



BHARAT HEAVY ELECTRICALS LIMITED ENGINEER/EXECUTIVE TRAINEE RECRUITMENT

COMPANY PROFILE

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 21,579 Crores in 2021-22.

BHEL offers a challenging and rewarding career to young and dynamic graduates in the disciplines of Civil, Mechanical, IT, Electrical, Chemical & Metallurgy Engineering, Finance and HR Professionals to contribute towards Nation building in the fields of Power, Industry, Transmission, Renewable Energy, Transportation, Energy Storage, Defence & Aerospace, Oil & Gas and Water.

Position - Engineer Trainee (Civil or Mechanical or IT or Electrical or Chemical or Metallurgy) & Executive Trainee (Finance) & Executive Trainee (HR)

Discipline	UR	EWS	OBC	SC	ST	Total
Civil Engg*	16	4	11	6	3	40*
Mechanical Engg	12	3	8	5	2	30
IT/ Comp. Sc Engg	8	2	6	3	1	20
Electrical Engg	7	1	4	2	1	15
Chemical Engg	4	1	3	1	1	10
Metallurgy Engg	2	0	1	1	1	5
Finance	8	2	6	3	1	20
HR#	4	2	2	1	1	10
Total	61	15	41	22	11	150^

*The requirement of Engineer Trainee (Civil) is for Project Sites only.

^ The number of vacancies indicated above is tentative and actual requirement may vary based on further assessment. The category wise reservation will be as per govt. guidelines issued in this regard. The above requirement is for BHEL's project sites and Manufacturing units spread across the country.

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Reservation for PWD candidate is 4% of the total number of vacancies. i.e 1 Each in all disciplines except Chemical & Metallurgy

The notification of Executive Trainee (HR) is also to fill up "Welfare Officer" position across BHEL Units.

Job Specifications:

Position	Educational Qualifications [^]	Upper Age Limit (years) (as on 01/09/2022)
Engineer Trainee in (Civil/ Mechanical/ IT Electrical/ Chemical/ Metallurgy)	Full-Time Bachelor's Degree in Engineering /Technology or Five year integrated Master's degree or Dual Degree programme in Engineering or Technology in the disciplines of Civil or Mechanical or IT or Electrical or Chemical or Metallurgy Engineering from a recognized Indian University/ Institute*	<p>27 Years (Candidates born before 01/09/1995 are not eligible to apply)</p> <p>29 years for candidates having two years' full time Post Graduation in Engineering or Business Administration/ Management</p>
Executive Trainee in (Finance)	Bachelor's degree from a recognized Indian University* With Qualified Chartered or Cost and Works Accountants from recognised Institutions in India	<p>29 Years (Candidates born before 01/09/1993 are not eligible to apply)</p>
Executive Trainee in (HR)	Full time regular Bachelor's degree from a recognized Indian University* with at least 60%# marks in aggregate in all years With Two years full time regular Post Graduate Degree/ Diploma in Human Resource or Personnel Management and Industrial Relations or Social Work or MBA from a recognized University/ Institute with at least 55%# marks in aggregate of all years/ semesters. Candidates with Social Work or MBA qualifications should have had a specialization/ elective in Personnel Management/ Labour Welfare/ HRM in the final year.	<p>29 Years (Candidates born before 01/09/1993 are not eligible to apply)</p>

IMPORTANT NOTE:

For the purpose of calculating aggregate marks, all subjects appearing in the mark sheet of all semesters shall be considered. For a 10-point scale, equivalent marks shall be determined as per calculation shared by the University/ Institute or by multiplying the GPA by 10. In all other cases, GPA shall be converted to a 10 Point scale and then multiplied by 10.

* The degree must be from any of the Universities incorporated by an Act of the Central or State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University Under Section-3 of the University Grants Commission Act, 1956, or possess an equivalent qualification.

Candidates who are in the final year/semester of qualifying degree shall also be eligible. However, if shortlisted, such candidates shall be required to submit the documentary proof of having passed the qualifying examination at the time of Interviews or by 2nd November, 2022, whichever is earlier.

[^ Equivalent Qualifications for ET Positions in BHEL](#)

Equivalent Qualifications in Mechanical/Electrical/Civil/ Chemical/Metallurgy/IT Engineering

For the disciplines of Engineering (i.e. Mechanical/Electrical/ Civil/Metallurgy/IT) candidates with Engineering Degree in other disciplines considered equivalent by BHEL as below may also apply.

BHEL Advertised Discipline	Disciplines of Engineering considered for position of Engineer Trainee
Mechanical	<ol style="list-style-type: none"> 1. Industrial and Production Engineering 2. Industrial Engineering 3. Mechanical Production and Tool Engineering 4. Production Technology Manufacturing Engineering (NIFFT Ranchi) 5. Mechatronics 6. Manufacturing Process and Automation 7. Power Plant Engineering 8. Production Engineering 9. Production and Industrial Engineering 10. Thermal Engineering 11. Manufacturing Technology 12. Power Engineering <p>Note: Candidates having qualification in above Engineering disciplines should appear for Examination in “Mechanical” Discipline.</p>
Electrical	<ol style="list-style-type: none"> 1. Electrical & Electronics 2. Electrical, Instrumentation & Control 3. High Voltage Engg. 4. Power Systems & High Voltage Engg. 5. Electrical Machine 6. Electronics & Power 7. Power Electronics 8. Power Plant Engineering. 9. Energy Engineering 10. Power Engineering <p>Candidates having qualification in above Engineering disciplines should appear for Examination in “Electrical” Discipline.</p>
Civil	<ol style="list-style-type: none"> 1. Civil Engineering
Chemical	<ol style="list-style-type: none"> 1. Chemical Engineering
Metallurgy	<ol style="list-style-type: none"> 1. Metallurgical Engineering 2. Metallurgical & Materials Engineering 3. Materials Engineering 4. Extractive Metallurgy 5. Foundry Technology 6. Process Metallurgy <p>Candidates having qualification in above Engineering disciplines should appear for Examination in “Metallurgy” Discipline.</p>
IT	<ol style="list-style-type: none"> 1. Information Technology

^ Equivalent Professional Qualifications in Finance Discipline

BHEL Advertised Discipline	Professional Qualification considered for the position of Executive Trainee - Finance
Finance	1. CA 2. ICWA/ CMA

^ Equivalent Qualifications in Human Resource Management Discipline

BHEL Advertised Discipline	Disciplines of PG Degree/Diploma considered for the position of Executive Trainee - HR
Human Resource Management	1. Personnel Management 2. Social Work* 3. HRM 3. Personnel Management & IR 4. Business Administration* *Candidates with PG in Social Work or Business Administration qualifications should have specialization/ elective in Personnel Management/ Labour Welfare/ HRM in their final year.

RESERVATION & RELAXATION:

1. **For PWD candidates:** Reservation for PWD candidates will be in accordance with Government directives.

The above mentioned positions of Engineer Trainee in BHEL are identified for Locomotor Disability, leprosy cured, Dwarfism, Acid Attack Victim, Blindness (Single Eye – Full Vision), Deaf, Hard of Hearing, Speech and Language Disability.

The above mentioned positions of Executive Trainee (HR) in BHEL are identified for Locomotor Disability, leprosy cured, Dwarfism, Acid Attack Victim, Low Vision, Blindness (Single Eye – Full Vision), Deaf, Hard of Hearing, Speech and Language Disability.

The above mentioned positions of Executive Trainee (Finance) in BHEL are identified for Locomotor Disability, leprosy cured, Dwarfism, Cerebral Palsy, Acid Attack Victim, Blindness (Single Eye – Full Vision), Deaf, Hard of Hearing, Speech and Language Disability.

2. Upper age limit is relaxable for candidates belonging to the following categories as under: -
 - SC/ST: - by 5 years
 - OBC (NCL): – by 3 years

For getting the reservation benefits under OBC category:

- i. The name of caste and community of the candidate must appear in the Central list of Other Backward Classes and the candidate must not belong to creamy layer. (to see list of approved OBC caste/community name in the central list, log on to <http://ncbc.nic.in/centrallistifobc.html/>)
 - ii. The candidates need to furnish their OBC – non creamy layer (NCL) certificate (not more than one year old from the date of application to BHEL as per the format prescribed by Government of India (this format can be downloaded from BHEL careers website <https://careers.bhel.in/>))
- Persons with Disabilities Candidates:
 - by 10 years for General
 - by 13 years for OBC (NCL)
 - by 15 years for SC/ST.
 - Relaxation in age for Ex-Servicemen will be as per extant Govt. rules.

- Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.

3. **For EWS candidates:** Reservation for Economically Weaker Section candidates shall be done in accordance with Government directives.

BHEL SELECTION PROCESS:

a) Candidates interested in joining BHEL as Engineer/Executive Trainee will have to appear for a **Computer Based Examination**. Based on the Examination Marks and requirement, candidates will be shortlisted for Interview in order of merit in the ratio of 1:5 to the number of vacancies in each discipline and Category. Physically Challenged candidates will be accorded upto 25% relaxation below the cut-off marks in their respective categories for being shortlisted for interview.

For shortlisting as per 1:5 ratio, initially, all UR candidates of each discipline of Engineering/HR/Finance along with such reserved category (i.e. EWS, OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their Examination marks (marks out of 100) and candidates shall be called for interview in the ratio of 1:5 in UR category.

After this, candidates belonging to EWS/OBC/SC/ST categories, who are not shortlisted for interview under UR category, shall be regrouped with their respective categories for further consideration and candidates will be called for interview in prescribed ratio of 1:5 in their respective categories

All the candidates obtaining same cut-off marks in respective groups shall also be called for interviews.

b) The final merit list shall be prepared on the basis of 75% weightage to Computer Based Examination Score & 25% weightage to Interview Score.

TRAINING & EMOLUMENTS:

Candidates joining BHEL as Engineer/Executive Trainees will undergo training for one year. During training period, basic pay of Rs 50,000/- in the scale of pay of Rs 50,000-1,60,000/- will be paid. After successful completion of training, the trainees will be absorbed as Engineers/Executives in the scale of pay of Rs 60,000-1,80,000/- with a basic pay of Rs 60,000/-.

Besides Basic Pay, Dearness Allowance (Currently 32.5% of Basic Pay), Perks and other Allowances (31% of Basic Pay) and benefits such as Leave, Medical facilities for self and dependent family members, Provident Fund, Gratuity, Performance Related Pay, Uniform, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time. The approximate CTC is Rs 12.0 Lakhs per annum for ETs.

MEDICAL STANDARDS:

Applicants should possess sound health. Before Joining, selected candidates will have to undergo medical examination by the Company's Authorized Officer and the appointment will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards is allowed. The company's Medical Examination rules in brief can be accessed @ [BHEL's Medical Examination Rules](#) – hosted on the BHEL careers website.

The Persons with Disability candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their benchmark disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

GENERAL INSTRUCTIONS:

1. The submission of applications will be ONLINE only through our website <https://careers.bhel.in>. Applicant must read the instructions for submission carefully and ensure that the application is submitted successfully and transaction with reference to payment of fee for application form and / or processing fee as applicable is successfully transacted.

2. Application Fee and Processing fee will be applicable as indicated below:

Applicable Fees* for BHEL Engineer/Executive Trainee (ET) – 2022 Recruitment		
Category	Application Fee	Processing Fee
UR/EWS/OBC	Rs 500	Rs 300 +GST
SC/ST/PWD/Ex-Servicemen	NIL	Rs 300 +GST

* The applicant may have to bear Bank Charges over & above the application fees, depending upon fees payment through Internet banking/Debit card/ Credit Card etc.

3. In case of multiple submission of ONLINE applications from same applicant, only the last eligible application shall be considered as final submission for candidature in BHEL.

4. All applicant will be given option to choose amongst the Test Centers/ Venue for upto 5 choices. However, BHEL reserves the right to add or cancel any city/center depending upon the no. of candidates choosing a particular city/center

5. Applicants will also be given option to choose amongst Three (03) Interview Centers/Venue. However, BHEL reserves the right to add or cancel any center/venue depending upon the no. of candidates choosing a particular center/venue.

6. Applicants are also informed that the Computer Based Examination shall be bilingual, i.e with an option to attempt the Examination in Hindi or English (except the English Section of the Examination). The same option shall be given at the time of Interviews also, i.e to address the Selection Committee in their language of preference between Hindi or English.

7. The Candidate should ensure that they fulfil the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of recruitment process that the candidate does not meet the eligibility criteria and/or the candidate has furnished any incorrect/false information or has suppressed any material fact(s), the candidature of such a candidate is liable to be rejected. If any of the above shortcoming(s) is/are detected, even after appointment, his/her services are liable for suitable actions including termination and prosecution.

8. SC, ST, OBC (Non-Creamy Layer), EWS, PwD, J&K domiciled candidates and ex- servicemen should carefully mention the categories, since these details may not be allowed to be changed later.

9. Candidates belonging to OBC category but not covered under 'Non-Creamy Layer' are not entitled to OBC reservation. As such, they should indicate their category as 'GENERAL'.

10. Candidates applying under EWSs category should fulfil the conditions stipulated for applying

Government of India' issued vide DoPT OM dt.19.01.2019. Such candidates should attach the requisite certificate certifying their "Income and Asset of the family", from an officer not below the rank of Tehsildar, along with their application and at the time of Interviews.

11. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.
12. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit 'No Objection Certificate' at the time of Interviews from their employer. However, in the event of difficulty, they may send the application directly and produce the relieving order from their organisation in the event of selection.
13. Candidates should be able to furnish their Degree/ Final Year Mark sheets at the time of Interviews. Failing which, their candidature shall not be considered beyond this stage.
14. The candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions. Mere issue of unique Roll number / Interview call letter to the candidate will not imply that his/her candidature has been finally cleared by BHEL. BHEL takes up verification of eligibility conditions with reference to original documents, after the candidate has been invited for Interviews.
15. Candidates are advised to possess a valid e-mail ID, which is to be entered in the on-line Application Form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by BHEL through e-mail. They are further requested to check regularly their e-mail (including message in SPAM folder) for any communication from BHEL in this regard.
16. BHEL reserves the right to cancel/ restricts/enlarge/ reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
17. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto shall be subject to jurisdiction of the Courts at Delhi.
18. BHEL recruitment website <https://careers.bhel.in> will provide necessary details regarding, how to apply/ important dates / FAQs/ Interview call letters etc. No separate communication shall be sent to the candidate by post. It shall be the responsibility of candidate to read the detailed instructions on the website and adhere to application requirements. Candidates are advised to visit the website <https://careers.bhel.in> regularly for updates.

DIARY DATES:

Milestones	Scheduled Date
Opening of On-line submission of application	13 th September, 2022 at 10:00 AM
Closing of On-line submission of application	4 th October, 2022 at 05:00 PM
Date of Examination*	31 st October, 2022, 1 st & 2 nd November, 2022 (Exact date shall be intimated at the time of issue of Admit Cards)

*These dates are tentative and may undergo change. Any changes in this dates / other information shall be displayed on our website <https://careers.bhel.in>.