



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' Posts (6th Attempt), Group 'B' & 'C' Posts (5th Attempt), PWD Posts (9th 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 ₹ 3000 Crores wish to recruit candidates to fill up the backlog vacancies of SC/ST/OBC/PWD in the following disciplines for its various Manufacturing Units and Marketing Divisions located all over India.

SC/ST/ OBC BACKLOG VACANCIES:

Sl.No	Position	Grade /WG	Vacancies		
1	Deputy General Manager (Manufacturing/Production)	VII	SC-7 ST-3 OBC-6		
2	Deputy General Manager (Materials Mgmt)				
3	Deputy General Manager (IT)				
4	Deputy General Manager (HR)				
5	Deputy General Manager (Marketing)				
6	Assistant General Manager (Production/Planning)	VI	SC-4 ST-5 OBC-7		
7	Assistant General Manager (Materials Management)				
8	Assistant General Manager (Quality)				
9	Assistant General Manager (Finance)				
10	Assistant General Manager (HR)	V	SC-3 ST-2		
11	Senior Manager (Metro Testing & Commissioning)				
12	Senior Manager (Manufacturing/Production)				
13	Senior Manager (Materials Management)				
14	Senior Manager (HR)	IV	ST-2 OBC-6		
15	Manager (HR)				
16	Manager (Corporate Communication)				
17	Manager (Marketing)				
18	Manager (Production/Planning)				
19	Manager (Materials Management)				
20	Manager (Safety)	III	ST-1		
21	Asst. Manager (Quality)				
22	Officer (Finance)	II	ST - 11		
23	Engineer (Safety)				
24	Engineer (R&D)				
25	Engineer (Planning)				
26	Engineer (Quality)				
27	Engineer (Mechanical Maintenance)				
28	Engineer (Metro Testing & Commissioning)				
29	Engineer (IT)				
30	Asst. Engineer (Marketing/ Service/Spares)			I	ST - 9
31	Asst. Engineer (Quality)				
32	Asst. Engineer (Metro Testing & Commissioning)				
33	Asst. Officer (Finance)	S1*	SC - 15 ST - 14		
34	Diploma Trainees				

* On successful completion of the 1 year training and 2 years contract period, they will be absorbed in Wage Group S1.

Upper age limit is further relaxable for PwD by 5 years in case of Grade – I to Grade – VII and 10 years in case of Diploma Trainees.

PWD BACKLOG VACANCIES

Sl.No	Position	Grade / WG	Vacancies
1	Asst. Manager (Materials Management)	III	HH-2
2	Asst. Manager (HR)	III	OH-1 VH-1
3	Asst. Manager (Finance)	III	HH-2
4	Asst. Manager (Quality)	III	OH-1 HH-1
5	Officer (Finance)	II	OH-1 HH-3
6	Officer (Corporate Communication)	II	VH-1
7	Officer (Materials Management)	II	HH-3
8	Asst. Engineer (Civil)	I	HH-3
9	Asst. Officer (Corporate Communication)	I	VH-2
10	Asst. Officer (Finance)	I	HH-2
11	Asst. Officer (Materials Management)	I	HH-2 OH-1
12	ITI Trainees	B**	OH-6 HH-15

** On successful completion of the 2 years training and 2 years contract period, they will be absorbed in Wage Group B

Upper age limit is further relaxable for Candidates belonging to SC/ST and OBC

POST QUALIFICATION EXPERIENCE REQUIRED, PAY SCALE AND UPPER AGE LIMIT:

Executive Cadre:

Grade/ Wage Group	Post Qualification Experience Required	Pay Scale	Upper Age Limit		
			UR	OBC	SC/ST
Grade I	1 Year	12600-32500	26	29	31
Grade II	4 Years	16400-40500	29	32	34
Grade III	8 Years	20600-46500	33	36	38
Grade IV	12 Years	24900-50500	37	40	42
Grade V	15 Years	29100-54500	40	43	45
Grade VI	18 Years	32900-58000	43	46	48
Grade VII	21 Years	36600-62000	46	49	51

Non-Executive Cadre:

Grade/ Wage Group	Post Qualification Experience Required	Pay Scale	Upper Age Limit		
			UR	OBC	SC/ST
Diploma Trainee	Nil	10000-28390	26	29	31
ITI Trainees	Nil	7000-20000	26	29	31

QUALIFICATION DETAILS:

Sl.No	Discipline	Qualification
1	R&D - Metro	First Class Degree in Engineering in Mechanical / Electrical/ Electronics from a recognized University / Institution.
2	Manufacturing/ Production/ Planning	First Class Degree in Engineering in Mechanical / Electrical/ Automobile/ Production from a recognized University / Institution.
3	Materials Management	First Class Degree in Engineering in Mechanical / Automobile/ Production from a recognized University / Institution.
4	Marketing/ Service/ Spares	First Class Degree in Engineering in Mechanical / Automobile/ Electrical from a recognized University / Institution. Post graduate qualification in Management will be preferred.
5	Quality	First Class Degree in Engineering in Mechanical / Automobile/ Production/ Electrical from a recognized University / Institution. Post graduate qualification in Management will be preferred.
6	Metro Testing & Commissioning	First Class Degree in Engineering in Electrical & Electronics/ Electronics & Communication from a recognized University / Institution.
7	Civil	First Class Degree in Engineering in Civil from a recognized University / Institution.
8	Mechanical Maintenance	First Class Degree in Engineering in Mechanical/ Automobile from a recognized University / Institution.
9	HR	Graduate with First Class 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.
10	Corporate Communication	Graduate with First Class Post Graduate Degree/ Diploma in Public Relations/ Journalism/ Mass Communication (2 years full time) from recognized University/ Institution
11	Finance (Grade II to VII)	CA/CMA/ICWA
12	Finance (Grade I)	Inter CA/Inter CMA/Inter ICWA
13	Safety	First Class Degree in Engineering in any discipline with Diploma in Industrial Safety under Factories Act from recognized University/Institutes.
14	IT	First Class Degree in Engineering in IT/ Computer Science/ Information Science from a recognized University / Institution.
15	Diploma Trainees	Three years full time Diploma in Engineering in Mechanical/Automobile/ Electrical with 70% aggregate marks (Relaxable by 5% for SC/ST).
16	ITI Trainees	ITI (Welder/ Fitter/ Electrician) with NAC or full term NAC for minimum 3 Years (As per ATS)

For PwD candidates, only pass class in the relevant qualification is eligible.

Job Responsibility:

1. MANUFACTURING/ PRODUCTION/ PLANNING

a) DGM/AGM/Senior Manager/Manager/ Engineer

The incumbent should have post qualification experience in a large manufacturing engineering industry in the areas of Manufacturing/ Production/ Production, Planning and Control and also Scheduling the production orders and to determine production priorities by studying the Master Production Schedule/ Monitoring Production by collecting production logs; comparing progress to schedule and prepare required parts list/ Co-ordinate with Purchase, Manufacturing Shops, Methods Planning and store to ensure in time availability of both manufacturing and bought out materials for production.

2. HUMAN RESOURCE

a) DGM/AGM/Sr. Manager/ Manager/Asst. Manager

The incumbent should have prescribed post qualification experience preferably in engineering industries 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, and General Administration etc.

3. MATERIALS MANAGEMENT

a) DGM/AGM/Sr.Manager/Manager/Asst. Manager/ Officer/Asst. Officer

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 be capable of formulating policies and procedures in Materials Management functions. The candidate should preferably be conversant with ERP (SAP) based procurement tools like SCM, SRM etc. and also the candidate should preferably be familiar with CVC guidelines of Public Sectors/ Govt. organizations.

4. MARKETING/ SERVICE/ SPARES

a) DGM/Manager/ Asst. Engineer:

The incumbent should be an excellent communicator & Team builder and should have relevant post qualification experience in :

- Marketing activities of a Medium/ Large Engineering Company
- Installation, erection, commissioning, maintenance and troubleshooting of machineries preferably Heavy Earthmoving Equipments in a Heavy Engineering/ Automobile Industry.
- Should have worked independently to handle the Equipments problem in a large Engineering/ Automobile Industry.

5. PUBLIC RELATIONS:

a) Manager/Officer/Asst. Officer :

The incumbent should have post qualification professional experience in any Public Sector/ Private Sector Company in the areas of:

- Creation of goodwill with customers, public and media
- Developing public image of the Company through Press / TV / AIR and other mass medias
- Organizing exhibitions, trade fairs and products, audio visual films etc.
- Capable of editing house journal / pamphlets dealing with activities in the field of R&D, Financial performance etc.,
- Capable of developing and maintaining good relations with other agencies including Government / Trade Associations
- Capable of coordinating the function in consonance with the Company's objectives, policies etc.

6. FINANCE:

a) AGM/ Asst. Manager/ Officer/ Asst. Officer:

The incumbent should have post qualification experience preferably in any large Engineering Industry in the areas of Treasury Management, consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Payroll, Provident Funds, Time Office functions etc.

7. QUALITY:

a) Asst. General Manager/ Asst. Manager/ Engineer/ Asst. Engineer

The incumbent should have prescribed post qualification professional 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. Adopting TQM Philosophy, ensuring product standards at all stages and completion, monitoring, evaluating and continuously improving the overall quality performance.

8. METRO TESTING & COMMISSIONING:

a) Senior Manager

The incumbent is responsible for Testing & Commissioning of Metro Coaches and interaction with customers in the related issue and 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.

b) Engineer/ Asst. Engineer

The incumbent is responsible for Testing & Commissioning and Service pertaining to Electrical areas of Rolling Stock and should possess post qualification experience accordingly.

9. R&D – RAIL & METRO

a) Engineer (R&D) – Mechanical

The incumbent should have post qualification experience in Design & Development of railway vehicles from the design to the prototype stage, In-depth design knowledge of aggregates like shell structure/carbody, under frame, bogie, interior paneling, brake system etc., Selection & integration of Power-line equipments, Hands on experience in using 2D/3D CAD & CAE tools such as Pro-E, Catia, UG NX for modeling, FEM analysis tools – Ansys/Nastran, Expertise in ADAMS Rail for vehicle stability analysis or LS Dyna for crash analysis will be an added advantage

b) Engineer (R&D) – Electrical/Electronics

The incumbent should have post qualification experience in IGBT based 3 phase electrical system, VVVF controls pertaining to rolling stock applications, Design of Microprocessor/ Micro-controller based control systems with programming knowledge desirable, Wire harness/Cable assembly design & installation, selection of Cables, wire harness connectors & components, System integration and testing of systems / sub systems, CAD tools such as Pro-E with Routed systems, Catia with Electrical wire harnessing module.

10. SAFETY

Manager/Officer

Candidates should be conversant with Factories Act and be able to liaise with statutory authorities such as Inspectorate of Factories and experience in carrying out periodical safety audit. He/ she should ensure compliance of safety requirements in the factory and monitor the requirements of OHSAS/EMS in the factory etc.

11. IT

a) DGM

The incumbent should have the prescribed post qualification experience preferably in an engineering organization of repute handling all its IT requirements. The incumbent should have sound knowledge of IT and additionally be familiar with CAD/CAM/CAE tools, tool design to handle technical publication, disaster recovery system etc., should have dealt with ERP (SAP) and should have business development acumen. The incumbent should be able to maintain the existing IT infrastructure/facilities including Data center, communication facility, Network connection (Email, LAN, WAN etc.) and improvement for better availability, Implement high level information security and certification for same, maintain BEML-ERP modules like production, finance, Logistics, HR, SRM etc., prepare of a road map for BEML-IT department growth plan and its implementation, Integrate engineering service with ERP and make ERP as profit centre, Plan for SAP division

under IT division providing service and solution for all users, Cyber Security, Maintain IT policy in line with Govt. guidelines.

b) Engineer

The incumbent should have prescribed post qualification professional experience with knowledge of SAP and shall be responsible of development of software, maintenance of the existing IT infrastructure/facilities including Data center, communication facility, Network connection etc.

12. MECHANICAL MAINTENANCE:

a) Engineer

The incumbent should have post qualification experience in the area of Mechanical Maintenance of all kinds of Metal Cutting Machine Tools, Plate and Fabrication Shop Equipment, Heat Treatment facilities (Induction Hardening , Carburising, Nitriding facilities), Material handling and Transportation Equipment, Shop Floor Maintenance and Safety Engineering in a large Automobile / Heavy Engineering Industry. Should have experience in maintaining CNC Machines like Machining Centres, Turning Centres, etc and other modern equipments. Should be familiar with preventive as well as breakdown maintenance and capable of planning, guiding, supervising. In addition, he will have to organize and execute Mechanical maintenance of plant and Machinery, handle projects independently with adequate knowledge of techno-commercial estimations and evaluations.

13. CIVIL:

a) Asst. Engineer

The incumbent should have post qualification experience in Construction of Industrial Buildings/Hangars/Sheds, Roads, Civil foundation for equipment, estimation etc., and should be able to execute the job. The candidate should be able to prepare independently bill of quantity, estimate, proposal, cost engineering and planning to meet the project objective.

14. DIPLOMA TRAINEES

The incumbent shall be on training for a period of 1 year and on contract for a period of 2 years. On successful completion of the training/ contract period, they will be absorbed in Wage Group S1.

They will be paid a consolidated stipend of Rs. 6000/-PM during the training period and Rs.8000/-PM and Rs.9000/-PM during the first year and second year of contract period respectively.

15. ITI TRAINEES

The incumbent shall be on training for a period of 2 years and on contract for a period of 2 years. On successful completion of the training/ contract period, they will be absorbed in Wage Group B.

They will be paid a consolidated stipend of Rs.4500/-PM and Rs.5000/-PM during the first year /second year of training period Rs.6000/-PM and Rs.7000/-PM during the third year /fourth year of contract period respectively.

GENERAL CONDITIONS:

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **07.05.2018**.
- The upper age limit indicated above is with relaxation as applicable to SC/ST/OBC in line with Government guidelines.
- **SC/ST candidates** are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- **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: **** 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.

***Non- Creamy Layer :** The gross annual income of parents of the candidate should not be more than Rs.6 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 27th, May 2013.]

- **PWD candidates** are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.
- Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or compulsorily produce NOC at the time of test/interview as the case may be, as and when called.
- Candidates employed in Government / Quasi-Government / PSU, should have worked for atleast 1 year in the immediate lower scale.
- 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.
- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test/ Interview/ Selection & Appointment.
- Management reserves the right to restrict the number of candidates.
- Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- Candidates will have an option to answer/ reply in Hindi if so desired at the time of interview.

- Intimation regarding interview etc., will be sent only through e-mail. Also the list of shortlisted/selected candidates for interview/final selection, will be uploaded in Company's website.
- 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.
- Eligible and interested OBC candidates applying for the above position (Not applicable for SC/ST/ PWDs) need to pay a non-refundable fee of **Rs.500/-** by clicking the "**ON-LINE FEE PAYMENT**" Link using State Bank Collect facility available at www.onlinesbi.com and after going through the prescribed guidelines available in the BEML website. Candidates applying for multiple positions have to make separate payments for each of the positions.
- 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.
- The candidates can access the online application form in our career page at www.bemlindia.com. The online registration site would be available from **09.00 Hrs on 23.04.2018 to 17.45 Hrs on 07.05.2018.**
- The candidate is required to take a printout of the online application form, affix the recent passport size photograph, sign in the space provided and attach print out of the fee payment receipt (if applicable), self-attested copies of certificates in support of qualification, age, caste, disability (as applicable), experience including latest salary statement (if applicable), etc. and forward the same to the address mentioned below in a sealed envelope mentioning the post applied for on the top left corner of the envelope.

ASST. GENERAL MANAGER (HR),
Recruitment Cell,
BEML Limited,
No.23/1, 4th Main Road,
S.R Nagar,
Bangalore -560027.

- The envelope with documents should reach the above address latest by **14.05.2018**. Hard copy of the applications not received within the stipulated date or Applications received without photograph/ signature/ fee payment receipt/ attachments/ proper documents for experience/ latest salary statement if applicable will be summarily rejected without any further correspondence.
- Only eligible candidates meeting all eligibility criteria mentioned herein viz., Qualification, experience, age, caste/ PWD (as applicable) need to apply.
- For any queries in the matter, candidates may contact AGM(HR), Recruitment Cell on **Phone No - 080 - 22963279** & **Mail Id: recruitment@beml.co.in**

Date: 21.04.2018

(Advt No.KP/S/02/2018)

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