



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 HUMAN RESOURCE / DIGITAL TRANSFORMATION / METRO & COMMUTER RAIL BUSINESS/ ENGINE PROJECTS & MARITIME BUSINESS.

(Advt. No: KP/S/01/2025 Dt:15.01.2025)

BEML Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products over the last six decade, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To further build 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, BEML Ltd welcomes interest from career-oriented professionals who wish to achieve great future with us and explore "New Frontiers, New Dreams" for tomorrow.

Details of the Positions:

1	2	3	4	5	6
Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(I) HUMAN RESOURCE/ DIGITAL TRANSFORMATION:					
(101)	Senior Manager (Gr-V) HR Dept.	1	First Class Graduate with two years full time MBA (HR) / MSW / PGDM(HR) / MA (PM & IR) from a recognized University / Institution. Certification in SAP HCM / HANA is preferable.	The candidate should have 11 years of cumulative post qualification experience in implementation of SAP HR module and Performance Management System. Candidates with experience in data analytics and reporting tools such as Power BI or Tableau is preferred. Candidates who have experience in implementation of SAP in organisations having more than 5000 employees will be preferred.	The incumbent will be responsible for: <ul style="list-style-type: none"> Implementation, customization, and maintaining focus on HR based SAP technologies. Working closely with IT departments to integrate, streamline, and optimize human resources processes using SAP HR modules like Talent Management, Personnel Administration, Time Management, Organizational Management, Travel Management, Training & Event Management, Payroll, Performance Management System etc. Design and implementation of Performance Management System (BSC, SPARROW, 360° appraisal, etc) Place of Posting – Bangalore
(102)	Manager (Gr-IV) HR(SAP)	1	First Class Degree in Engineering / First Class Graduate with two years full time MBA (HR) / MSW / PGDM(HR) /	The candidate should have 8 years of cumulative post qualification experience in implementation of SAP HR module.	The incumbent will be responsible for: <ul style="list-style-type: none"> Identify business processes and associated information requirements for applications. Identify gaps & manage/ implement / deploy SAP human resources solutions for Talent Management, Personnel



			MA (PM & IR) from a recognized University / Institution. Certification in SAP HCM / HANA is preferable.		Administration, Time Management, Organizational Management, Travel Management, Training & Event Management, Payroll, etc. Place of Posting – Bangalore
(103)	Assistant Manager (Gr-III) Cyber Security	1	First Class Degree in engineering in Computer Science / Electrical / Electronics from a recognized University / Institution. Certification in SIEM tool / Cyber Security is preferable	The ideal candidate should have a minimum of 4 years of professional experience in cyber security domain. Experience in RSA product suite is preferred.	The incumbent will be responsible for: <ul style="list-style-type: none"> Identifying the cyber security threats and developing, documenting and executing action plans to mitigate the cyber security threats for all of BEML's IT infrastructure. Reviewing the security policies, standards and procedures Managing Security Operation Centre (SOC) effectively with SIEM tool. Improving Network as per best practices and the audit (IB/CSG/CIRA) agencies reports to modify/configure the network related issues. Place of Posting – Bangalore
(104)	Assistant Manager (Gr-III) Network & System Administrator	1	First Class Degree in engineering in Computer Science / Electrical / Electronics from a recognized University / Institution. Certification in CCNA or equivalent is preferred.	The ideal candidate should have a minimum of 4 years of experience in working on Network monitoring tools. Candidates should have experience in Routing, Switches, Firewalls, load balancer and features like NAT, IPSEC, HA, IDS/IPS. Candidates with knowledge of Active Directory Infrastructure Services, Poly Video Conferencing Setup including Webcams, Mics, Speakers, Internet network for Poly, Cisco Webex, and MS Teams is preferred.	The incumbent will be responsible for: <ul style="list-style-type: none"> Installation and support of LANs, WANs, network segments, Internet, and intranet systems. Managing daily operations of IT network. Maintain network servers such as file servers, VPN gateways, intrusion detection systems. Managing and creating rules and policies for all end users in DLP, Firewalls, Proxy for mitigating threats. Executing / configuring firewalls, IDS/IPS, SIEM, DLP and endpoint security solutions to reduce malicious attacks. Improving Network as per best practices and the audit (IB/CSG/ CIRA) agencies reports to modify/configure the network related issues.



					<ul style="list-style-type: none"> • Hardening of firewall / switch / router configuration with respect to CERT-In Audit report and also other agencies like CSG-DDP, CIRA etc. & firewall audit report. • Management of AD sites and Services, Domain DNS Services, DHCP. • Installing and configuring software, hardware, networks and Virtual server ecosystem. • Configuration of VPN, Bitlocker, Antivirus and Internet (Airgap) Network. <p>Place of Posting – Bangalore</p>
(105)	Assistant Manager (Gr-III) .NET Developer	2	First Class Degree in engineering in Computer Science / Electrical / Electronics or MCA from a recognized University / Institution	<p>The candidate should have 4 years of cumulative post qualification experience in .NET development.</p> <p>Candidates should have strong coding experience using .Net, JavaScript, jQuery, AngularJS, ReactJS, Bootstrap and familiarity with the Asp.Net framework, SQL Server and design/architectural patterns.</p>	<p>The incumbent will be responsible for:</p> <ul style="list-style-type: none"> • Full lifecycle application development. • Designing, coding and debugging applications in various software languages such as VB.NET, ASP.NET, MVC, MS SQL Server, C#, Component Art Toolkit, Ajax, JSON, SVN • Designing exposure of web applications. • Software testing and quality assurance. • Integrate software with existing systems. • Upgrading, configuring and debugging of existing .NET applications. • Provide support and maintenance for web applications. <p>Place of Posting – Bangalore</p>

(II) METRO & COMMUTER RAIL BUSINESS:

(201)	Chief General Manager (Gr-IX) Rolling stock Manufacturing	1	First Class Degree in Engineering from a recognized University / Institution. PG Degree/ PG Diploma in Engineering / Management will	<p>The ideal candidate should have a minimum of 21 years of professional experience.</p> <p>The candidate should have at-least 5 years of Cumulative post-qualification Experience in last 10 years of service at a senior level of management in an organisation of repute.</p>	<ul style="list-style-type: none"> • 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 requirements of an organization.
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			<p>have added advantage.</p> <p>Certification in Project Management will be an added advantage.</p>	<p>Experience / Exposure in R&D/ planning/ production / testing / application engineering / marketing in the field of Rail and Metro will be an added advantage</p>	<ul style="list-style-type: none"> • 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
(202)	<p>Deputy General Manager</p> <p>(Gr-VII)</p> <p>Manufacturing</p>	1	<p>First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution.</p> <p>PG Degree/ PG Diploma in Engineering / Management will have added advantage.</p>	<p>The candidate should have 16 years of cumulative post qualification experience in production / manufacturing.</p> <p>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.</p> <p>Should possess in-depth knowledge of Rolling stock manufacturing process. The candidates should be well versed in various welding technologies and other related manufacturing operations.</p> <p>Should be well versed in prioritize the manufacturing plan for sub-assemblies, modules and major assemblies for rolling stock production.</p>	<p>The incumbent will be responsible for the following as a head of manufacturing of Rail products:</p> <ul style="list-style-type: none"> • Will be 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. <p>Place of Posting – Bangalore</p>
(203)	<p>Deputy General Manager</p> <p>(Gr-VII)</p> <p>Materials Management</p>	1	<p>First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution.</p> <p>PG Degree/ PG Diploma in Engineering / Management will have added advantage.</p> <p>Certification in supply chain management will be an added advantage.</p>	<p>The candidate should have 16 years of cumulative post qualification experience in any engineering industry in the areas of Material Management functions such as purchase, stores, vendor development etc.,.</p> <p>The candidate should be conversant with ERP (SAP) based procurement tools like SCM, SRM etc.</p> <p>Among the experience a minimum of 5 years during the last 10 years must be from an Organisation from Rail & Metro sector.</p>	<p>The incumbent will be responsible for procurement of products for Rolling stock among others and for inventory planning and control for the assigned areas .</p> <p>He/ She shall be responsible for Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations.</p> <p>Place of Posting – Bangalore</p>



				Having knowledge of Rolling Stock Supply Chain would be an added advantage.	
(204)	Deputy General Manager (Gr-VII) Production / Assembly line	1	First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. PG Degree/ PG Diploma in Engineering / Management will have added advantage.	The candidate should have 16 years of cumulative 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. The candidate should be well versed with Rolling Stock manufacturing technology and must be capable of preparing Production BOM and Network Chart for easy monitoring of the bottle necks that could jeopardize the assembly line. He/ She shall have knowledge of Car body manufacturing, Mechanical furnishing, electrical furnishing, trucking, Testing, Final Finishing & despatch and have knowledge of Industry 4.0	The candidate as a Head of Manufacturing of Rail products will be responsible for : <ul style="list-style-type: none"> • 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

(III) Engine Project:

(301)	General Manager (Engine Design) Grade – VIII	1	First Class Degree in Engineering in Mechanical / Automobile / Industrial / Production Discipline from a recognized University / Institution.	The ideal candidate should have 19 years of (or more) Experience in R&D department of an automobile company. He/ She should have experience in engine development in projects/ combustion development/ engine testing / manufacturing. Knowledge of engine systems & components, Emission control, Engine simulation software such as GT power and AVL software modules will be an added advantage. Knowledge of design related standards, understanding of drawings, simulation/optimization.	The incumbent will be responsible for: <ul style="list-style-type: none"> • Development of Engine aggregate strategy, Long term plan and yearly business plan for Engine design aggregate in consultation with senior management. • Preparation of yearly budgetary requirements, monitoring and control of Budget for the Engine aggregate. • Design and Development for new engines in line with yearly business plan and long term plan. • Up gradation of existing engines for performance enhancement, CRE, field problem resolution, new emission norms etc.
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				Knowledge of engineering materials & manufacturing processes.	<ul style="list-style-type: none"> • Development/adaptation of technology as per the aggregate strategy. • Interaction with suppliers/technology partners for project execution and performance achievement. • Ensuring adherence to project schedules in project execution. Provide inputs to service, manufacturing, quality to incorporate best practices for increased product reliability <p>Place of Posting – Mysore</p>
(302)	Deputy General Manager – Design Grade-VII	1	<p>First Class Degree in Engineering in Mechanical/Automobile from a recognized University / Institution</p> <p>Desirable : Post graduate in Design/Automobile</p>	<p>The ideal candidate should have :</p> <ul style="list-style-type: none"> • 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 • Proficient 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 	<p>The incumbent will lead a team of Design & development engineers involved in the development of Heavy-duty Diesel Engines.</p> <p>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.</p> <p>Co-ordination with other departments/ Suppliers and related agencies for design and development activities</p> <p>Place of Posting – Mysore</p>



				<ul style="list-style-type: none"> • Understanding of Engine testing and Assembly • Knowledge of PLM system • Good presentation and communication skills <p>Experience in Engines for marine applications will be an added advantage.</p>	
(303)	Deputy General Manager – Testing and Calibration Grade-VII	1	<p>First Class Degree in Engineering in Mechanical/ Thermal Automobile from a recognized University / Institution.</p> <p>Desirable :</p> <p>Post graduate in Internal combustion engine / Thermal / Automobile.</p>	<p>The ideal candidate should have :</p> <ul style="list-style-type: none"> • 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 for 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. • Analyzes 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 variables using analysis of variance, regression, and design of experiments to make rigorous, data-driven decisions. 	<p>The incumbent will be responsible for Testing and Calibration which will inter-alia include :</p> <ul style="list-style-type: none"> • 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 effectively 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 recurrence. • Create an accountable & Innovation culture in the team. • Manage the team of performance development engineer. • Making good and timely decisions with minimal input that keep the organization moving forward • Plan, schedule, coordinate and execute the activities involved in developing a product to a respectively aligned hierarchy of requirements and technical profiles; monitors and



					<p>communicates across functional boundaries to meet project resource and quality expectations; ensures product capability meets or exceeds expectations and takes mitigating actions when project risks are higher than expected; understands the full product life cycle process and stakeholders.</p> <p>Place of Posting – Mysore</p>
(304)	Deputy General Manager – Electrical & Electronic Grade-VII		First Class Degree in Engineering in Electrical/Electronics from a recognized University / Institution.	<p>Ideal candidate should have :</p> <ul style="list-style-type: none"> • Good system knowledge of electronics and emissionized engines (with after-treatment systems) is a must • User level experience in using embedded software and tools • Prior experience with system verification and validation (HIL/SIL) is preferred • Good team player and communication skills (upwards and downwards) • Tools expected to be used in this role: Calibration tool, Matlab/Simulink, PCAN explorer, Service tools • Product Development Execution, Monitoring, and Control . • Design and Application of Open/Closed Loop Controls . • Design and Application of Mechatronics Systems • Machine Integration and Optimization • Product Function Modeling, Simulation, and Analysis. • Product Problem Solving. • Product Verification and Validation Management: • Applies Principles of Statistical Methods. • Cross-Functional Design Integration • Technical Documentation. 	<p>The incumbent will lead E&E team of Engine R&D.</p> <ul style="list-style-type: none"> • Support 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, iDFMEA, Cyber Security assessments, Functional Safety Assessment • Tune and Integrate Engine Calibration by working cross-functionally and 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. • Test cell support for engine development and diagnosis; Occasional in-field support for Software and Calibration • Calibration release and review management <p>Place of Posting – Mysore</p>



- System Requirements Engineering.
- Systems Thinking : Analyses system interactions to predict and modify behavior for desired outcomes.

(IV) Maritime Business:

(401)	Senior Manager (Gr. V) Business Development	1	First Class Degree in Mechanical / Marine / Automobile/ from a recognized University / Institution Postgraduate degree / MBA in Marketing will have added advantage.	Ideal candidate should have a minimum of 11 years of experience from the Indian Navy/ Coast Guard and shall be of the rank of Lt. Commander	The candidate will be responsible for identifying and finalizing the short & long-term maritime business opportunities, conducting regular Market Research and Risk Analysis etc. Organize / Participate in National & International exhibitions & conferences. Place of Posting: Delhi / Bangalore
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Note:

- (a) Candidates with Degree in Engineering from **allied branches** of Mechanical /Electrical/ Electronics can also apply for the relevant positions as applicable. However, they must possess relevant experience as mentioned under PQE.
- (b) **Candidates shall apply for single position which is most suitable.**

Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Grade – III	Assistant Manager	3	0	0	1	0	4
Grade – IV	Manager	0	1	0	0	0	1
Grade – V	Sr. Manager	1	0	1	0	0	2
Grade – VII	Deputy General Manager	4	1	0	1	0	6
Grade – VIII	General Manager	1	0	0	0	0	1
Grade – XI	Chief General Manager	1	0	0	0	0	1

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 - V	Senior Manager	11	39**	Rs.70,000 – 2,00,000
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- XI	Chief General Manager	21	51	Rs.1,20,000 – 2,80,000

* PQE is the **minimum** relevant experience the candidate should possess after obtaining the qualification, calculated from the completion of Engineering as advertised.

**Relaxable up to 42 years for Navy / Coast Guard candidates for the position of Senior Manager-Business



Development under Maritime Business (Job code : 401)

Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances @ 13.78% of the applicable Basic Pay under the Cafeteria System, Company Accommodation / House Rent Allowance. Besides Provident Fund, Gratuity etc. will be paid as per the prevailing Company Rules. The executive will also be eligible for Performance related Pay (PRP).

GENERAL CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on 5th of February, 2025
- iii. The upper age limit indicated is relaxable as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.
For PwD Candidates, the upper age limit is relaxable by additional 10 years. This would be over and above the admissible age relaxation for candidates belonging to SC/ST/OBC(NCL). Relaxation of age limit would be permissible to candidates with minimum 40% disability.
- iv. The upper age limit can be further relaxed subject to equivalent years of excess post qualification experience prescribed (Documents proving excess years of experience be uploaded). However, the maximum age with relaxation shall not exceed 57 years.
- v. Under qualifying marks, first class is reckoned at 60% (as an aggregate of marks of all the Semesters/ years). Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.
- vi. **Candidate is permitted to apply only for one position for which he/she is most suitable.** In case a candidate submits multiple applications including multiple positions, only the first submitted application will be considered.
- vii. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- viii. OBC candidates** are required to submit Other Backward Class Certificate ('Non-Creamy Layer*') (Certificate should be in the format as applicable for appointment to posts under Government of India). OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non-Creamy Layer) by filling and signing the self-undertaking in the format provided along with the application format.
[Note:
 - a. **OBC Candidates: Candidates belonging to those Communities which are recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 08.09.1993.
 - b. *Non- Creamy Layer : The gross annual income of parents of the candidate should not be more than Rs.8 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 13.09.2017.]
- ix. PWD candidates are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.
- x. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections
- xi. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU **should send their online application through proper channel and should produce "No Objection Certificate"** from their employer **at the time of assessment**, failing which they will not be permitted to appear for the assessment and their candidature will not be entertained.
- xii. 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.** This is however not applicable to Grade-II positions.
- xiii. Private sector candidates applying for the position of Executive Director, 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 Candidate from listed companies. Document to this effect needs to be enclosed while forwarding the physical copy of the application.



- xiv. 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 at the time of interview. They have to clearly provide their Reporting Structure of the current position held.
- xv. 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.
- xvi. 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.
- xvii. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection
- xviii. 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
- xix. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xx. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion
- xxi. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xxii. Management reserves the right to convert the position into contract engagement if necessitated.
- xxiii. 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.
- xxiv. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PWD (as applicable) need to apply.
- xxv. 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.
- xxvi. Any request for change in category, address, e-mail, mobile number etc, as declared in the on-line application will not be entertained.
- xxvii. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

HOW TO APPLY

- i. The candidates are required to apply ON-LINE, by clicking the **"Apply ON-LINE"** Link after going through the prescribed guidelines, ensuring correctness of the data entered in the portal / form and should forward the physical copy of the application & all documents.
- ii. The candidates can access the on-line application form in our career page at **www.bemlindia.in**. **The on-line registration site would be available till 18.00 Hrs on 5th of February, 2025.**
- iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. These contact details will also be utilized for further correspondence by BEML Limited. The change for e-mail and mobile number will not be entertained by BEML during the course of the Recruitment process.
- iv. The **'Registration number'** generated may be noted for all future correspondences.



- v. While filling in the On-line application, **the experience section may be filled by first providing the latest experience followed by previous.** All such experiences should be captured by the candidate. In the space provided against the experience a **pen picture of the experience relevant to the position applied to must be written.** These will be used at the time of scrutinizing the applications received.
- vi. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.
- X-th Marks card
 - XII-th Marks card
 - Qualifying Degree Marks cards (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
 - Graduation/ Degree Certificate
 - Post Graduation Marks cards as applicable
 - Post Graduation Certificate as applicable.
 - Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 - Detailed Resume.
 - OBC/EWS/SC/ST/PWD certificate (as applicable)
 - All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment. (*failing to upload experience certificate will lead to rejection of the application.*)
 - Latest pay-slip
 - Current reporting structure.
 - Company credentials proving the average turnover (General T&C, Clause xii, applicable for candidates applying for GM & CGM)
- vii. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste (as applicable) need to apply.
- viii. For any queries on the matter, candidates may e-mail : recruitment@bheltd.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 [SC/ST/OBC/EWS]	100kb
4.	PwD Certificate (as applicable)	100kb
5.	10 th Standard marks card– self attested	200kb
6.	12 th Standard marks card– self attested	200kb
7.	Graduation /Degree Certificate – self attested	200kb
8.	All marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
9.	Post graduation Degree/ Post graduation Diploma Certificate – self attested	200kb
10.	PG/ PGD marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
11.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb



12.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)	1028kb
13.	Detailed resume.	500kb
14.	Company credentials proving the average turnover (General T&C, Clause xii, applicable for candidates applying for GM, CGM & ED)	500kb
15.	Current reporting structure.	100 kb

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

**Senior Manager (Corporate Recruitment)
Recruitment Cell
BEML Soudha
No 23/1, 4th Main, S R Nagar
Bangalore – 560027**

Note: Candidates who have applied for multiple positions have to forward the physical copy for each position applied, separately.

Date:15.01.2025

(Advt. No.KP/S/01/2025)

[Corrigendum/ Addendum, if any will be hosted in BEML Website only.](#)

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