



BHARAT HEAVY ELECTRICALS LIMITED
(A Govt. Of India Undertaking)

Advt. No. CE-02/2020

Bharat Heavy Electricals Limited (BHEL), India's premier engineering and manufacturing enterprise provides World class products and services and caters to core sectors of the Indian economy viz., Power Generation and Transmission, Renewable Energy, Defence, Aerospace, Oil & Gas with over 180 product offerings to meet the needs of these sectors. With a widespread network of 16 Manufacturing Facilities, 02 Repair Units, 04 Regional Offices, 08 Service Centres, 1 Subsidiary, 3 active Joint Ventures, 15 Regional Marketing Centres, 3 Overseas Offices and current project execution at more than 150 project sites across India and abroad, BHEL manufactures a wide range of high quality & reliable products adhering to national and international standards.

The Company has its footprint in all the inhabited continents of the world with references in 83 countries and has achieved turnover of Rs 22,066 Crores in 2019-20.

BHEL invites applications for **03 posts of Senior Advisors, one each for Land Systems, Aerospace Systems & Navy Systems** in the area of Defence and Aerospace Business for its Industry Sector. The position shall be based at New Delhi or any other location as decided by management.

1. Period of Engagement:

The period of engagement shall be for one year which can be further extended by a period of 06 months at a time or till the completion of assignment (whichever is earlier). However, the maximum tenure shall be limited to five years or 65 years of age whichever is earlier.

2.1 Job Profile for Senior Advisor (Land Systems):

- Identifying the new opportunities/ New markets in Land System segment and help in liaising with customers i.e. Indian Army and its establishments, OFB, DRDO, Para-military Forces etc. for entry into identified opportunities/ markets in a time bound manner.
- Preparation of company business plan for achieving the projected targets and shall help in evolving suitable business strategies.
- Identification and evaluation of future technologies/ opportunities in Land Systems Sector. requirements/.
- Guide in selection of technology partner and finalisation of suitable agreement suiting to Indian Army's indigenisation plan and futuristic requirements.
- Guide in aggressive marketing of Land Systems and help preparation of business proposals and presentations.
- Guide in assessment and compliance with associated policy/ procedure and RFP requirements.
- Provide assistance to BHEL top management for apex level reviews and coordination meeting with Ministries and other Government regulatory/ policy making agencies etc.
- Guide on understanding and achieving customer requirements and managing projects and programmes
- Guide in design and implementation of the interfacing with other on-board systems/equipment including installation & Commissioning, if any.

- Help in co-ordination with Indian Defence Force's design, quality and maintenance agencies for successful approval/ acceptance of BHEL products/systems/services.
- Guide in planning & execution of field trials/ qualification trials/ certifications etc. of the offered products/systems
- Guide in identifying the gaps in existing set-up in defence and aerospace segment of BHEL (including units) and provide guidance to build team and infrastructure.

2.2 Job Profile for Senior Advisor (Aerospace Systems):

- Identifying the new opportunities/ New markets in Aerospace segment and help in liaising with customers i.e. Indian Airforce and its establishments, HAL, ADA, NAL, DRDO etc. for entry into identified opportunities/ markets in a time bound manner.
- Preparation of company business plan for achieving the projected targets and shall help in evolving suitable business strategies.
- Identification and evaluation of future technologies/ opportunities for Aerospace sector.
- Guide in selection of technology partner and finalisation of suitable agreement suiting to Indian Airforce' s indigenisation plan and futuristic requirements.
- Guide in aggressive marketing of Aerospace Systems and help preparation of business proposals and presentations.
- Guide in assessment and compliance with associated policy/ procedure and RFP requirements.
- Provide assistance to BHEL top management for apex level reviews and coordination meeting with Ministries and other Government regulatory/ policy making agencies etc.
- Guide in understanding and achieving customer requirements and managing projects and programmes.
- Guide in design and implementation of the interfacing with other on-board systems/equipment including installation & Commissioning, if any.
- Help in co-ordination with Indian Defence Force's design, quality and maintenance agencies for successful approval/ acceptance of BHEL products/ systems/ services.
- Guide in planning & executing field trials/ qualification trials/ CEMILAC certifications etc. of the offered products/ systems
- Guide in identifying the gaps in existing set-up in defence and aerospace segment of BHEL (including units) and provide guidance to build team and infrastructure.

2.3 Job Profile for Senior Advisor (Naval Systems):

- Identifying the new opportunities/ New markets in Naval System and help in liaising with customers i.e. Indian Navy establishments, Shipyards, DRDO etc. for entry into identified opportunities/ markets in a time bound manner.
- Preparation of company business plan for achieving the projected targets and shall help in evolving suitable business strategies.
- Identification and evaluation of future technologies/ opportunities in Naval Systems Sector.

- Guide in selection of technology partner and finalisation of suitable agreement suiting to Indian Navy's indigenisation plan and futuristic requirements.
- Guide in aggressive marketing of Naval Systems and help preparation of business proposals and presentations.
- Guide in assessment and compliance with RFP/contract requirements and /or associated policy and procedure requirements.
- Provide assistance to BHEL top management for apex level reviews and coordination meeting with Ministries and other Government regulatory/ policy making agencies etc.
- Guide in understanding and achieving customer requirements, managing projects & programmes
- Identifying the gaps in existing set-up in defence sector (including units) and provide guidance to build team and infrastructure.
- Help in co-ordination with Indian Navy's ship design agency/ shipyards for successful approval/ acceptance of Naval System.
- Guide in design and implementation of the interfacing with other on board systems/ equipment.
- Guide in planning for successful installation and commissioning of equipment on board warship.
- Guide in identifying the gaps in existing set-up in defence and aerospace segment of BHEL (including units) and provide guidance to build team and infrastructure.

3. Job Specifications:

Any officer retired from the rank of:

- Lt. General (retd.)/ Major General (retd.) from Indian Army (for the post of Sr. Advisor (Land Systems)),
- Air Marshal (retd.)/ Air Vice Marshal (retd.) from Indian Air-force (for the post of Sr. Advisor (Aerospace Systems)),
- Vice Admiral (retd.)/Rear Admiral (retd.) from Indian Navy (for the post of Sr. Advisor (Naval Systems)),

meeting following eligibility criteria can apply:

- (i) **Age** (as on 01st Sep, 2020): The applicant should not be more than 62 years of age.
- (ii) **Qualification**: Bachelor/Master degree in any discipline.
- (iii) **Experience**:

3.1 For Senior Advisor, Land Systems:

- The applicant should have experience of more than 30 years with Indian Army.
- Applicant should have at least 5 years' experience in senior position with exposure to acquisition programmes, Defence Procurement Procedures/ policies & liaison with Defence Headquarters, DRDO & Ministry of Defence etc.
- He should have technical knowledge of Land Systems. e.g. Air Defence Artillery and Armoured Vehicles and its associated systems/equipment.
- Should have experience in field trials and upgrade of equipment/systems.

Desirable experience

- Out of 30 years' experience, last 02 years should be as head of procurement/planning wing having in depth understanding of existing and future requirements of Defence Forces.

- He should be technically oriented with adequate understanding of the equipment & systems required by land forces and challenges of acquisition, upgrade, field trials and maintenance of the equipment/system.
- Possession of NDC and HDMC qualification will be an asset

3.2 For Senior Advisor, Aerospace Systems:

- The applicant should have experience of more than 30 years with Indian Air-Force.
- Applicant should have at least 5 years' experience in senior position with exposure to acquisition programmes, Defence Procurement Procedures/ policies & liaison with Defence Headquarters, DRDO, ADA, NAL, Ministry of Defence and OEMs.
- Should have experience in field trials/qualification trials and upgrade of equipment/systems.

Desirable experience

- Out of 30 years' experience, last 02 years should be as head of procurement/planning wing having in depth understanding of existing and future requirements of Defence Forces.
- Technical knowledge of Aero-engines & MRO for Aircrafts and Helicopters and its associated systems/ equipment,
- He should be technically oriented with adequate understanding of the equipment & systems required by Air force and challenges of acquisition, upgrade, field trials and maintenance of the equipment/system.
- Possession of NDC and HDMC qualification will be an asset

3.3 For Senior Advisor, Naval Systems:

- The applicant should have experience of more than 30 years with Indian Navy.
- Applicant should have at least 5 years' experience in senior position with exposure to acquisition programmes, Defence Procurement Procedures/policies & liaison with Defence Headquarters, DRDO & Ministry of Defence etc.
- He should have technical knowledge of Naval Systems e.g. propulsion equipment/ Mechanical & Electrical Systems etc.
- Should have experience in warship production, refits and upgrade of shipboard equipment/systems.

Desirable experience

- Out of 30 years' experience, last 02 years should be as head of procurement/planning wing having in depth understanding of existing and future requirements of Defence Forces.
- He should be technically oriented with adequate understanding of the shipboard equipment & systems and challenges of warship production, upgrade and refit of on board equipment/system.
- Possession of NDC and HDMC qualification will be an asset

4. Selection Process:

The applications, received against the advertisement, will be scrutinized by a committee and the shortlisted candidates may be then called for an interaction, if required, by a duly constituted Selection Board.

The outside candidates called for the interaction shall be reimbursed the travel expenses as given below:

By Air: Economy Class

By Rail: AC-First Class

By Road: Actuals, limited to Train fare

5. Emoluments:

The Senior Advisor will be paid a consolidated fee of Rs. 1,25,000/- per month. It shall be further negotiable for candidates of exceptional suitability. In addition to the monthly compensation, reimbursement of mobile phone charges, Company transport for official use, HRA/ Company accommodation etc. shall also be admissible as per the laid down guidelines.

6. General Instructions:

1. Applications that are not in conformity with requirements indicated in the advertisement/incomplete applications will not be entertained.
2. The candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions.
3. Candidates/Applicants, who have undergone any major punishment shall not be eligible.
4. BHEL reserves the right to cancel/restrict/ enlarge/reopen the engagement process, if the need so arises, without issuing any further notice or assigning any reason thereof.
5. Applicants should send their application in the prescribed format as mentioned below through e-mail at following ID: cepsg@bhel.in
With the following subject line: "Application for the Post of Senior Advisor- DABG (Land Systems/Aerospace Systems/Naval Systems)/Industry Sector: YOUR NAME".
Application should comprise of the following:
 - a. Letter of Interest (LoI) to Sr. DGM (HR-Recruitment and Manpower Planning), BHEL House, Siri Fort, New Delhi.
 - b. Duly filled Application form enclosed with this Advertisement.
 - c. Necessary documents to substantiate Eligibility details as referred in Application form.
6. Responsibility of attaching the necessary documents shall be with the Applicant. Maximum Size of the attachment should not exceed 15MB.
7. The submission of applications shall be considered through e-mails received on the above mentioned e-mail id. No hard copy application shall be entertained.
8. The applicant must ensure that e-mail is sent with necessary documents/attachments.
9. BHEL does not take responsibility of attaching the documents separately or received in any subsequent mail.
10. The attached documents shall be in legible form- i.e. the contents should be readable. Attachment of blurred/edited images will lead to disqualification of the candidature.
11. Applicants must keep their E-mail ID (from which the applicant is submitted at BHEL) active for at least 6 months as any important intimation/notice with regards to this notification shall be provided by BHEL through e-Mail. They are further requested to check their e-mail for any communication from BHEL in this regard.

7. IMPORTANT DATES:

Milestones	Scheduled Date
Last date of receipt of Complete Application with necessary attachments	17/09/2020