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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 ASST.OFFICER SECURITY, SECURITY GUARD & FIRE SERVICE PERSONNEL

(Advt. No KP/S/02/2025 Dt. 15.01.2025)

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 decades, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To support the expansions towards building country's promising projects, BEML Ltd is in the process of inducting personnel for the post of Asst. Officers - Security, Security Guards and Fire Service personnel to be posted at its various manufacturing facilities at Karnataka and Kerala.

Details of the Executive Positions:

1	2	3	4	5
Position	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
Asst. Officer– **Security** (Grade I)	04	Graduate (with first class) in any Discipline from a recognised university / institution	The candidate should be possessing a Degree from a recognized university with a) Successful completion of 10 months pre-commission training from the officer's Training School, Madras or any other equivalent institution under the Defence Forces, (OR) b) Successful completion of 1 to 1/2 years course conducted by the Central / State Government, qualifying for appointment as Deputy Superintendent of Police / Sub-inspectors in state police or equivalent ranks in Railway protection force, Central Reserve Police, Border Security force, Central Industrial Safety Force, (OR) c) Successful completion of one-year training course conducted by central government for those selected for the post of Intelligence officers in Central Intelligence Bureau and Research & Analysis Wing and Sub-Inspectors in Central Bureau of Investigation, (OR)	The incumbent will be responsible for : • Monitoring movement of men and material, Security and protection of moveable and immovable property. • Intelligence reporting on external and internal activities • Fire safety management • Management of security infrastructure • Liaisoning with local Civil/ Police/ Forest and Govt. authorities etc. **Place of Posting : BEML Manufacturing Complexes at Karnataka/ Kerala.**

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			d) 52 weeks training course of instructions for India Airforce police in the rank of sergeant, Junior Warrant Officers and Master Warrant Officer. The candidate must be conversant in security aspects of an Industrial establishment including access control, physical security, perimeter security, documentation, investigations, filing of reports, prosecution of cases and collection of intelligence, etc.	

Details of the Non-Executive Positions:

1	2	3	4	5	6
Position	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Pay Scale**	**Upper Age Limit**
Security Guard	12	Matriculation or equivalent from a recognised board. (10th pass)	The ideal candidate should have minimum 02 years of experience in performing security duties in; • Defence forces: Army,Navy,Airforce. • Central Para Military forces-CRPF,CISF,BSF etc • Organisations under home Ministry-CBI,IB,RAW etc • State Police-General duty, CID, Armed reserves etc. • Personnel engaged by any recognised Security agencies (PSARA license) with at least 5 years of experience as security guards in any Govt Organisations including PSUs. Physical fitness: must be physically fit and able to perform duties requiring standing, walking and running.	Wage Group 'B'	27 years
Fire Service personnel	04	Matriculation or equivalent from a recognised board. (10th pass)	The ideal candidate should have minimum 02 years of experience in performing security duties in; • Defence forces: Army, Navy, Airforce. • Central Para Military forces-CRPF,CISF,BSF etc • Organisations under home Ministry-CBI,IB,RAW etc • State Police-General duty, CID, Armed reserves etc • Personnel engaged by any recognised Security agencies (PSARA license) with at least 5 years of experience as security guards. In addition to the above mentioned, the candidate should : (a) Have undergone training in Fire Fighting under a State fire service or a government	Wage Group 'B'	27 years

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			recognized institute not less than 30 working days. (b) Conversant with the use and the maintenance of all types of extinguishers, Hose Fittings, Fire appliances and Equipment like Fire Engines, Trailer Fire Pumps & Foam Branches. Desirable:- (i) Valid license for driving of HCV. (ii) Experience of having worked in a regular Civil or Defence Fire Brigade as Fireman from any Government. (iii) Have passed the General Fire Fighting Course from any Government recognized institute. The ideal candidate should have minimum 02 years of experience and should possess fire service / firefighting device experience.		

Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Grade – I	Assistant Officer – Security	3	0	0	1	0	04
Wage group B	Security Guard	5	2	1	3	1	12
Wage group B	Fire Service personnel	3	0	0	1	0	04

Eligibility, Pay Scale & Remunerations:

Grade	Position	Post Qualification Experience (PQE)* (in Years)	Upper Age Limit (in Years)	BEML Pay Scale
Grade – I	Asst.Officer – Security	2	27	Rs.30,000 – 1,20,000

Security Guard & Fire Service personnel – Contract and absorption :

A. The incumbent shall be on contract for a period of 2 year. During this period, a consolidated stipend (all inclusive) Rs.20,000 /-PM & Rs.23,500 /-PM during the first year & second year of contract period will be paid respectively. On successful completion of the contract period, subject to BEML's Business requirements at that point of time, will be absorbed in Wage Group B, in the pay scale of Rs. 16900-60650.

Note.: The absorption on successful completion of the training/ contract period is subject to BEML's Business requirements and conditions at that point of time and is not a matter of right.

GENERAL CONDITIONS

i. Only Indian Nationals may apply.
ii. Age, Qualification & Experience stipulated above should be as on **5th of February, 2025**
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.

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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. Relaxation in age limit in respect of Ex-servicemen will be extended as per rules. An ex-serviceman who has put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit. **Upper age limit with all relaxations for Ex-servicemen shall not exceed 45 years as on 5th of Feb, 2025.**

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. **Candidate is permitted to apply only for one position for which he/she is most suitable.**

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

viii. 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.']

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

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

xi. 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.

xii. 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.

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

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

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

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

xx. Details regarding the assessment will be hosted subsequently in the BEML Career page under this advertisement. Candidates are required to visit career page frequently to be updated on the same.

xxi. Intimation regarding Assessments, issuance of 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.

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

xxiii. 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 by clicking the **"Pay Application Fee Online"** at the end of the application form.

Position	Applicable application fee
Assistant Office – Security	Rs.500/-
Security Guard / Fire Service personnel	Rs.200/-

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

xxv. 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 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 5th of February, 2025**.

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 (as applicable) without which their applications will be incomplete and rejected.

   a. Discharge book from the respective service **(Mandatory, all the pages to be uploaded as single pdf)**
   b. X-th Marks card
   c. XII-th Marks card
   d. 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.*)
   e. Degree Certificate
   f. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
   g. Detailed Resume.

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h. OBC/EWS/SC/ST/PWD certificate (as applicable)

i. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment. (*failing to upload experience certificate will lead to rejection of the application*).

j. Latest pay-slip (as applicable)

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
3.	Discharge book from the respective service **(Mandatory for personnel from various services, all the pages to be uploaded as single pdf)**	200kb
4.	Caste/ Category Certificate [SC/ST/OBC/EWS]	100kb
5.	PwD Certificate (as applicable)	100kb
6.	10th Standard marks card– self attested	200kb
7.	12th Standard marks card– self attested	200kb
8.	Degree Certificate – self attested	200kb
9.	All marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
10.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb
11.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)	1028kb
12.	Detailed resume.	500kb

After successful Submission of the On-line Application, a print out of the Application **along with all the associated documents as submitted on-line** shall be sent by post **Super scribing the Position Applied** for on the envelope, to the following address (so as to reach us on or before 10th of February, 2025):

Senior Manager (Corporate Recruitment)
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:15.01.2025 **(Advt. No.KP/S/02/2025)**

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

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