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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 FOR METRO & COMMUTER RAIL BUSINESS, FINANCE & HR FUNCTIONS

(Advt. No: KP/S/17/2024 Dt. 25.09.2024)

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:

1	2	3	4	5	6
Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(101)	Executive Director (Gr-X) **Rail & Metro Division**	1	First Class Degree in Engineering from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The ideal candidate should have a minimum of 25 years of professional experience. The candidate should have atleast 5 years of Cumulative post-qualification Experience in last 10 years of service in a senior level of management in an organisation of repute. Experience / Exposure in R&D/ Production / testing / application engineering / marketing in the field of Rail and Metro will be an added advantage.	The incumbent will spearhead BEML's Rail & Metro Division and will be responsible for: ● Entire gamut of operations within the division such as production, design and development of Rail & Metro products, technology development, marketing, product support, forecasting, inventory management, quality management and other statutory requirements. ● Developing and implementing strategies to promote Organisation's mission by creating complete business plan for taking Rail and Metro Division to Global Standards. ● Guide the R&D Team to develop state of the art technologies. ● Form and manage strategic alliances with stakeholders. ● Handhold the Team and facilitate knowledge transfer to build a strong pool for the Rail & Metro projects. **Place of Posting – Bangalore**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(102)	Chief General Manager (Gr-IX) **Rolling stock Manufacturing**	1	First Class Degree in Engineering from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage. Certification in Project Management will be an added advantage.	The ideal candidate should have a minimum of 21 years of professional experience. The candidate should have at-least 5 years of Cumulative post-qualification Experience in last 10 years of service at a senior level of management in an organisation of repute. Experience / Exposure in R&D/ planning/ production / testing / application engineering / marketing in the field of Rail and Metro will be an added advantage	The incumbent will be heading BEML's Rail Coach business unit and will be responsible for: • Ensuring production & sales of products in line with the customer key dates. • Project Management & Execution. • Factories Act, Safety procedures and other statutory requirements of an organization. • Implementation of Quality systems and Modern manufacturing systems. • Guiding the team with activity-based planning from Scratch to Dispatch w.r.t Rolling Stock Manufacturing. **Place of Posting – Bangalore**
(103)	Deputy General Manager (Gr-VII) **Production Planning**	2	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The candidate should have 16 years of cumulative post qualification experience in planning/ production / manufacturing. Among the experience a minimum of 5 years during the last 10 years must be in the production/ planning of Rail products in any organisation of repute.	The candidate will be responsible for the following as a head of production planning for manufacturing of Rail products: • Material & Methods Planning • Preparation of Master Production Schedule. • Tool Planning • Facilities Planning Dept for finalization of Capex Budget for Rail Projects • Knowledge of OHSMS ISO 45001:2018, ISO 3834, EN 15085 and other international standards w.r.t Rolling stock manufacturing **Place of Posting – Bangalore**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(104)	Deputy General Manager (Gr-VII) **Manufacturing**	2	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The candidate should have 16 years of cumulative post qualification experience in production / manufacturing. Among the experience a minimum of 5 years during the last 10 years must be in the production of Rail products in any organisation of repute. Should possess in-depth knowledge of Rolling stock manufacturing process. The candidates should be well versed in various welding technologies and other related manufacturing operations. Should be well versed in prioritize the manufacturing plan for sub-assemblies, modules and major assemblies for rolling stock production.	The candidate will be responsible for the following as a head of manufacturing of Rail products: • Will be 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 organisational targets. **Place of Posting – Bangalore**
(105)	Deputy General Manager (Gr-VII) **Materials Management**	2	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage. Certification in supply chain management will be an added advantage.	The candidate should have 16 years of cumulative post qualification experience in any engineering industry in the areas of Material Management functions such as purchase, stores, vendor development etc,. The candidate should be conversant with ERP (SAP) based procurement tools like SCM, SRM etc. Among the experience a minimum of 5 years during the last 10 years must be from an Organisation from Rail & Metro sector. Having knowledge of Rolling Stock Supply Chain would be an added advantage.	The incumbent will be responsible for procurement of products for Rolling stock among others and for inventory planning and control for the assigned areas . He/ She shall be responsible for Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations. **Place of Posting – Bangalore**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(106)	Deputy General Manager (Gr-VII) **Production / Assembly line**	2	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The candidate should have 16 years of cumulative post qualification experience in production / manufacturing. Among the experience a minimum of 5 years during the last 10 years must be in the production of Rail products in any organisation of repute. The candidate should be well versed with Rolling Stock manufacturing technology and must be capable of preparing Production BOM and Network Chart for easy monitoring of the bottle necks that could jeopardize the assembly line. He/ She shall have knowledge of Car body manufacturing, Mechanical furnishing, electrical furnishing, trucking, Testing, Final Finishing & despatch and have knowledge of Industry 4.0	The candidate as a Head of Manufacturing of Rail products will be responsible for : • Management of production lines. • Areas such as Car body manufacturing, Mechanical furnishing, electrical furnishing, trucking, Testing, Final Finishing & despatch. • Meeting the ISO 3834, EN 15085 and other international standards w.r.t Rolling stock manufacturing. **Place of Posting – Bangalore**
(107)	Deputy General Manager (Gr-VII) **Quality**	2	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The candidate should have 16 years of cumulative post qualification experience in Quality/ production / manufacturing. Among the experience a minimum of 5 years during the last 10 years must be in the Quality functions of Rail products in any organisation of repute. Proficiency level knowledge in Six Sigma, Lean Manufacturing and Design of experiments for process improvements. Should have on hand experience in preparation of	The candidate as a Head of Quality of Rail products will be responsible for the following: • Preparation of the Quality test plan, Inspection Test plan, Welding procedure specification (WPS) & Procedure Qualification Record (PQR) Documents w.r.t weld joints • Co-ordinate with external certifying agencies such as RITES, GC, BVQI, KPMG, for various certification and final clearance of the products. • Meeting the ISO 3834, EN 15085 and other international standards w.r.t Rolling stock manufacturing **Place of Posting – Bangalore**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
				quality plan for rolling stock products.	
(108)	Manager (Gr-IV) **Research & Design (R&D)**	2	First Class Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Masters in Engineering will have added advantage.	The candidate should have minimum 8 Years of experience in design/ interface activities of Rolling Stock or Simulators/Depot M&Ps/ Wayside Equipment pertaining to Rolling Stock. Rolling Stock UTO design/ interface experience will be an advantage.	The incumbent will be responsible for the Design / Interface activities of Rolling Stock/ Simulators/ Depot M&Ps/ Wayside Equipment. **Place of Posting – Bangalore**
(109)	Manager (Gr-IV) **Production/ Manufactur-ing/ Assembly**	3	First Class Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Masters in Engineering will have added advantage.	The candidate should have minimum 8 Years of experience in Production/ Manufacturing/ Assembly activities of Rolling Stock or Simulators/ Depot M&Ps/ Wayside Equipment pertaining to Rolling Stock.	The incumbent will be responsible for Production/ Manufacturing/ Assembly activities of Rolling Stock. **Place of Posting – Bangalore**
(110)	Manager (Gr-IV) **Project Management /Contract Management /Testing, Commissioning, Service & Maintenance**	1	First Class Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage. Certification in Project Management will be an advantage.	The candidate should have minimum 8 Years of experience in Project Management/ Contract Management/ Testing, Commissioning, Service & Maintenance activities of Rolling Stock or Simulators/ Depot M&Ps/ Wayside Equipment pertaining to Rolling Stock.	The incumbent will be responsible to lead a team of Executives/ Engineers and guide them in the field of Project Management/ Contract Management/ Testing, Commissioning, Service & Maintenance activities of Rolling Stock/M&Ps. The incumbent shall be responsible for logistic arrangements towards handling of Rolling Stock or Simulators/ M&Ps/ Wayside Equipment pertaining to Rolling Stock at Depots, Static & Dynamic Testing & Commissioning of Trains, Completion of type tests & routine factory tests. Timely Troubleshooting of Mainline/ Depot faults of Revenue Trains/

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
					M&Ps under DLP/DLMP & ensure availability of healthy Trains for revenue operations on daily basis. **Place of Posting – BEML Facilities near Metro project.**
(111)	Manager (Gr-IV) **Purchase**	1	First Class Degree in Mechanical Engineering from a recognized University / Institution. Masters in Engineering will have added advantage. Certification in Supply Chain Management will be an advantage.	The candidate should have minimum 8 Years of experience in : Materials management with exposure in Vendor sourcing, Negotiating contract terms& conditions and pricing Market Researching & Identification of new vendors. Exposure in GEM and other govt practices will be an added advantage	The incumbent will be responsible for Vendor Sourcing, Negotiating contract terms & conditions and pricing, accurately & timely placing of procurement orders, Tracking & Monitoring deliveries on time, Evaluating the suppliers and the quality of the products, Coordinating with vendor, Generation of various reports including Purchase order generation, Market Researching & Identification of new vendors, Vendor performance study & analysis based on previous years statistics in relation to cost effectiveness, time effectiveness, rejection / rework results, Maintaining records, Validating Delivery performances and action plans with internal and external stake holders. **Place of Posting – Bangalore**
(112)	Manager (Gr-IV) **Stores**	1	First Class Degree in Mechanical Engineering from a recognized University / Institution. Masters in Engineering will have added advantage.	The candidate should have minimum 8 Years of experience in Material Management with exposure in Inventory management, documentation, safety & security compliances etc	The incumbent will be responsible for Management of inventory levels, Ensuring compliance with safety and security standards, Maintaining accurate records of inventory, sales and transactions, Cost control mechanisms. **Place of Posting – Bangalore**
(113)	Manager (Gr-IV) **Planning**	1	First Class Degree in Mechanical Engineering from a recognized University / Institution. Masters in Engineering will have added advantage.	The candidate should have minimum 8 Years of experience in Strategic planning, Capacity utilization, Inventory control actions, Production planning, Tool planning etc Exposure in ERP platforms will be considered as an added advantage	The incumbent will be responsible for Strategic planning in connection to make-buy decisions based on criticality / non-criticality of inhouse manufacturing items, modernization of plant and machinery, Identification of productivity improvement fixtures & toolings, Ensure capacity utilization reviews & actions, Evaluation of Inventory control actions, Regular production planning activities, validate the detailed manufacturing process

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
					for a new product, Estimating and validating the process of manufacturing, To conduct manpower assessment based on Zero based budgeting principle – Category & Level wise. **Place of Posting – Bangalore**
(114)	Manager (Gr-IV) **Quality**	1	First Class Degree in Electrical Engineering from a recognized University / Institution. Postgraduation in Degree / Management will have added advantage. Certification in Quality tools will be an advantage.	The candidate should have minimum 8 Years of experience in Developing and implementing quality control processes with knowledge of Quality compliances with industry standards & certifications.	The incumbent will be responsible for Developing and implementing quality control processes ensuring quality compliances with industry standards, Conducting regular audits and inspections to ensure identify area of improvement and adherence to quality standards , Collaborating with cross functional teams to establish quality metrics and goals, Investigating and resolving customer complaints related to product quality and ensuring effective and timely resolution, Collaborating with agencies and auditors to ensure compliance with applicable quality standards and certifications. **Place of Posting – Bangalore**
(115)	Assistant Manager (Gr-III) **Research & Design (R&D)**	2	First Class Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Masters in Engineering will have added advantage.	The candidate should have minimum 4 Years of experience in design/interface activities of Rolling Stock or Simulators/Depot M&Ps/Wayside Equipment pertaining to Rolling Stock. Rolling Stock UTO design/interface experience will be an advantage.	The incumbent will be responsible for the Design / Interface activities of Rolling Stock/Simulators/Depot M&Ps/Wayside Equipment. **Place of Posting – Bangalore**
(116)	Assistant Manager (Gr-III) **Production/ Manufactur-ing/ Assembly**	2	First Class Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Masters in Engineering will	The candidate should have minimum 4 Years of experience in Production/Manufacturing/ Assembly activities of Rolling Stock/ Simulators/ Depot M&Ps/ Wayside Equipment.	The incumbent will be responsible for Production/ Manufacturing/ Assembly activities of Rolling Stock. **Place of Posting – Bangalore**

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1	2	3	4	5	6
Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
			have added advantage.		
(117)	Assistant Manager (Gr-III) **Testing, Commissioning, Service & Maintenance**	1	First Class Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Post graduate qualification in Business Administration/ Certification in Project Management will be an advantage.	The candidate should have minimum 4 Years of experience in Testing, Commissioning, Service & Maintenance activities of Rolling Stock or Simulators/Depot M&Ps/Wayside Equipment pertaining to Rolling Stock.	The incumbent will be responsible to lead a team of Engineers and guide them in the Testing, Commissioning, Service & Maintenance activities of Rolling Stock/M&Ps. The incumbent shall be responsible for logistic arrangements towards handling of Rolling Stock/M&Ps at Depots, Static & Dynamic Testing & Commissioning of Trains, Completion of type tests & routine factory tests. Timely Troubleshooting of Mainline/ Depot faults of Revenue Trains/M&Ps under DLP/DLMP & ensure availability of healthy Trains for revenue operations on daily basis. **Place of Posting – BEML Facilities near Metro project.**
(118)	Assistant Manager (Gr-III) **Production**	5	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. Postgraduation in Degree / Management will have added advantage.	The candidate should have minimum 4 Years of experience in regular production activities of a big manufacturing industry. Preference will be given to those with exposure in Heavy Engineering Industry. Exposure/ Experience in latest welding technologies will be an added advantage.	The incumbent will be responsible to Coordinate and supervise the production activities to meet the production schedules, Maintaining quality standards and optimize productivity, Ensure men, money, material and machine on time to meet the production targets, Monitor the manufacturing process, analyse the production output and identify opportunities for process optimization and for improvement , Reduce bottlenecks to improve overall efficiency and productivity, Identify the root cause for production delays, implement corrective action and minimize production down time and disruptions. **Place of Posting – Bangalore**

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(II) Human Resource/ Finance

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(201)	Chief General Manager (Gr. IX) **HR**	1	Two years full time First Class - Post Graduate Degree / 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.	The candidate should have minimum 21 years of post-qualification experience in the Executive cadre in an Organisation of repute. He/She should have proficiency in Talent Management, with a significant focus on Organizational Development and Change Management. Expertise in designing and implementing Organizational Development strategies. A strong background in HR analytics. Hands on experience with HR transformation projects from an organization/ establishment of repute. The candidate should have knowledge of designing, formulating and implementing human resource strategy / processes in alignment with the business objectives of the organization.	The incumbent will be responsible for Designing & Implementing Organizational Development initiatives, Talent Management & Talent Acquisition initiatives and Employee Engagement programs that drive the company's strategic objectives. Periodic review of organizational structure, HR policies and processes; advise Management on best practices & policies related to people processes, IT initiatives and work closely with department heads towards its execution & implementation. Responsible for designing initiatives and tools to drive performance management, development planning, succession planning, engagement and culture change across the organization. Work closely with the Senior Leadership to develop business continuity plans, by developing contingency mechanisms around competency availability, people and policies. **Place of Posting: Bangalore**
(202)	Chief General Manager (Gr. IX) **Finance**	1	CA/ CMA/ two years Full Time First Class MBA In Finance (with Finance as core subject) from a recognised institution.	The candidate should have 21 years of post-qualification Executive experience preferably in any large Industry in the areas of Treasury Management, Indirect and Direct Taxation, Purchase Scrutiny, Finalization of Accounts, Internal Audit, Costing, Operating Budget and Capital Budget, Pricing, Management of Receivables, Inventory Management, Provident Funds, Auditing, Financial Analysis and experience in monitoring Business performance with tracking tools (e.g Power BI)	The incumbent 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**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
				for reporting & MIS, Project management including Project financing, managing Capital structure and Fund raising initiatives, perform Risk management on account of company liabilities and investment, Insurance, Internal Control Activities etc.	
(203)	General Manager (Gr. VIII) **Finance**	2	CA / CMA / two years Full Time First Class MBA In Finance (with Finance as core subject) from a recognised institution.	The candidate should have 19 years of post-qualification Executive experience preferably in any large Industry in the areas of Treasury Management, Indirect and Direct Taxation, Purchase Scrutiny, Finalization of Accounts, Internal Audit, Costing, Operating Budget and Capital Budget, Pricing, Management of Receivables, Inventory Management, Pay Roll, Provident Funds, Auditing, Financial Analysis and experience in monitoring Business performance with tracking tools (e.g Power BI) for reporting & MIS, Project management including Project financing, managing Capital structure and Fund raising initiatives, perform Risk management on account of company liabilities and investment, Insurance, Internal Control Activities etc.	The incumbent 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: BEML's Manufacturing facilities at KGF/ Mysore/ Bangalore/ Palakkad (or) Marketing facilities across the country.**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(204)	Dy. General Manager (Gr. VII) **Finance**	4	CA / CMA / two years Full Time First Class MBA in Finance (with Finance as core subject) from a recognised institution.	The candidate should have 16/13 years of post-qualification Executive experience (respectively for DGM/AGM) preferably in any large Industry in the areas of Treasury Management, Indirect and Direct Taxation, Purchase Scrutiny, Finalization of Accounts, Internal Audit, Costing, Operating Budget and Capital Budget, Pricing, Management of Receivables, Inventory Management, Pay Roll, Provident Funds, Auditing, Financial Analysis and experience in monitoring Business performance with tracking tools (e.g Power BI) for reporting & MIS, Project management including Project financing, managing Capital structure and Fund raising initiatives, perform Risk management on account of company Liabilities & Investment, Insurance, Internal Control Activities etc.	The incumbent will be responsible for Finance & Accounts functions of Strategic Business Units (SBUs), preparation of financial statements, budgetary planning and control, Treasury Management, Financial planning and Analysis; Direct Taxation, GST, Finance & Costing of Projects, monitor Business Performance with tracking tools (e.g Power BI) for reporting & MIS, coordination with Statutory / Cost / Tax / Govt Auditors, Bank liaising and banking related work, Internal Audit, Capital Budgeting – IRR / NPV / Payback, Insurance, Payrolls, Purchase Scrutiny, Oversee Finance IT system etc. **Place of Posting: BEML's Manufacturing facilities at KGF/ Mysore/ Bangalore/ Palakkad (or) Marketing facilities across the country.**
(205)	Asst. General Manager (Gr.VI) **Finance**				

Note: Candidates with Degree in Engineering from **allied branches** of Mechanical /Electrical/ Electronics can also apply for the relevant positions as applicable. However, they must possess relevant experience as mentioned under PQE.

Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Grade – III	Assistant Manager	5	1	0	2	1	10
Grade – IV	Manager	6	1	0	2	1	10
Grade – VI	Assistant General Manager	1	0	0	1	0	2*
Grade – VII	Deputy General Manager	7	1	1	2	1	12
Grade – VIII	General Manager	2	0	0	0	0	2
Grade – XI	Chief General Manager	2	0	0	1	0	3
Grade – X	Executive Director	1	0	0	0	0	1

* (AGM Vacancy (for Finance) is indicative as it is clubbed with that of DGM (Finance)).

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Eligibility, Pay Scale & Remunerations:

Grade	Position	Post Qualification Experience (PQE)* (in Years)	Upper Age Limit (in Years)	BEML Pay Scale
Grade – III	Assistant Manager	4	30	Rs.50,000 – 1,60,000
Grade – IV	Manager	8	34	Rs.60,000 – 1,80,000
Grade – VI	Asst.General Manager	13	42	Rs.80,000 – 2,20,000
Grade – VII	Dy.General Manager	16	45	Rs.90,000 – 2,40,000
Grade – VIII	General Manager	19	48	Rs.1,00,000 – 2,60,000
Grade – XI	Chief General Manager	21	51	Rs.1,20,000 – 2,80,000
Grade – X	Executive Director	25	54	Rs.1,50,000 – 3,00,000

* PQE is the **minimum** relevant experience the candidate should possess after obtaining the qualification, calculated from the completion of Engineering as advertised.

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. 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 **25th of October, 2024.**

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 - NCL candidates.

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.

iv. The upper age limit can be further relaxed subject to equivalent years of excess post qualification experience prescribed (Documents proving excess years of experience be uploaded). However, the maximum age with relaxation shall not exceed 57 years.

v. 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.**

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.

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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 Central/ State Government, Autonomous bodies, Quasi-Government and PSU **should send their online application through proper channel** and **should produce "No Objection Certificate"** from their employer **at the time of assessment**, failing which they will not be permitted to appear for the assessment and their candidature will not be entertained.

xi. 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.

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. Document to this effect needs to be enclosed while forwarding the physical copy of the application.

xiii. 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 at the time of interview. They have to clearly provide their Reporting Structure of the current position held.

xiv. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience in the Application Form.

xv. 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.

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

xvii. 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

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

xix. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion

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

xxi. Management reserves the right to convert the position into contract engagement if necessitated.

xxii. 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.

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

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xxiv. 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, by clicking the **"Apply ON-LINE"** Link after going through the prescribed guidelines, ensuring correctness of the data entered in the portal / form and should forward the physical copy of the application & all documents.

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 25.10.2024** .

iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. These contact details 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 On-line application, **the experience section may be filled by first providing the latest experience followed by previous.** All such experiences should be captured by the candidate. In the space provided against the experience a **pen picture of the experience relevant to the position applied to must be written**. These will be used at the time of scrutinizing the applications received.

vi. 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 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 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. OBC/EWS/SC/ST/PWD certificate (as applicable)
j. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment. (*failing to upload experience certificate will lead to rejection of the application*).
k. Latest pay-slip
l. Current reporting structure.
m. Company credentials proving the average turnover (General T&C, Clause xii, applicable for candidates applying for GM, CGM & ED)

vii. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste (as applicable) need to apply.

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

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3.	Caste/ Category Certificate [SC/ST/OBC/EWS]	100kb
4.	PwD Certificate (as applicable)	100kb
5.	10th Standard marks card– self attested	200kb
6.	12th Standard marks card– self attested	200kb
7.	Degree/CA/CMA 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.	Detailed resume.	500kb
14.	Company credentials proving the average turnover (General T&C, Clause xii, applicable for candidates applying for GM, CGM & ED)	500kb
15.	Current reporting structure.	100 kb

After successful Submission of the On-line Application, a print out of the Application along with all the associated documents shall be sent by post **Super scribing the Position Applied** for on the envelope, to the following address:

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

Note: Candidates who have applied for multiple positions have to forward the physical copy for each position applied, separately.

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

Date: 24.09.2024 **(Advt. No.KP/S/17/2024)**

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

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