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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

Special Recruitment Drive for SC/ST & OBC
Group 'A' (8th Attempt), Group 'B' & 'C' Posts (6th Attempt).

BEML Limited, a pioneer in Multi Business (Defence, Mining & Construction, Rail & Metro, Aerospace, Dredging etc.) Heavy Engineering Company with an Annual Turnover of around Rs.4000 Crores wish to recruit candidates to fill up the backlog vacancies of SC/ST/ OBC in the following disciplines for its various Manufacturing Units and Marketing Divisions located all over India.

BEML is looking for result-oriented, self-driven, outstanding Learners with entrepreneurial mindsets. The applicants must have strong Values, integrity, conviction to achieve and Communication skills. They must demonstrate professional excellence, Technology orientation in their respective domain.

The position being advertisement for the backlog vacancies are detailed as under.

Backlog Vacancies – Group 'A'

Sl.No	Grade	Position	Vacancy Breakup	Total Vacancies
1.	Manager	Finance	2	ST -2 OBC-6
2.		Quality	2	
3.		Testing & Commissioning	2	
4.		Materials Management.	2	
5.	Assistant Manager	Legal	1	ST -1
6.	Officer	Testing & Commissioning	4	ST - 10
7.		Corporate Communications	1	
8.		Industrial Safety	1	
9.		Human Resource	1	
10.		Official Language	1	
11.		Materials Management	2	

Backlog Vacancies – Group 'B'

Sl.No	Grade	Position	Vacancy Breakup	Total Vacancies
1.	Assistant Officer	Human Resource	3	ST -9
2.		Maintenance – Mechanical	2	
3.		Maintenance – Electrical	2	
4.		Maintenance – Civil	2	

Backlog Vacancies – Group 'C'

Sl.No	Grade	Diploma Trainees in	Vacancy Breakup	Total Vacancies
1.	Diploma Trainees	Mechanical	21	SC – 21 No.s ST – 13 No.s
2.		Electrical	6	
3.		Electronics	2	
4.		Civil	3	
5.		Tool & Die making	1	
6.		Chemist	1	
7.	Office Assistant Trainees	Human Resource	4	ST -2 Nos OBC – 4 No.s
8.	Accounts Assistant Trainees	Finance	2	

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POST QUALIFICATION EXPEREINCE (PQE) REQUIRED, PAY SCALE AND UPPER AGE LIMIT AND QUALIFICATION DETAILS.

1	2	3	4	5	6	7			8
GROUP/ POSITION/ GRADE	**DOMAIN**	**Vacancy**	**Qualification**	**PQE (Years)**	**Pay Scale (Rs.)**	**Upper Age Limit**			**Job Description**
						UR	**OBC**	**SC/ ST**	
Group 'A' / Manager / Grade IV	Finance	2	Qualified CA/ICWA	9	60,000-1,60,000	34	37	39	The incumbent should have post qualification experience preferably in any large Engineering Industry. The incumbent shall be responsible for Treasury Management, consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Payroll, Provident Funds, GST and taxation, Insurance etc.
Group 'A'/ Manager/ Grade IV	Quality	2	First Class Degree in Engineering in Mechanical / Electrical/ Electronics/ Automobile/ Production from a recognized University / Institution. M.Tech qualification will be preferred	9	60,000-1,60,000	34	37	39	The incumbent should have post qualification experience preferably in any large Engineering Industry in the areas of Quality Assurance related functions. The candidate shall be responsible for the quality of products & services both directly to the ultimate customer and internally between the departments and guiding the Unit heads in proper implementation of quality Systems. Also they will be required to adopt TQM Philosophy, ensure product standards at all stages and its completion, monitor, evaluate and continuously improve the overall quality performance.
Group 'A'/ Manager/ Grade IV	Testing & Commissioning	2	First Class Degree in Engineering in Mechanical /Electrical / Electronics from a recognized University / Institution. Post graduate qualification in Management will be preferred	9	60,000-1,60,000	34	37	39	The incumbent should have the prescribed post qualification experience in Testing & Commissioning and Service pertaining to Electrical areas of Rolling Stock and to lead a team of Engineers and guide them in the service issues of Metro Coaches. The incumbent shall be responsible for logistic arrangements towards handling of Metro Cars at Depots, Static & Dynamic Testing & Commissioning of Trains, Completion of type tests & routine factory tests. Timely Troubleshooting of Mainline/Depot faults of Revenue Trains under DLP & ensure availability of healthy trains for revenue operations on daily basis

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Group 'A'/ Manager/ Grade IV	Materials Management	2	First Class Degree in Engineering in Mechanical /Electrical / Electronics from a recognized University / Institution. Post graduate qualification in Management will be preferred.	9	60,000-1,60,000	34	37	39	The incumbent should have post qualification experience in any engineering industry preferably PSUs in the areas of Material Management functions such as purchase, stores, vendor development etc. The candidate should preferably be conversant with ERP (SAP) based procurement tools like SCM, SRM etc. and shall be responsible for Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations.
Group 'A'/ Assistant Manager/ Grade III	Legal	1	Graduate with three years full time Graduate Degree in Law from a recognised University / Institute.	5	50,000-1,50,000	30	33	35	Shall be responsible for Litigation Management i.e. Managing all litigations filed by/ against the company. Manage documents related to the requirements of BEML, drafting of various agreements, advise on compliance and regulatory issues.Shall be responsible for Litigation Management i.e. Managing all litigations filed by/ against the company. Manage documents related to the requirements of BEML, drafting of various agreements, advise on compliance and regulatory issues.
Group 'A'/ Officer/ Grade II	Testing and Commissioning	4	First Class Degree in Engineering in Mechanical /Electrical / Electronics from a recognized University / Institution. Post graduate qualification in Management will be preferred	1-2	40,000-1,40,000	27	30	32	The incumbent should have the prescribed post qualification experience in Testing & Commissioning and Service pertaining to Electrical areas of Rolling Stock and to lead a team of Engineers and guide them in the service issues of Metro Coaches. The incumbent shall be responsible for logistic arrangements towards handling of Metro Cars at Depots, Static & Dynamic Testing & Commissioning of Trains, Completion of type tests & routine factory tests. Timely Troubleshooting of Mainline/Depot faults of Revenue Trains under DLP & ensure availability of healthy trains for revenue operations on daily basis.
Group 'A'/ Officer/ Grade II	Corporate Communications	1	Any Graduate with Master of Public Relations, MA (Master of Arts) in Journalism, MA in Corporate Communications, MA in Mass Communication, MBA in Communication, MBA in Public Relations,	1-2	40,000-1,40,000	27	30	32	Shall be responsible for Internal & external communication activities, Management of Print and Electronic Media along with the Social Media presence, Corporate Branding, supporting Products/Employer branding, Vendor management etc.

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			MBA in Mass Communication, Post Graduate Diploma in Public Relations, Post Graduate Diploma in Advertising & Public Relations, Post Graduate Diploma in Public Relations &Corporate Communication. Masters/ MBA/ PG Diploma obtained through Distance Education Program also to be considered.						
Group 'A'/ Officer/ Grade II	Industrial Safety	1	First Class Degree in Engineering with Diploma in Fire & Safety	1-2	40,000-1,40,000	27	30	32	The incumbent should have post qualification experience in large engineering industry. The incumbent shall be responsible for the development of Occupational Health & Safety regulations of the company and its compliance across the Division. Initiate and organize OHS training of employees and executives. Monitor & Advise on various safety aspects including noise levels. Review of existing policies & measures and update according to legislation. Shall conduct risk assessment and enforce preventative measures.
Group 'A'/ Officer/ Grade II	HR	1	First Class Graduate with Two years full time MBA (HR/IR)/ MSW or MA(Social Work with HR/IR) / Post Graduate Degree/ Diploma in Personnel Management & Industrial Relations of 2 yrs. full time course with specialization in IR/ HR with Labour Legislations from a recognized University / Institution. Degree in Law is desirable.	1-2	40,000-1,40,000	27	30	32	The incumbent should have prescribed post qualification experience in working in a factory preferably engineering industries. He/ She shall be positioned in any Manufacturing Divisions of BEML and will be involved in the areas of Human Relations/ Industrial Relations, Compliance of statutory requirements including contract labour matters, implementation of HR Policies, Manpower Planning, Performance Management System, Training & Development, Welfare, General Administration etc.
Group 'A'/ Officer/ Grade II	Official Language	1	Master Degree in Hindi or it's equivalent from any recognized university with English as a subject at the Degree Level Preference will be given to those having Ph. D. in Hindi	1-2	40,000-1,40,000	27	30	32	Shall 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 preferably of technical, contractual documents/ literature
Group 'A'/ Officer/ Grade II	Materials Management	2	First Class Degree in Engineering in Mechanical from a recognized University / Institution.	1-2	40,000-1,40,000	27	30	32	With large Manufacturing facilities producing valuable nation building products, this role will involve Testing, monitoring and periodic maintenance of

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									large production equipment, procurement of critical specialist components, fixtures & fittings and maintaining statistical & financial records.
Group 'B'/ Assistant Officer/ Grade I	HR	3	First Class Graduate with Two years full time MBA (HR/IR)/ MSW or MA(Social Work with HR/IR) / Post Graduate Degree/ Diploma in Personnel Management & Industrial Relations of 2 yrs. full time course with specialization in IR/ HR with Labour Legislations from a recognized University / Institution. Degree in Law is desirable.	NIL	30,000-1,30,000	27	30	32	The incumbent should have prescribed post qualification experience in working in a factory preferably engineering industries. He/ She shall be positioned in any Manufacturing Divisions of BEML and will be involved in the areas of Human Relations/ Industrial Relations, Compliance of statutory requirements including contract labour matters, implementation of HR Policies, Manpower Planning, Performance Management System, Training & Development, Welfare, General Administration etc.
Group 'B'/ Assistant Officer/ Grade I	Maintenance (Mechanical)	2	First Class Degree in Engineering in Mechanical from a recognized University / Institution.	NIL	30,000-1,30,000	27	30	32	With large Manufacturing facilities producing valuable nation building products, this role will involve Testing, monitoring and periodic maintenance of large production equipment, procurement of critical specialist components, fixtures & fittings and maintaining statistical & financial records.
Group 'B'/ Assistant Officer/ Grade I	Maintenance (Electrical)	2	First Class Degree in Engineering in Electrical from a recognized University / Institution.	NIL	30,000-1,30,000	27	30	32	Shall actively involve & support the department in the entire spectrum of Testing, monitoring, maintaining large electrical equipment with focus to ensure total safety, uninterrupted power supply to manufacturing and townships with cost management.
Group 'B' / Assistant Officer/ Grade I	Maintenance (Civil)	2	First Class Degree in Engineering in Civil from a recognized University / Institution.	NIL	30,000-1,30,000	27	30	32	Shall actively involve & support the department in all aspects of Civil Maintenance of the plant & township of the Company. The focus will be on Preparing and implementing project plans and assessment of potential project Risks.
Group 'C' / Diploma Trainees / On confirmation will be absorbed in Wage Group S1	Mechanical	21	Three years full time Diploma in the respective Domain with 70% aggregate marks, which is relaxed by 5% for SC/ST.	NIL	23,910-60,650	29	32	34	Shall support the respective departments in the Job skills & Supervisory functions gained during the first 3 years period. Shall act as a lead hand in timely execution of Departments targets.
	Electrical	6							
	Electronics	2							
	Civil	3							
	Tool & Die making	1							
	Chemist (for Metrology Lab)	1							

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Group 'C' / Office Assistant Trainees / On Confirmation will be absorbed in Wage Group B	HR	4	Full time Graduate Degree / Diploma in Commercial Practice/ Diploma in Secretarial Practice with Proficiency in Computer application (minimum six months course approved by DOEACC desirable) with typing skill is desirable. For stenographer certificate in senior shorthand from recognized institute is essential	NIL	16,900-60,650	29	32	34	Shall support the HR & other functions/ Department of the organisation.
Group 'C' / Accounts assistant Trainees / On Confirmation will be absorbed in Wage Group B	Finance	2	Full time Graduate Degree - B.Com with Proficiency in Computer application (minimum six months course approved by DOEACC desirable) with typing skill is desirable	NIL	16,900-60,650	29	32	34	Shall support the Finance & Accounts functions of the organisation

Diploma Trainees : The incumbent shall be on training for a period of 1 year and on contract for a period of 2 years. During this period, a consolidated stipend (all inclusive) of Rs. 15,000/-PM during the training period and Rs.17,000/-PM & Rs.19,500/-PM during the first year & second year of contract period will be paid respectively.

On successful completion of the training/ contract period, subject to BEML's Business requirements at that point of time, will be absorbed in Wage Group S1, in the pay scale of Rs.23,910 – 85,570.

Office Assistant Trainees & Accounts assistant Trainees : The Trainees will be on contact period for a period of two years during which period they shall be paid a consolidated stipend (all inclusive) of Rs.17,000/-PM during the first year and Rs.19,500/-PM during the second year of contract.

On successful completion of 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.16,900 – 60,650.

NB: (i) PwD Candidates will be entitled for additional 10 years relaxation over the Upper age Limit mentioned. Relaxation of age limit would be permissible to candidates with minimum 40% disability. (

(ii) The qualifying marks indicated is for UR candidates. First Class is reckoned at 60% and for Diploma trainees it is 70%.

(iii) Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. **Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.**

GENERAL CONDITIONS

i. Only Indian Nationals may apply.
ii. Age, Qualification & Experience stipulated above should be as on **01.05.2023.**

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iii. The upper age limit indicated above is with relaxation as applicable to SC/ST in line with Government guidelines.

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.']

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

vii. Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or compulsorily produce NOC at the time of test as the case may be, as and when called.

viii. 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.

ix. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test / Selection & Appointment.

x. Management reserves the right to restrict the number of candidates and increase the Qualifing percentage based on number of appliations received.

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

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

xiii. Intimation regarding Assessments (written test, interview and others), etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website.

xiv. Out-station candidates called for interview shall be entitled for reimbursement of travel expenses from the communication address as mentioned in the application to the venue of Interview, by the shortest route as per Company rules.

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

xvi. Eligible and interested **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.

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HOW TO APPLY

i. The candidates are required to apply ON-LINE only (which is mandatory), by clicking the **"Apply ON-LINE"** Link and after going through the prescribed guidelines and ensuring correctness of the data entered in the portal / form.

ii. The candidates can access the on-line application form in our career page at **www.bemlindia.in.** The on-line registration site would be available till **18.00 Hrs on 01.05.2023** .

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

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

a. X-th Marks card

b. XII-th Marks card

c. Qualifying Degree/Diploma 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/ Diploma Certificate

e. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)

f. Detailed Resume.

g. SC/ST/PWD certificate (as applicable)

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

vi. For any queries on the matter, candidates may contact Manager (HR), Recruitment Cell only on e-mail Id: recruitment@beml.co.in.

KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

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

Sl.No	Documents	Size of Document
1.	Recent photograph	100kb
2.	Your Signature (on clear white background in black ink)	50kb
3.	Caste/ Category Certificate	100kb
4.	PwD Certificate (as applicable)	100kb
5.	10th Standard marks card– self attested	200kb
6.	12th Standard marks card– self attested	200kb
7.	Degree/ Diploma Certificate – self attested	200kb
8.	All marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
9.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb
10.	Detailed resume.	500kb

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

Date: 11.04.2023 **(Advt. No.KP/S/04/2023)**

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

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