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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 VARIOUS FUNCTIONS

(Advt. No: KP/S/01/2026 Dt: 28.01.2026)

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. BEML is exploring opportunities to expand its production facilities towards building 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, etc. Aligned with these expansion initiatives, BEML Ltd., invites motivated and career-oriented professionals to partner with the organisation and explore diverse opportunities across its growing technology domains.

Details of the Positions:

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(101)	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 prescribed post-qualification experience preferably in any large industry with a minimum of five years at senior management level out of the last ten years. BEML is looking for personnel with experience in 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 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.**
(102)	General Manager (Gr. VIII) **Finance**	2			

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1 Position Code	2 Position	3 Vacancy	4 Qualification	5 Post Qualification Experience (PQE)	6 Indicative Job Description
(103)	Chief General Manager (Gr. IX) **HR**	2	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 in HR / IR / MSW / MA (Social Work with HR/IR / Personnel Management) from a recognised university /institution. Desirable: Degree in Law will be an added advantage.	The candidate should have prescribed post-qualification experience preferably in any large industry with a minimum of five years at senior management level out of the last ten years. BEML is looking for personnel with: • Proficiency in Talent Management, with a significant focus on Organizational Development and Change Management. • Expertise in designing and implementing Organizational Development strategies. • Hands on experience with HR transformation projects from an organization/ establishment of repute. • Knowledge of designing, formulating and implementing human resource strategy / processes in alignment with the business objectives of the organization. • Candidate with competencies in handling employee engagement, employee relations & industrial relations and Union matters, including compliance with labour laws. Desirable: • A strong proficiency in HR analytics. • Excellent communication, stakeholder management, and leadership skills.	The incumbent will be responsible for maintaining healthy industrial relations, ensuring compliance on all labour law related matters, regulations to avoid disputes. He/ She 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, learning & development, succession planning, engagement and culture change across the organization. **Place of Posting: Bangalore / Other Manufacturing Complexes.**
(104)	Chief General Manager (Gr-IX) **Rolling stock Manufacturing**	1	First Class full time Degree in Engineering from a recognized University / Institution. Desirable: PG Degree/ PG Diploma in Engineering /	The candidate should have the prescribed post-qualification professional experience, including at least five years of cumulative experience at a senior management level during the last ten years in an organisation of repute.	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

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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
			Management will have added advantage. Certification in Project Management will be an added advantage.	Experience / Exposure in R&D/ planning/ production / testing / application engineering / marketing in the field of Rail and Metro will be an added advantage.	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**
(105)	General Manager (Gr. VIII) **Metro Business Develop-ment**	1	First Class Degree in engineering (full time) in Mechanical/ Electrical/ Civil/ Transportation from a recognized University / Institution. Desirable: MBA will be an advantage	The candidate should have prescribed post-qualification professional experience with 7 to 10 years of experience in business development and marketing of large infrastructure projects (experience in metro sector preferable). BEML is looking for personnel with: • In depth Knowledge of Metro rail infrastructure sector • Proven track record of expanding market share, launching new products/ services & building high performance sales team. • Familiarity with DMRC, NCRTC, MoHUA, NHRCL, etc. and their procurement process. • Effective networking & negotiation skills and deal closure. • Excellent communication & presentation skills • Understanding Public procurement (tenders, BOT, EPC, PPP model) • Knowledge of GeM portal. • Document preparation for Business case study and Commercial acumen.	The incumbent will be responsible for • Market research and track upcoming metro rail projects (domestic & international). • Analysing government policies, tenders (DMRC, Maha metro, MMRDA), funding agencies (JICA, ADB) • Preparation of strategies for Business development. • Maintaining CRM, opportunity pipeline & generate business forecast. • Team leadership & cross function co-ordination with all stakeholders such as design, planning, finance & legal depts for bid preparation. • Establishing strategic alliance (MoUs, NDAs, JVAs) towards business development. • Tracking project/ contract status & client feedback on project progress. • Driving revenue across competitive markets. • Forging strategic partnerships, Identify & onboard OEMS, aggregate suppliers, consortium partners for business requirement. • Representing BEML in industry forums, exhibitions & conferences. **Place of Posting – Bangalore**

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1 Position Code	2 Position	3 Vacancy	4 Qualification	5 Post Qualification Experience (PQE)	6 Indicative Job Description
(106)	Deputy General Manager (Gr-VII) **Electronics-Aerospace**	1	First Class Degree in engineering (full time) in Electronics from a recognized University / Institution.	The candidate should have prescribed post-qualification professional experience. BEML is looking for personnel with: • Experience in the defence industry, especially in defence electronics design and development • Proven track record of developing military-grade electronics, preferably including underwater systems • Strong capabilities in leading multidisciplinary technology initiatives • Demonstrated experience in managing R&D resources and budgeting at enterprise scale • Familiarity with defence procurement standards, compliance protocols, and industry frameworks.	The incumbent will be responsible for • Leading the design and development of complex electronic systems for military applications, ensuring technical robustness and operational reliability • Driving innovation in defence electronics, with emphasis on underwater systems, embedded technologies, and system integration • Overseeing multi-phase lifecycle projects including feasibility analysis, prototyping, testing, validation, and deployment • Shaping the organization's technology roadmap by scouting emerging trends and aligning R&D efforts with strategic business goals. • Managing R&D budgets and engineering resources efficiently across both project-level and organizational-level mandates. • Fostering collaborations with key stakeholders including DRDO labs, user agencies, research institutions, and industrial partners. • Representing technical leadership in cross-functional teams and mentor junior research engineers. • Documenting and presenting research outcomes for internal review and external engagements. **Place of Posting – Bangalore**
(107)	Deputy General Manager (Gr-VII) **Production Planning**	**Backlog vacancy reserved for OBC – Category**			
		1	First Class full time Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution.	The candidate should have prescribed 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	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

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
			PG Degree/ Diploma in Engineering / Management will have added advantage.	products in any organisation of repute.	• Knowledge of OHSMS ISO 45001:2018, ISO 3834, EN 15085 and other international standards w.r.t Rolling stock manufacturing **Place of Posting – Bangalore.**
(108)	Deputy General Manager (Gr-VII) **Manufacturing**	**Backlog vacancy reserved for SC – Category**			
		1	First Class Degree in Engineering (full time) in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The candidate should have prescribed 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. BEML is looking for personnel with: • In-depth knowledge of Rolling stock manufacturing process and well versed in various welding technologies and other related manufacturing operations. • 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 a 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 organisational targets. **Place of Posting – Bangalore**
(109)	Deputy General Manager (Gr-VII) **Production / Assembly line**	**1 position out of 2 is Backlog vacancy reserved for ST – Category**			
		2	First Class Degree in Engineering (full time) in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage.	The candidate should have prescribed 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. BEML is looking for candidate with : • Experience in Rolling Stock manufacturing technology and with capability in preparing Production BOM and Network Chart for easy monitoring of the bottle necks that could jeopardize the assembly line. • Knowledge of Car body manufacturing, Mechanical	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**

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1 Position Code	2 Position	3 Vacancy	4 Qualification	5 Post Qualification Experience (PQE)	6 Indicative Job Description
				furnishing, electrical furnishing, Testing, Final Finishing & despatch and have knowledge of Industry 4.0	
(110)	Deputy General Manager (Gr-VII) **Engine Design**	**1 among the advertised 2 positions is reserved for Backlog vacancy for ST – Category**			
		2	First Class Degree in Engineering (full time)in Mechanical/ Automobile from a recognized University / Institution Desirable: Post graduate in Design/ Automobile	The candidate should have prescribed post-qualification professional experience. BEML is looking for candidate with : • Hand on experience on diesel engine design and development. • Experience in leading a team of engineers for executing clean sheet engine design. • Design Knowledge of all engine aggregates like Crank train, Cam Shaft, Valve train, Cylinder Block, Cylinder Head, Cooling and Exhaust system • Application Knowledge of Common Rail Direct Injection (CRDI) System, After Treatment System, Turbocharger etc. • Sound knowledge of GD &T, 3D design software, tolerance stake up analysis, Drawing checking. and Manufacturing process • Sound knowledge of manufacturing process of Casting, Forging, Machining and Sheet Metal parts • Strong Engineering knowledge on problem solving • Proficiency in guiding the team for designing system level components. • Ability to work in close coordination with Materials team for product development • Understanding of different simulation tools	The incumbent will lead a team of Design & development engineers involved in the development of Heavy-duty Diesel Engines. He/ She will be responsible for Testing, calibration of Engines, Component Evaluation, Application Engineering & vehicle integration, for 1D/3D Simulation study of various developed parts. Co-ordination with other departments/ Suppliers and related agencies for design and development activities. **Place of Posting –Mysore**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
				• Understanding of Engine testing and Assembly • Knowledge of PLM system • Good presentation and communication skills Experience in Engines for marine applications will be an added advantage.	
(111)	Deputy General Manager (Gr-VII) **Testing and Calibration**	**Backlog vacancy reserved for SC – Category**			
		1	First Class Degree in Engineering (full time) in Mechanical/ Thermal Automobile from a recognized University / Institution. Desirable: Post graduate in Internal combustion engine / Thermal / Automobile.	The candidate should have prescribed post-qualification professional experience. BEML is looking for candidate with : • Experience in having completed at least 3 product development life-cycle from engine Combustion, Performance & Emission perspective. • Deep knowledge on Engine Hardware selection and optimization. • Specialization in after-treatment selection and integration is a must. • Clear understanding of Global and local emission regulation related to off highway is essential. • Hands on experience in tools related to Combustion analysis and calibration tool is must. • System integration knowledge and able to breakdown program requirement/bigger problem in to sub deliverable, with clear boundary, target and timeline. • Analyzed technical data using descriptive statistics, probability distributions, graphical analysis, and statistical inference (population and sample, confidence intervals, and hypothesis testing); models relationships between response and independent	The incumbent will be responsible for Testing and Calibration which will inter-alia include : • Building partnerships and working collaboratively with critical suppliers, Stockholders and internal teams to meet shared objectives. Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audience within and outside the team. • Managing multiple programs in parallel by prioritizing the deliverable of each program. Also highlighting the management on prioritization and the impact of timeline. • Solve product problems using a process that protects the customer - determines the assignable cause, implements robust, data-based solutions and identifies the systemic root causes and recommended actions to prevent problem reoccurrence. • Create an accountable & Innovation culture in the team. • Plan, schedule, coordinate and execute the activities involved in developing a product to a respectively aligned hierarchy of requirements and technical profiles; monitors and communicates across functional boundaries to meet project resource and quality expectations; ensures product capability meets or exceeds expectations and mitigate.

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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
				variables using analysis of variance, regression, and design of experiments to make rigorous, data-driven decisions.	Understands the full product life cycle process and stakeholders. **Place of Posting – Mysore**
(112)	Deputy General Manager (Gr-VII) **Electrical & Electronic**	1	First Class Degree in Engineering (full time) in Electrical/ Electronics from a recognized University / Institution.	The candidate should have prescribed post-qualification professional experience. BEML is looking for candidate with : • Good system knowledge of electronics and engines emissions (with after-treatment systems) • User level experience in using embedded software and tools • Prior experience with system verification and validation (HIL/SIL) is preferred • Experience in handling : Calibration tool, Matlab / Simulink, PCAN explorer, Service tools. • Knowledge in Product Development Execution, Monitoring, and Control . • Experience in Design and Application of Open/Closed Loop Controls . Design and Application of Mechatronics Systems. Machine Integration and Optimization • Knowledge in Product Function Modeling, Simulation, and Analysis, Product Problem Solving, Product Verification and Validation Management, Principles of Statistical Methods. Cross-Functional Design Integration, Technical Documentation, System Requirements Engineering. Systems Thinking.	The incumbent will lead E&E team of Engine R&D and will be responsible for • Supporting Controls New Product Development (NPD) - Base engine selection, Sensor selection, Communication Protocol, Controller selection, etc • Software/Calibration bench testing & DVP&R validation-support failure analysis, ID-FMEA, Cyber Security assessments, Functional Safety Assessment • Tuning and Integrating Engine Calibration by working cross-functionally, leveraging open and closed loop controls tuning practices, some features (but not limited to) include All Speed Governor tuning, Accelerator Based Torque Control tuning, Sensor and Diagnostics Tuning, Datalinks etc. • Wiring harness understanding for electronics engine as per architecture and ECM IO matrix. Guiding Design and drafting team for harness development. • Testing cell support for engine development and diagnosis; Occasional in-field support for Software and Calibration • Calibration release and review management **Place of Posting – Mysore**

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Position Code	**Position**	**Vacancy**	**Qualification**	**Post Qualification Experience (PQE)**	**Indicative Job Description**
(113)	Manager (Gr-IV) **Engine Project**	1	First Class Degree in Engineering (full time) in Mechanical/ Electrical/Industrial from a recognized University / Institution. Desirable: MBA/ PGDM in Business Management	The candidate should have prescribed post-qualification professional experience. BEML is looking for candidate with : • 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 work independently and with team • Good communication skill in English (Oral and Written) • Experience in Engineering, Engine design and Development, testing, validation and project management	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. • Managing conflicts: Experience in conflict resolution with engineers, vendors, End users. • 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. • 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.

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1 Position Code	2 Position	3 Vacancy	4 Qualification	5 Post Qualification Experience (PQE)	6 Indicative Job Description
					• Advising management of project status on weekly/monthly base. • Project resource management: - Develop resource (execute and headcount) plans using recommended project management tools • Handling Project issues and Risk management. **Place of Posting – Mysore**
(114)	Asst. Manager (Gr III) **Analysis**	3	First Class Engineering Degree (full time) in Mechanical/ Automobile/ Electrical/ Electronics/ Thermal/ Design from a recognised university. Post graduate in Design / Automobile from a recognized University / Institution will be preferred.	The candidate should have a minimum of 4 years of professional experience in analysis of various Engine systems like intake, Exhaust, Fuel system, Coolant circuit, Lubrication circuit, Crank train, Valve train, Power train, Gear train & electrical & electronic system. BEML is looking for candidate with : • Good understanding and hands on experience in FE/ Structural analysis, Linear and Non-linear analysis in related automotive components. • Experience in FEA /CFD tools like StarCCM+, ANSYS, Fluent, AVL Fire, Altair-Hyper works. • Knowledge in NVH, Fatigue and durability in auto industry is desirable.	This position will be responsible for: • Analysis and Design guidance including design / boundary input data for 1D, 3D, FEA & CFD analysis for Internal Combustion systems. • Independently perform CFD simulations on Component level and System level analysis (1D/3D) on Flow, Thermal CHT, Eulerian and Lagrangian problems. • Coding skills to automate the simulation related activities • Result interpretation and detailed analysis report preparation • Troubleshooting and proposing feasible solutions and support in implementation • Supporting design team in implementing design changes optimize designs based on simulation results and requirements • Supporting the team in improvement and development of new Analysis methodologies **Place of Posting – Mysore**
(115)	Asst. Manager (Gr III) **Design**	**1 among the advertised 4 positions is reserved for Backlog vacancy for ST – Category**			
		4	First Class Engineering Degree (full time) in Mechanical/ Automobile/Electri	The candidate should have a minimum of 4 years of professional experience in analysis of various Engine systems.	This position will be responsible for: • Design and Develop 3D model for Cylinder head, Cylinder

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			cal/Electronics/Thermal/Design from a recognised university Post graduate in Design /Automobile from a recognized University / Institution will be preferred.	BEML is looking for candidates with : • 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. Desirable: • Good understanding of Manufacturing process, Casting, Sheetmetal, Stamping parts / GD&T, tolerance stake up analysis, DBJ, Drawing quality. • 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.	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. • Timely visit at supplier/Vendor end as and when required. • Perform DFMEA & FTA **Place of Posting–Mysore**
(116)	Asst. Manager (Gr III) **Engine Testing**	3	First Class Engineering Degree (full time) in Mechanical/ Automobile/ Electrical/Electronics/Thermal/Design from a recognised university Post graduate in Internal Combustion Engine/Thermal/ Automobile from a recognized University /	The candidate should have a minimum of 4 years of professional experience in Engine calibration. BEML is looking for candidates with : • 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	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

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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
			Institution will be preferred	analysis/ CAN communication protocol/ control system and closed loop system/ Type approval and CoP process with certification agencies. Desirable: Knowledge of Project Management and Product Life cycle management/ Inca, Visu will be an added advantage.	• Working on engine and after treatment calibration. • Type approval and COP testing **Place of Posting – Mysore**

Note: Candidates **shall apply for single position** which is most suitable.
Category wise vacancy break-up: Reservation for SC/ST/OBC/ EWS candidates will be as per applicable Rules.

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 – 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 – IX	Chief General Manager	21	51	Rs.1,20,000 – 2,80,000

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.

5. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 13.78% 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).

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

7. Internal candidates of BEML Ltd (Executive cadre) meeting the advertised criteria will be eligible, provided they apply 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 on the forwarding of application / NOC will be applicable)

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GENERAL CONDITIONS

i. Only Indian Nationals may apply.

ii. Age, Qualification & Experience stipulated above should be as on **14.02.2026**

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 Sr.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,

Not complying to the above, such candidates will not be permitted to appear for the assessment and their candidature will not be entertained.

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.

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. BEML will not consider freelance experience as part of Post Qualification experience.

xi. Private sector candidates applying for the position of 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 Candidates from listed companies.

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.

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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 also 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 14th of February, 2026**.

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.

1. X-th Marks card
2. XII-th Marks card
3. 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.*)
4. Degree / CA / CMA Certificate as applicable.

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5. Post-Graduation Marks cards as applicable (*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.*)
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 in the letter head of the employer.
11. Latest pay-slip
12. Current reporting structure. (for candidates from private sector)
13. Company credentials proving the average turnover (applicable for candidates applying for GM & CGM)

vii. 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:28.01.2026 **(Advt. No.KP/S/01/2026)**

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

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