



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 (7th 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.3000 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, Business acumen and new perspective.

Sl.No	Job Code	Position	Grade	Vacancies
1.	101	Research & Development	Deputy General Manager (VII)	SC-2 ST-1 OBC-2
2.	102	Company Secretary		
3.	103	Corporate Communications		
4.	104	Planning		
5.	105	Marketing (Rail & Metro)		
6.	201	Research & Development	Assistant General Manager (VI)	SC-2 ST-2 OBC-2
7.	202	Company Secretary		
8.	203	Corporate Communications		
9.	204	Planning		
10.	301	Finance	Senior Manager (V)	SC-3 ST-2
11.	302	Human Resource		
12.	303	Maintenance (Electrical)		
13.	401	Research & Development	Manager (IV)	ST-2 OBC-6
14.	402	Finance		
15.	403	Human Resource		
16.	404	Corporate Communications		
17.	405	Maintenance (Electrical)		
18.	501	Human Resource	Assistant Manager (III)	ST -1

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

Grade	Post Qualification Experience Required	Pay Scale (Rs.)	Upper Age Limit*		
			UR	OBC	SC/ST
Grade VII	21 Years	90,000-2,40,000	46	49	51
Grade VI	18 Years	80,000-2,20,000	43	46	48
Grade V	15 Years	70,000-2,00,000	40	43	45
Grade IV	12 Years	60,000-1,80,000	37	40	42
Grade III	8 Years	50,000-1,60,000	33	36	38

*** 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.**

QUALIFICATION DETAILS:

Please note: First class (reckoned as 60%) is mandatory for all Graduates & Post Graduates, which is relaxable by 5% for SC/ST candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.

1	R & D	First Class Degree in Engineering in Mechanical / Electrical/ Automobile/ Production from a recognized University / Institution. M.Tech qualification will be preferred.
2	Planning	First Class Degree in Engineering in Mechanical / Electrical/ Automobile/ Production from a recognized University / Institution.
3	Marketing (R & M)	First Class Degree in Engineering in Mechanical /Electrical / Electronics from a recognized University / Institution. Post graduate qualification in Management will be preferred.
4	Maintenance (Electrical)	First Class Degree in Engineering in Electrical from a recognized University / Institution.
5	HR	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.
6	Finance	Qualified CA/ ICWA
7	Company Secretary	Graduate and qualified Company Secretary with membership of the Institute of the Company Secretary of India. Graduate Degree in Law or MBA will be preferred
8	Corporate Communications	Master in mass communication (or) First Class Graduate with 2 years full time diploma in Journalism. Additionally MBA in HR/ LLB will be preferable.

Job Responsibility:

Please note:

- **The following details regarding the Job responsibilities are Indicative in nature. BEML can assign other duties and responsibilities to any of selected incumbent, inter alia the indicative areas mentioned below.**
- **Reference Table B and other criteria, Applicant may apply for the suitable level. Role and Responsibilities would also be in alignment of the Posts/Levels.**

1. R & D : DGM / AGM / MANAGER

Research & Development is a key function at BEML which ensures its market leadership position in the competitive Global Market. BEML has achieved 90% indigenization in Mining & Construction products, Rail coaches & EMUs, over 84% in High mobility Vehicles and over 65% in Metro Cars.

The incumbent will be responsible for overseeing/supporting the customization of Technology, New Product/component Development Process, creating alternate sources/options etc. He is expected to be an expert in his field of expertise with reference BEML business vertical/s and bring new ideas/knowledge towards generating higher revenue, New customer segments in B2B, increase profit margin, improve values of the BEML Products, New Order execution, etc.

He must have deep expertise in the Mass & Smart mobility engineering & systems (and/or) like NVH, Propulsion system, Train control management system, Communication System, Vehicle Control Circuits etc. under Rail and Metro Verticals. He may be a specialist in the areas of Mining, Construction or Defence Equipments' Design, Technology and Systems, Engines & Transmission, Braking & Steering, Hydraulic & Pneumatic, Special materials, Quality Assurance etc. The incumbent must possess good knowledge about the emerging Technology, Market, suppliers, Customers, costing etc.

2. COMPANY SECRETARY: DGM/ AGM

Company Secretary (CS) Department is a vital link between the Company & its Board of Directors, Shareholders, Government, Regulatory Authorities and all other stake-holders. The CS Department and its officials ensure that the Board procedures under various statutes are followed, regularly reviewed as it provides support to Chairman and the Directors to fulfill their responsibilities under various laws & directives. The Company Secretary, being one of the “Key Managerial Personnel” under the Companies Act, is responsible for maintaining the Statutory Books, submission of Annual Returns, handling all Statutory Meetings, etc.

The incumbent must have deep legal knowledge, understanding of Finance & Business, Networking skills, communication skills, an eye for details, Organizing skills among others.

3. PLANNING : DGM/AGM

BEML, being an Engineering company, Production Planning & Control Executive must ensure timely availability of inputs like Material, men and Machines, optimization and integration of these factors in most economic and efficient manner towards ensuring smooth production flow to achieve time-bound Production and Quality targets.

The incumbent must have post qualification experience in a large manufacturing engineering Company’s shop floor in the areas of Production/ Production Planning and Control and will be responsible for preparation and execution of Production plan at BEML Manufacturing facilities.

4. MARKETING (RAIL & METRO): DGM

This is Business Development Role. He must have excellent knowledge of the Rail and Metro product range, the manufacturing process, emerging technology, business economics, Competition, Govt machineries, customer’s expectation, etc.

The incumbent should be proactive with analytical mind, excellent communication and networking skills, ability to negotiate effectively, excellent Team integrator between the production-customer and Govt authorities. He must have good knowledge of Commercials, Contracts, applicable laws to support the result-oriented business development.

The incumbent will be responsible for identifying Opportunity areas, strengthening the BEML’s position and brand, carry out the pre-tendering activities, interacting with Design, Quality, Planning, Production teams at BEML, identification of Technology business partners to collaborate for the Projects and ensuring end-to-end planning, execution and follow through of the Business project.

5. HUMAN RESOURCE : SENIOR MANAGER/ MANAGER/ ASSISTANT MANAGER

He must have in-depth knowledge & implementation experience of various HR/IR Domain like Talent Acquisition, Learning & Development, Shop floor/Business HR, Performance Management, Compliance and Statutory matter, etc. preferably in large Manufacturing set-up. He will be responsible for optimum utilization of Manpower, reducing the Costs, improving employee engagement, balancing stakeholders’ expectations and Costs etc.

He must have excellent communication & networking skills, benchmarking abilities, Technology and Analysis orientation, Customer focus with high-service motives, Assessment/Coaching skills. Hands-on experience in SAP will be an added advantage.

6. FINANCE: SENIOR MANAGER/ MANAGER

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, GST and taxation, Insurance etc.

He must demonstrate Analytical abilities, quick grasping of the context and issues, good communication & networking skills, understanding of related Laws and Statutory provisions, Application of Financial Technology/SAP, Business acumen, strategic orientation etc.

7. CORPORATE COMMUNICATIONS : DGM/ AGM/ MANAGER

The incumbent will 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.

He must have demonstrated ability to strategize & execute Corporate Branding Road map to support Business growth, increase Company's visibility & presence in digital and business world, coordinate and develop strong creative media partners & agencies, understanding & applications of technology, networking with Trade Associations, Rating agencies, Govt authorities and other Stakeholders.

8. MAINTENANCE (ELECTRICAL) : SENIOR MANAGER/MANAGER

BEML has nine manufacturing facilities and associated townships where BEML has large Electrical Installations to meet the requirements. The Electrical maintenance departments covers the entire spectrum of Testing, monitoring, maintaining large electrical equipments, fixing and replacing elements/ components, coordination with the state electricity functionaries, synchronization with the alternate energy etc. The focus is to ensure total safety, uninterrupted supply to manufacturing and townships, cost management and power savings.

The incumbent must have excellent knowledge and skills of Maintenance planning and scheduling, trouble shooting, Coordination with the supply and consumptions agencies, condition monitoring , changing technology, inventory management of critical parts, managing vendors/contractors, safety systems, maintenance software etc.

GENERAL CONDITIONS:

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **09.02.2022**.
- iii. The upper age limit indicated above is with relaxation as applicable to SC/ST/OBC 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/interview as the case may be, as and when called.
- viii. Candidates employed in Government / Quasi-Government / PSU, should have worked for atleast 1 year in the immediate lower scale.
- ix. 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.
- x. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test/ Interview/ Selection & Appointment.
- xi. Management reserves the right to restrict the number of candidates.

- xii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- xiii. Candidates will have an option to answer/ reply in Hindi if so desired at the time of interview.
- xiv. 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.
- xv. 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.
- 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.

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 from 09.00 Hrs on 24.01.2022 to 17.45 Hrs on 09.02.2022.**
- iii. The 'Registration' number generated may be noted for all future correspondences.
- iv. Along with the applications online, 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. B.E/ B.Tech/ MA/ MBA /CA-CMA Marks card along with Certificate (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.)*
 - d. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 - e. Detailed Resume.
 - f. SC/ST/OBC/PWD/EWS certificate (as applicable)
- v. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, experience, age, caste (as applicable) need to apply.
- vi. For any queries on the matter, candidates may contact Manager (HR), Recruitment Cell on Phone No : 080 – 22963279 & 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:

- 1. Recent photograph
- 2. Your Signature (on clear white background in black ink)
- 3. Caste/ Category Certificate
- 4. PwD Certificate (as applicable)
- 5. SBI Payment Challan (for OBC Candidates)
- 6. 10th Standard marks card– self attested
- 7. 12th Standard marks card– self attested
- 8. B.E/ B.Tech/ Graduation/ MBA/ CA/CMA/CS Certificate (as applicable) – self attested
- 9. All marks cards of B.E/ B.Tech/ Graduation/ MBA/ CA/CMA/CS along with CGPA Conversion formula (as applicable) – self attested
- 10. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
- 11. Detailed resume.

Date: 18.01.2022

(Advt. No.KP/S/01/2021)

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

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