of control/monitoring functions for propulsion, HVAC, BCU, PAPIS, and assigned subsystems. b).Coordination of TCMS functional, subsystem integration, and regression testing.	**The incumbent will be responsible for:** •Design of TCMS requirements, architecture, functional specifications, and train control descriptions. •Finalization of TCMS hardware, application software, I/O allocation, signal databases, diagnostics, and operator displays. •Integration of control/monitoring functions for propulsion, HVAC, BCU, PAPIS, and assigned subsystems. • Defining TCMS-side interfaces with signalling and RTRDMS. • Managing software baselines, requirement traceability, and functional change assessment. • Coordination of TCMS functional, subsystem integration and regression testing. • **Applicable Standards:** Network topology, TRDP/MVB protocols, SIL software safety, industrial cybersecurity, electronic hardware compliance (IEC 61375, EN 50128, CLC/TS 50701, EN 50155, IEEE 1588, IEC 61131, IEC 62443,

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					EN 50121-3-2 / IEC 62236-3-2, IEC 61373, EN 50125-1, EN 45545-2). •Leading TCMS architecture/major design decisions, coordinating suppliers, managing technical changes through validation, and serving as Nodal point for TCMS integration. **Place of Posting : Bengaluru**
117	**Manager** R&D, Metro/Rail **(Grade IV)** *(System Interface/Rolling Stock Architecture)*	1	**Mandatory:** Full-time, First-Class Degree in Electrical / Electrical & Electronics Engineering from a recognized University/ Institution.	**Mandatory:** The candidate should have minimum 8 years of post-qualification experience in Metro/Railway/Rolling Stock industry. **Desirable:** • Validation of rolling stock Kinematic Envelope (KE) and Under gear layout. • Hands-on experience with 3D modelling/packaging tools used for rolling stock architecture. • Knowledge of safety clearances, ventilation requirements, and maintenance access for HV/LV electrical equipment	**The incumbent will be responsible for:** • **Core Role & Leadership:** Lead, mentor, and guide the Systems Interface design team for Metro/Rail Rolling Stock. • Railway/Metro Rolling Stock Design/Vehicle Architecture, including equipment layout and packaging (under-frame, roof, car body interiors). • Validation of rolling stock against Kinematic Envelope (KE) and Axle Load limits. • Hands-on experience with 3D CAD modelling/packaging tools used for rolling stock architecture. • Knowledge of safety clearances, ventilation requirements, and maintenance access for HV/LV electrical equipment. • Positioning HV/LV electrical systems including interior cubicles, roof-mounted HVAC/pantographs, and

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					under-frame traction equipment. • Validating equipment positioning against vehicle requirements for safety clearances, ergonomic access, ventilation, KE, Axle Load limits, and Canter of Gravity. • Resolution of physical interface clashes between structural, electrical, and mechanical subsystems. **Place of Posting : Bengaluru**
118	Asst. Manager (Gr III) **Design (Engine)**	3	1 among the advertised3 positions is reserved for Backlog vacancy for ST – Category		
			Mandatory: Full time, First Class Degree in Mechanical/ Automobile/ Electrical/ Electrical & Electronics /Thermal/Design Engineering from a recognized university **Desirable:** Post graduate in Design /Automobile from a recognized University / Institution will be preferred.	**Mandatory :** The candidate should have minimum 04 Years of Post Qualification Experience in analysis of various Engine systems. **Desirable:** The candidate is desired to have : • Knowledge in analysis of intake, Exhaust, Fuel system, Coolant circuit, Lubrication circuit, Crank train, Valve train, Power train, Gear train & electrical & electronic system with knowledge on application of latest technologies like Common Rail Direct Injection (CRDI) item, Waste Gate, variable Geometry Turbocharger etc. • Good understanding of Manufacturing process, Casting, Sheetmetal, Stamping parts / GD&T, tolerance stake up analysis, DBJ, Drawing quality.	This position will be responsible for: • Design and Develop 3D model for Cylinder head, Cylinder block, Timing Gear cover, Exhaust manifold, Crank shaft, Piston independently using CREO. Also, should be able to convert 3D models in to 2D manufacturing drawings. • FEA Simulation and interpretation of results. Read TMF Result and implement necessary design changes in Design. • Analysis and Design guidance including design / boundary input data for 1D, 3D, FEA & CFD analysis is for Internal Combustion systems. • Co-ordination with other departments/ Suppliers and related agencies for design and development activities.

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				• Knowledge of Project, Life cycle management / product configuration management like BOM, Option and structuring of parts & assemblies and Engineering design change cycle will be an added advantage.	• Timely visit at supplier/Vendor end as and when required. • Perform DFMEA & FTA **Place of Posting–Mysore**
119	Asst. Manager (Gr III) **Testing (Engine)**	3	**Mandatory:** Full time, First Class Degree in Mechanical/ Automobile/ Electrical/ Electrical & Electronics /Thermal Engineering from a recognised university / Institution **Desirable:** Post graduate in Internal Combustion Engine/Design/ Automobile from a recognized University / Institution will be preferred	**Mandatory:** The candidate should have minimum 04 Years of Post Qualification Experience in Engine calibration. **Desirable:** The candidate is desired to have : • Experience in Engine calibration for CEV stage V or equivalent / combustion hardware selection / test cell set up and measurement system and data acquisition system / Calibration tools and service tools/ optimization tool and data analysis/ CAN communication protocol/ control system and closed loop system/ Type approval and CoP process with certification agencies. Knowledge of Project Management and Product Life cycle management/ Inca, Visu will be an added advantage.	This position will be responsible for: • Studying environmental impact on engine Hardware and performance • Define testing cycles for various emission norm and field duty cycle • Understanding mechanical and Electrical components • Quick turn around on fixing field issues related to performance • Supporting in durability testing • Working on engine emission optimization • Working on engine and after treatment calibration. • Type approval and COP testing **Place of Posting – Mysore**
120	Assistant Manager (Gr III) **T&C -Rolling stock**	1	**Mandatory:** Full-time, First Class Degree in Electrical/ Electrical & Electronics /Mechanical Engineering from a recognized University / Institution.	**Mandatory:** The candidate should have minimum 4 years of post qualification experience in Depot maintenance and Testing & Commissioning activities in mainline of Railway industry.	The incumbent will be responsible for: • Planning & executing static & dynamic testing of rolling stocks in main line. • Basic Knowledge on plant & machinery used in rolling stock depots. • Performing commissioning of traction, braking, HVAC, Doors & auxillary system integration with TCMS.

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					• Maintaining Defect Liability status with start & End date till completion of the project. • Supporting Factory acceptance test (FAT) & Site acceptance test (SAT) during final commissioning. • Ensuring compliance with customer specifications, Railway standards & quality requirements. • Preparing & maintaining test procedures, commissioning records, test reports. • Monitoring safety practices during testing protocols and provide technical support during warranty period. • Knowledge of RAMS, Failure investigation reports, root cause analysis of faults of Rolling stock. • Coordinating with Customer and to make binding decisions on all aspects of the work. **Place of Posting – Bengaluru.**
121	Assistant Manager (Gr III) **Raj Bhasha Official Language**	1	**Mandatory:** Full-time, First Class Master's Degree in Hindi with English as a subject at the Bachelor's Degree level; **(or)** Full-time, First Class Master's Degree in English with Hindi as a subject at the Bachelor's degree level along with Post graduation diploma in translation **(or)**	**Mandatory:** The candidates should have post qualification experience of Minimum of 04 Years. Experience in Hindi and/or translation work from English to Hindi and vice versa. **Desirable:** Experience in translation of technical or scientific literature, Terminological work, etc.	The incumbent will be responsible for ensuring compliance with the provisions of the Official Languages Act and the rules including translation from English to Hindi or vice – versa of technical, contractual documents/ literature etc. **Place of Posting: Bengaluru.**

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			Full-time, First Class Master's Degree in both English and Hindi/ Hindi Translation from a recognized University / Institute. **(or)** Full-time, First Class Master's Degree in Sanskrit/English/Economics/Commerce with Hindi as a subject along with Post Graduation Diploma in Translation **Desirable:** Preference will be given to candidates having PhD in Hindi.		
122	Assistant Manager-Grade III-Project Finance (Contract & Commercial)	1	**Mandatory:** Full-time, First Class Degree in Mechanical/ Electrical/ Electrical & Electronics Engineering from a recognized University/ Institution. **Desirable:** Project Management Certificate is preferred.	Mandatory: The candidate should have minimum 4 years of post qualification experience with 02 years of experience in Metro Rolling Stock/Railway contract & commercial activities	The incumbent will be responsible for: Supporting the project team in execution of metro rolling stock projects, with a primary focus on manufacturing coordination, supplier follow-up, and progress monitoring. **Key Responsibilities** • Tracking • Supplier & Vendor Coordination • Engineering & Documentation Support • Testing, Dispatch & Site Support documents • Progress Monitoring & Reporting • Preparation of Interim Payment invoice. • Knowledge of Project Import documentation • Project Cash Flow statement. • Customer & Internal Coordination • Manufacturing and production coordination

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
					• Supplier follow-up and progress, payment, collection tracking • Documentation and reporting • Cross-functional coordination, • Clear communication and organizational skills **Place of Posting : Bengaluru**
123	Assistant Manager (Gr-III) General Physician	1	**Mandatory :** Degree in MBBS with MD / DNB (General Medicine) degree from MCI recognized Institution/ College.	Fresher or Experienced personnel	The incumbent will be : •In charge of medicine Department and all the activities related to medicine department. •Required to provide expert advice and guidance on specific medical conditions, to diagnose, treat and manage complex disease . •Required to carry out clinical /administrative responsibilities as assigned by CMO. **Place of Posting – K.G.F**
124	Engineer (Grade -II) – Quality (Mechanical)	**19**	**Mandatory:** Full time, First Class Degree in **Mechanical Engineering / Industrial Production Engineering** from a recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in railway rolling stock companies. Proficiency is required in reading fabrication / manufacturing drawings and design layouts. **Desirable:** The candidate is desired to have : a) Exposure in areas of Rolling stock Bogie, Car body, Brake Pneumatics, Supplier quality. b) Knowledge of special processes like welding, fabrication , etc . c) Knowledge of NDT.	The incumbent will be responsible for: • Quality control function across manufacturing/operations. • Monitoring quality KPIs including rejection rate, defect rate, customer complaints and process capability. • RCA, CAPA initiatives. • Ensure compliance with applicable ISO/IRIS and other quality standards in respective areas. • Develop and maintain SOPs, Work Instructions, Quality procedures and control plans. • Work closely with production, design, supply chain and operations team to resolve quality issues.

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
				d) Basic Knowledge of Metrology & use of various measuring instruments. e) Should have knowledge of ISO9001/IRIS/ EN Welding Standards for Inspection activities in Rolling Stock manufacturing stages. f) Knowledge of RCA and problem-solving tools like Statistical process control (SPC), FMEA, 8D etc. g) Certified Six Sigma Green Belt.	• Analyze customer complaints and ensure timely resolution with preventive action. • Implement quality improvement projects using Lean Six Sigma, KAIZEN and other process improvement methodology. **Place of Posting – Bengaluru.**
125	Engineer (Grade -II) – Quality (Electrical)	**10**	**Mandatory:** Full time, First Class Degree in **Electrical Engineering / Electrical & Electronics Engineering / Electronics & Communication Engineering** from a recognized University/ Institution. **Desirable:** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in railway rolling stock companies. Proficiency is required in reading drawings and design layouts. **Desirable:** The candidate is desired to have : a) Exposure in areas of Rolling stock wire harness, knowledge of Various Electrical / electronic system, testing. b) Knowledge of special process like crimping. c) Should have knowledge of ISO 9001/IRIS/ Railway /Rolling stock Standards like EN/IEC related to electrical. d) Knowledge of RCA and problem-solving tools like Statistical process	The incumbent will be responsible for: • Quality control function across manufacturing/operations. • Monitoring quality KPIs including rejection rate, defect rate, customer complaints and process capability. • RCA, CAPA initiatives. • Ensure compliance with applicable ISO/IRIS and other quality standards in respective areas. • Develop and maintain SOPs, Work Instructions, Quality procedures and control plans. • Work closely with production, design, supply chain and operations team to resolve quality issues. • Analyze customer complaints and ensure timely resolution with preventive action. • Implement quality improvement projects using Lean Six Sigma,

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
				control (SPC), FMEA, 8D etc. e) Certified Six Sigma Green Belt.	KAIZEN and other process improvement methodology. **Place of Posting – Bengaluru.**
126	Engineer (Grade II)-Quality (Metallurgy)	**02**	**Mandatory:** Full-time, First-Class Degree in **Metallurgy / Materials Engineering** from a recognized University/ Institution. **Desirable:** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in **railway rolling stock companies.** **Desirable:** The candidate is desired to have : a) Knowledge of special process like welding , fabrication , etc. b) Knowledge of NDT. c) Knowledge of destructive mechanical testing of various metals / nonmetallic substances. d) Basic Knowledge of Metrology & use of various measuring instruments. e) Good knowledge in Metallography / macro / micro structural analysis of metallic / nonmetallic materials. f) Certified Six Sigma Green Belt.	The incumbent will be responsible for: • Quality control function across manufacturing/operations. • Monitoring quality KPIs including rejection rate, defect rate, customer complaints and process capability. • RCA, CAPA initiatives. • Ensure compliance with applicable ISO/IRIS and other quality standards in respective areas. • Develop and maintain SOPs, Work Instructions, Quality procedures and control plans. • Work closely with production, design, supply chain and operations team to resolve quality issues. • Analyze customer complaints and ensure timely resolution with preventive action. • Implement quality improvement projects using Lean Six Sigma, KAIZEN and other process improvement methodology. **Place of Posting – Bengaluru.**
127	Engineer R&D, Metro/Rail (Grade II) *(Mechanical Systems -*	1	**Mandatory:** Full time, First Class Degree in Mechanical Engineering from a	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Design / Tendering.	The incumbent will be responsible for: • Tendering /requirements management preferably in Metro/Rail tenders. • Preparation of BOM

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
	Rolling Stock Tendering)		recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Desirable:** The candidate is desired to have : a) Knowledge of Tendering / Contract Management b) Shall possess expertise in Catia V5.	• Technical Compliance management Knowledge of 3D modelling software (like Catia V5 / AutoCAD). **Place of Posting – Bengaluru.**
128	Engineer R&D, Metro/Rail (Grade II) – *(Depot Plant and Machinery)*	1	**Mandatory:** Full time, First Class Degree in Mechanical / Automobile Engineering from a recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Design / Depot Plant and Machinery. **Desirable:** The candidate is desired to have : a) Knowledge on Depot Plant and Machinery b) Shall possess expertise in in Catia V5.	The incumbent will be responsible for: • Preparation of Technical specifications • Knowledge of Rolling Stock Interface requirements with Depot M&P Equipment. • Technical Evaluation of offers during Tendering process Knowledge of 3D modelling software (like Catia V5 / AutoCAD). **Place of Posting – Bengaluru.**
129	Engineer R&D, Metro/Rail (Grade -II) *(System Engineer)*	1	**Mandatory:** Full time, First Class Degree in Mechanical Engineering from a recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Design. **Desirable:** The candidate is desired to have experience of working on Catia V5.	The incumbent will be responsible for : • Rolling Stock sub-systems, underframe & roof equipment's and Interface requirements. • Preparation of Technical specifications. • Define and establish RAMS plans to ensure systems meet reliability, availability, maintainability, and safety requirements. • Perform RAMS analyses including prediction, FMEA (Failure Mode and Effects Analysis), FMECA, FTA (Fault Tree Analysis), and hazard analysis to identify risks and improve system design. **Place of Posting – Bengaluru.**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
130	Engineer R&D, Metro/Rail (Grade -II) *(Carbody Structure)*	2	**Mandatory:** Full-time, First-Class Degree in Mechanical / Automobile Engineering from a recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Design. **Desirable:** The candidate is desired to have a).Experience of working on Catia V5. b) Experience in welding standards and different welding methodologies. c) Experience preferably in railway rolling stock companies.	The incumbent will be responsible for: • Design & Development of Car body Structures. • Developing detailed 3D CAD models and 2D manufacturing drawings, part drawings, Installation drawings of Rolling Stock using Catia V5/AUTOCAD. • Technical specification for procurement, Design documents, Design calculations, O&M Manuals for Car body Structures. • Application of GD & T, EN15085 standards, NDT testing and other welding validation methodologies in railway industry design practices and standards. **Place of Posting – Bengaluru.**
131	Engineer R&D, Metro/Rail (Grade -II) *(Rolling stock – Bogie system)*	1	**Mandatory:** Full time, First Class Degree in Mechanical / Automobile Engineering from a recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Design. **Desirable:** The candidate is desired to have a).Experience of working on Catia V5. b) Experience in welding standards and different welding methodologies. c) Experience preferably in railway rolling stock companies.	The incumbent will be responsible for: • Design & Development of Bogie system. • Developing detailed 3D CAD models and 2D manufacturing drawings, part drawings, Installation drawings of Rolling Stock using Catia V5/AUTOCAD. • Technical specification for procurement, Design documents, Design calculations, O&M Manuals for bogie system. • Application of GD & T & EN15085 standards, NDT testing and other welding validation

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
					methodologies in railway industry design practices and standards. **Place of Posting – Bengaluru.**
132	Engineer R&D, Metro/Rail (Grade -II) *(System Interface/ Rolling Stock Architecture)*	1	**Mandatory:** Full time, First Class Degree in Mechanical Engineering from a recognized University/ Institution. **Desirable** : M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Design. **Desirable:** The candidate is desired to have experience on 3D modelling (CAD) and design validation in rail vehicle rolling stock.	The incumbent will be responsible for: • Mechanical/Electrical systems integration protocols and application of railway standards, pertinent to rail vehicle design. • Design and validate key rolling stock subsystems, including frames, bogies, couplings, pneumatic systems, and mechanical interfaces with electrical and electronic components • Conduct mechanical stack-up analysis, digital mock-up and integration of subsystems/components to prevent clashes/gaps/flush and ensure design consistency with respect to maintainability and operability. • Support prototype development, type testing, system validation and continuous improvement processes throughout the vehicle life cycle. Technical documentation, design specifications, and change management reports. **Place of Posting – Bengaluru.**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
133	**Engineer** R&D, Metro/Rail (Grade II) ***(Cybersecurity / Networking*** *Rail & Metro OT Systems)*	1	**Mandatory:** Full time First Class B.E. / B.Tech in Electronics & Communication/ /Electrical / Electrical & Electronics Engineering /Computer Science (CS), Information Security, Instrumentation/ Control Engineering or allied engineering disciplines from a recognized University/ Institution. . **Desirable** : M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** 2 Years of Total Post-Qualification Experience in relevant area **Desirable:** The candidate is desired to have **Cybersecurity/ Networking experience in** *Rail & Metro Systems*	**The incumbent will be responsible for:** • **Rail Cybersecurity Architecture:** Designing security mechanisms for TCMS, onboard networks, and train-to-ground wireless communications. • **Standards & Threat Modelling:** Executing Threat Analysis & Risk Assessment (TARA) per IEC 62443, CLC/TS 50701, EN 50159, EN 50155. • **IDS/IPS Deployment:** Building, configuring, and deploying Intrusion Detection Systems (Suricata, Snort, Zeek) for industrial/rail protocols (TRDP, MVB, CAN, Modbus, IP Ethernet). • **VAPT & Embedded Hardening:** Conducting VAPT on embedded ECUs, network switches, Linux hardening, secure boot, key management (PKI), and Over-The-Air (OTA) updates. • **Cross-Functional Collaboration:** Coordinating with R&D, System Design, TCMS Engineers, and Signaling teams to ensure safety-critical cybersecurity integration without compromising SIL. **Place of Posting – Bengaluru.**
134	**Engineer** R&D, Metro/Rail **(Grade II)** *(Wayside/onboard /RTRDMS)*	1	**Mandatory:** Full time First Class B.E. / B.Tech in Electrical / Electrical & Electronics (EEE) / ECE / Electronic & Instrumentation/ Control Engineering or allied engineering	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in relevant area/ Rolling stock. **Desirable:**	**The incumbent will be responsible for:** • Designing rolling-stock-side requirements for train-to-ground communication and RTRDMS connectivity. • Coordination for data interface between onboard

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
			disciplines from a recognized University/ Institution.	The candidate is desired to have a. Rolling stock onboard/wayside equipment installation/testing	systems, communication gateways, and designated wayside/RTRDMS platform. • Review of agreed data list, transmission requirements, time synchronization, and buffering during communication loss. • Coordination with TCMS, networking, RTRDMS, and wayside suppliers to finalize interface documents. • Execution of end-to-end data transfer tests and investigation of communication defects. • **Applicable Standards:** IEC 61375, IEC 61131, IEC 62443. **Place of Posting – Bengaluru.**
135	**Engineer** R&D, Metro/Rail **(Grade II)** *(System Interface/Rolling Stock Architecture)*	1	**Mandatory:** Full time First Class B.E. / B.Tech in Electrical / Electrical & Electronics (EEE) / ECE / Electronic & Instrumentation/ Control Engineering or allied engineering disciplines from a recognized University/ Institution.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience in Rolling stock. **Desirable:** The candidate is desired to have, • Validation of rolling stock Kinematic Envelope (KE) and Under gear layout. • Hands-on experience with 3D modelling/packaging tools used for rolling stock architecture. • Knowledge of safety clearances, ventilation requirements, and maintenance access for HV/LV electrical equipment	**The incumbent will be responsible for:** • Railway/Metro Rolling Stock Design/Vehicle Architecture, including equipment layout and packaging (under-frame, roof, car body interiors). • Validation of rolling stock against Kinematic Envelope (KE) and Axle Load limits. • Hands-on experience with 3D CAD modelling/packaging tools used for rolling stock architecture. • Knowledge of safety clearances, ventilation requirements, and maintenance access for HV/LV electrical equipment. • Positioning HV/LV electrical systems including interior

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
					cubicles, roof-mounted HVAC/pantographs, and under-frame traction equipment. • Validating equipment positioning against vehicle requirements for safety clearances, ergonomic access, ventilation, KE, Axle Load limits, and Canter of Gravity. • Resolution of physical interface clashes between structural, electrical, and mechanical subsystems. **Place of Posting – Bengaluru.**
136	Engineer (Grade II) - Mechanical ,Sustenance (Defence & Aerospace)	11	**Mandatory:** Full time, First Class Degree in Mechanical / Automobile Engineering from a recognized University/ Institution. **Desirable :** M.E / M.Tech in relevant areas will be an advantage.	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience on the shop floor of an Automotive OEM or heavy vehicle assembly line.	The incumbent will be responsible for: • Execution and oversee the step-by-step disassembly, structural repair, and re-assembly of heavy vehicle components, ensuring alignment with baseline engineering standards. • Diagnose mechanical and operational malfunctions in heavy automotive aggregates and sub-assemblies. Follow up for materials from divisions, Coordinate with vendor for development of parts and mismatch of parts during assembly. Interact with customer for testing and clearance. **Place of Posting – Any facility of BEML**
137	Engineer (Grade II) - Electrical Sustenance (Defence & Aerospace)	4	**Mandatory:** Full time, First Class Degree in Electrical Engineering / Electrical & Electronics Engineering (EEE) / Electronics & Communication	**Mandatory:** The candidates should have minimum 2 years of post-qualification experience on the shop floor of an Automotive OEM or heavy vehicle assembly line.	The incumbent will be responsible for: • Diagnosing automotive electronics using ECU scanning systems, CAN tools, multi meters and oscilloscopes. • Deep understanding of reading detailed Electrical Schematics, Circuit Diagram

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
			Engineering (ECE) / Instrumentation From a recognized University/ Institution. **Desirable:** M.E / M.Tech in relevant areas will be an advantage.		Layouts, and Component Pinouts. • Working knowledge of vehicle power networks, relay logic, sensor integration, alternator control units, and automatic transmission display controllers. • Familiarity with international cable harness safety codes, insulation parameters, and technical quality standards. **Place of Posting – Any facility of BEML**

Note:

- Candidates with Degree in Engineering from allied branches of Mechanical /Electrical/ Electronics can also apply, provided they possess the requisite Post Qualification Experience mentioned.
- Candidates shall apply for single position which is most suitable.

Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Grade - II	Engineer	24	9	4	14	5	56
Grade – III	Assistant Manager	5	1	**1**	2	1	10
Grade – IV	Manager	5	1	0	1	0	7
Grade - V	Senior Manager	1	0	0	0	0	1
Grade – VI	Assistant General Manager	4	0	0	1	0	5
Grade – VII	Deputy General Manager	2	**1**	0	0	0	3
Grade – VIII	General Manager	1	0	0	0	0	1

Note:

- **1 among the advertised 3 positions(for position code 118 -Asst Manager) is reserved for Backlog vacancy for ST – Category .**
- **The advertised 1 position (for position code 102 -DGM) is reserved for Backlog vacancy for SC – Category .**

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Eligibility & Service conditions:

Grade	Position	Post Qualification Experience (PQE) (in Years)	Upper Age Limit (in Years)	BEML Pay Scale
Grade-II	Engineer	2	29	Rs.40,000 – 1,40,000
Grade – III	Assistant Manager	4	30	Rs.50,000 – 1,60,000
Grade – III	Assistant Manager-Medical (for position code no 123)	NIL	38	Rs.50,000 – 1,60,000
Grade – IV	Manager	8	34	Rs.60,000 – 1,80,000
Grade – V	Sr. Manager	11	39	Rs.70,000 – 2,00,000
Grade – VI	Asst. General Manager	13	42	Rs.80,000 – 2,20,000
Grade – VII	Deputy General Manager	16	45	Rs.90,000 – 2,40,000
Grade – VIII	General Manager	19	48	Rs.1,00,000 – 2,60,000

Note:

1: PQE is the minimum relevant experience the candidate should possess after obtaining the qualification. Only the employment after obtaining the requisite qualification will be considered.

2: The upper age limit indicated is relaxable as per the Govt. of India guidelines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.

3: For PwD Candidates, the upper age limit is relaxable by additional 10 years. This would be over and above the admissible age relaxation for candidates belonging to SC/ST/OBC(NCL). Relaxation of age limit would be permissible to candidates with minimum 40% disability.

4: The upper age limit can be relaxed (*for candidates under all category*) subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years.

6. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 15.12% of the applicable Basic Pay under the Cafeteria System*), Company Accommodation / House Rent Allowance, Provident Fund, Gratuity, PRP etc.(as per the prevailing Company Rules).

7. The pay fixation will be guided by the extant rules of BEML Limited, applicable at the time of issuance of Offer of appointment.

8. Internal candidates of BEML Ltd (Executive cadre) meeting the advertised criteria will be eligible, provided their application (Print out of Online application form) is received through proper channel. The candidate should have at least a minimum of 3 years of residual service as on closing date of the advertisement. (The instruction at point no viii under General conditions will be applicable).

9.The basic pay will be fixed at the minimum of the applicable pay-scale. However, for deserving candidates higher starting pay may be considered by the Management.

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GENERAL CONDITIONS

i. Only Indian Nationals may apply.

ii. Age, Qualification & Experience stipulated above should be as on **03.12..2026.**

iii. Under qualifying marks, first class is reckoned at 60% (as an aggregate of marks of all the Semesters/ years). Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.

iv. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.

v. 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.']

c. Candidates belonging to OBC (NCL) category are required to submit OBC certificate not older than six months as on the last date of application submission online.

vi. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.

vii. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections

viii. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should forward their application through proper channel (the print out of online form) within 10 days from closing date of the advertisement addressed to Asst General Manager,Recruitment Cell, BEML Soudha, BEML Limited, 23/1, 4th Main, S.R.Nagar, Bengaluru 560027

(or)

Should produce “No Objection Certificate” specific to the position applied for, from their current employer at the time of assessment,

Candidate from Central/ State Government, Autonomous bodies, Quasi-Government and PSU applying without proper channel or NOC, shall be permitted to attend the interview, provided the candidate must be in a position to submit a proper relieving letter from the current Organization at the time of joining. However, the candidate will not be eligible for pay protection or carry – forward of past service benefits in such a case.

ix. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should have worked for at least one (1) year in the immediate lower scale. This is however not applicable to Grade II positions.

x. Private sector candidates applying for the positions must be employed in a regular capacity in company registered under Company’s Act and will be required to submit experience certificate in the Letter Head of the Company while applying. They have to clearly provide their Reporting Structure of the current position held (for candidates applying for **DGM/GM** positions). BEML will not consider freelance experience as part of Post Qualification experience.

xi. Private sector candidates applying for the position of General Manager must be employed in a regular capacity where the annual turnover of the Company has to be Rs.1000 crore or more. Preference will be given to Candidates from listed companies.

xii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details **(a pen picture, minimum 150 words**) of each experience in the Application Form, **relevant to the position he/ she wishes to apply for. Unclear or irrelevant information provided in this section will lead to rejection of candidature.**

xiii. 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

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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.

xiv. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.

xv. Eligible candidates will be shortlisted for assessment. Based on assessment, shortlisted candidates will have to undertake pre-employment medical examination and 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. Appointment of selected candidates is subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer

xvi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.

xvii. Management reserves the right to cancel the advertisement in full or in part and / or the selection process at its discretion.

xviii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.

xix. Intimation regarding Assessments, 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. BEML will not be responsible for any loss/ non-delivery of e-mail or any associated communications sent, due to invalid/ incorrect e-mail id. The e-mail id and mobile number provided in online application should remain valid for at least one year.

xx. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.

xxi. 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.

xxii. Any request for change in category, address, e-mail, mobile number, etc, as declared in the on-line application will not be entertained.

xxiii. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

HOW TO APPLY

i. The candidates are required to apply ONLINE only(which is mandatory) 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.bemlindia.in.** The on-line registration site would be available till **18.00 Hrs on 03.12.2026**.

iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. These contact detail will also be utilized for further correspondence by BEML Limited. The change for e-mail and mobile number will not be entertained by BEML during the course of the Recruitment process.

iv. The '*Registration number*' generated may be noted for all future correspondences.

v. While filling in the Experience in On-line application:

a) **The experience section may be filled by first providing the latest experience followed by previous.**

b) All such experiences should be captured, preferably **position wise** for better clarity.

c) In the space provided against the experience, a **pen picture (minimum of 150 words) of the experience relevant to the position applied to, must be written**.**The pen picture should capture details of projects/work / assignments undertaken ,Indicating the position , roles & duration.**

d) These will be used at the time of scrutinizing the applications received. **Unclear or irrelevant information provided in this section will lead to rejection of candidature.**

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vi. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.

1. X-th Marks card & Secondary School leaving certificate (SSLC) indicating date of birth
2. XII-th Marks card
3. Qualifying Degree Certificate
4. Qualifying Degree 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.*)
5. Post-Graduation Marks cards as applicable
6. Post-Graduation Certificate as applicable
7. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc
8. Detailed Resume
9. OBC/EWS/SC/ST/PwD certificate (as applicable)
10. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment.
11. Latest pay-slip
12. Current **reporting structure**. (For candidates applying for **DGM/ GM** positions)
13. Company credentials proving **turnover** (General T&C, Clause xi, applicable for candidates applying for **GM**)

vi. For any queries on the matter, candidates may e-mail: recruitment@bemlltd.in.

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

Date:16.10.2026 **(Advt. No.KP/S/18/2026)**

Corrigendum/ Addendum, if any will be hosted in BEML Website only.

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