



**Bharat Heavy Electricals Limited**  
(A Govt. of India Undertaking)  
Corporate Office, New Delhi

**INVITING APPLICATIONS FOR PROJECT DIRECTORS**

Bharat Heavy Electricals Limited (BHEL), is India's premier engineering and manufacturing enterprise since 1964, providing world class products and services, and catering to the core sectors of the Indian economy viz., Power (Thermal, Nuclear, Hydro & Solar) Generation, Power Transmission, Defence, Aerospace, Rail Transportation, Oil & Gas, e-mobility, with over 180 product offerings. Leveraging its extensive network of 16 Manufacturing Facilities, 08 Service Centres, 15 Regional Marketing Centres, 04 Regional Offices, 02 Repair Units, 3 active joint ventures, and more than 150 current project sites across India and abroad, BHEL delivers a wide range of high quality & reliable products adhering to national and international standards. The company achieved a turnover in excess of Rs 23,893 Crores for 2023-24. The Company has its footprint in all the inhabited 6 continents of the world with references in 89 countries.

BHEL offers a challenging and exciting career to committed, qualified, experienced, result oriented and motivated individuals at Leadership Roles at Project Sites as per specifications laid under:

1. **Post/ Grade & Scale of Pay:** Additional General Manager (AGM) / General Manager (GM) in the scale of Pay (Rs 1,20,000 -2,80,000)

2. **Number of Posts:** Total 08 : 05 – UR, 02 OBC & 01 SC

3. **Upper Age Limit:** As on 1st January, 2025 (56 Years)

4. **Qualification:**

**Essential:**

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Full time Degree - BE/B.Tech/B.Sc Engg. from a recognized University.

**Note:** Candidates with above Degrees obtained through Distance or part-time education programme or through Correspondence will not be eligible.

**Desirable:**

ME/ M Tech or MBA/ Project Management or PG Degree/Diploma in Management.

**Note:** Candidates with Full Time Post Graduate Degree/Diploma as above shall be given relaxation of 2 years in minimum experience requirements.

5. **Experience Requirements:** (As on 1st Jan, 2025) Minimum of **23 Years** for **AGM** position or Minimum of **27 Years** for **GM** position of Post – Qualification Experience in the relevant field **including a minimum of 5 years of Experience** in CPSU Pay Scale (IDA): Rs. 100000 – 260000 (2017 Pay Scale) or Rs. 43200 - 66000 (2007 Pay Scale) OR including a minimum of 3 years' experience in Central Govt. Pay Scale (CDA): Rs 123100 -214100 (2016 Pay Scale) or PB-4 + GP Rs.8700 (2006 Pay Scale)

**OR**

Should have **23 Years** for **AGM** position or **27 Years** for **GM** position of post-qualification experience at a level of Executive / Officer in a large reputed Industrial Organization in private sector having Turnover of at least Rs 2000 Crores in FY 2023-24 & having an annual CTC of at least 50 Lakhs.

The candidate should have knowledge, expertise and rich experience in following areas:

- a) The prospective candidate should have 23 years (for AGM) / 27 years (for GM) of post-qualification experience in execution & Project Management of Thermal / Gas / Combined Cycle / Nuclear Power plants or Large Scale Industrial /Infrastructure Projects like Airports, Sea Ports, Oil and gas Installations, Dams, Railways/Road tunnelling, Bridges, Petro Chemical complexes, Underground storage systems etc. with technical knowledge and expertise in areas of execution of RCC & Steel Construction, Project Management, Erection, Commissioning, Technical Services and Trouble shooting.
- b) At least 5 years' experience should be as a senior member of the site execution team of any industrial / infrastructure works described in (a) above of construction value of at least 500 Cr.
- c) Prospective candidate should possess leadership qualities and in-depth of knowledge about execution in large EPC projects with insatiable quest for excellence and passion for continuous professional growth.

**6. Desirable Skills:**

- The candidate should also have excellent leadership qualities and decision-making capability; strong inter-personal and communication skills and should have experience in managing conflicting priorities and cross functional teams to successfully implement complex projects.
- Experience of handling Large Turnkey Projects.

**Job Description:**

The individual shall be responsible for power sector business including execution of large projects for end to end solution. Key responsibilities shall include:

- Execution planning and resource identification for efficient and effective execution of ongoing projects including close co-ordination with BHEL manufacturing units for timely supply of equipment, monitoring of project schedule, close coordination with customer for planning and management of erection & commissioning activities, timely input to top management about the progress of the projects & suggest methodology for timely execution of the projects.
- Vendor Management including Vendor Payments, Customer Billing & Cash collection, MRCs for supplies.
- Institutionalizing a systemic project execution approach with focus on timely and satisfactory project completion.
- Timely & complete lodging of claims as well as analysis of trade receivables and contract assets to strategize activities and maximize realization of dues.

**Emoluments and Benefits:**

The selected candidate will be placed at the minimum of the pay scale (Rs 1,20,000 – Rs 2,80,000) and will be on probation for a period of one year.

Besides the Basic pay (normally the minimum of the scale), selected candidates will be entitled to a Cafeteria of perks, Industrial Dearness Allowance. Other allowances and benefits such as Leave, Medical facilities for self and dependent family members, Provident Fund, Gratuity, Uniform, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time. In addition, for posting at Project Sites, site benefits and allowances as applicable shall also be admissible.

The pay fixation of candidates from PSUs/ Autonomous Organizations/Central/State Government etc shall be regulated as per DPE Guidelines including pay protection, as applicable. For candidates from Private Sector, one increment for each qualifying years of service over and above the minimum prescribed experience shall be given over the minimum of pay scale, subject to a maximum of 4 increments.

### **Selection Process:**

1. Selection process will comprise of Personal interviews only, to be held at BHEL, New Delhi.
2. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit 'No Objection Certificate' at the time of Interview and shall be required to produce relieving order from their organization, in the event of selection.

**Note:** Candidates invited for Personal Interview will be paid fare restricted to Economy Air fare from the starting station or the mailing address whichever is nearer to the place of interview by the shortest route on production of proof of journey.

### **Health Standards:**

Applicants should possess sound health. Before joining, selected candidates will have to undergo medical examination by the Company's Authorized Medical 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 can be accessed on the website <http://careers.bhel.in>.

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.

### **How to apply:**

1. The applications for selection to the above posts will be accepted ONLY ONLINE through our recruitment website <https://careers.bhel.in> **No other mode of application shall be entertained.**
2. A non-refundable fee of Rs.400/- + 18 % GST (Rs. 472/-) is to be paid online through SBI Collect [Link provided in the website]. The receipt/journal no. given by the bank on payment of fee needs to be entered in the online Application Form and print-out of the receipt wherever applicable needs to be sent along with the application form. Any other mode of payment i.e Demand Draft, Money Order, Postal Order, Cheque, etc. is **NOT acceptable**
3. After successfully submitting the online application, the candidate is required to print the application format which will have the unique acknowledgement No. and send it along with fee receipt and requisite documents to AGM (HR-CRMM), BHEL and to reach the below address **on or before 15.02.2025.**

**Post Box No. 3842  
BHEL House, Sirifort,  
New Delhi – 110049**

5. BHEL shall not be responsible for any postal loss/ postal delay in receipt of applications.
6. The envelope carrying the duly filled-in application form should be super-scribed as **"Post Applied For – Additional General Manager" OR "Post Applied For–General Manager"**
7. Incomplete applications (columns of the format not filled in or all requisite documents not enclosed) or those in format other than the one prescribed in the Online Application Form will not be entertained.

8. The necessary documents as listed below (self- attested photo copy) are required to be sent along with the application **on or before 15.02.2025**

- i. Fee receipt as mentioned in the Application Form.
- ii. SSLC/HSC mark sheet of Birth Certificate (in support of Date of Birth)
- iii. Qualification mark sheets and certificates of B.E/B.Tech Degree.
- iv. Qualification mark sheets and certificates of Post Graduate Degree/Diploma as declared in the application form.
- v. Community certificate –SC/ST/OBC as per prescribed certificate in various government notifications from time to time. OBC(NCL) certificate to be as per latest guidelines of government and in any event not more than one year old.
- vi. If claiming age relaxation as candidate from J & K, relevant certificate.
- vii. Certificates as proof of experience: In the absence of proper service certificate issued by employer, candidate shall be required to send (joining letter/relieving order) and in case of serving employees, (latest salary certificate) may be sent in place of relieving order along with Joining Letter/ Offer letter.

**General Instructions:**

1. Applicant must read the instructions and ensure that the application is submitted successfully and transaction with reference to payment of processing fee is successfully transacted. No other mode of application shall be entertained.
2. Application Processing fee will be applicable as indicated below:

<b>Applicable Fees for BHEL Lateral Recruitment – 2025</b>	
Category	Processing Fee
UR/EWS/OBC	Rs 400 + 18% GST (Rs. 472/-)
SC/ST/PWD/Ex-Servicemen	

3. This fee is to be paid online through SBI Collect Portal. After depositing the fees, the candidate will be allotted a Bank Reference No. This number is to be entered by the candidate while filling the online application form. Candidates are required to send a copy of this Bank Transaction receipt along with the Acknowledgement slip generated at the time of applying. No other mode of payment is acceptable.
4. 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.
5. The applicant may have to bear Bank Charges over & above the processing fees, depending upon fees payment through Internet banking/Debit card/ Credit Card etc.
6. The applicant /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.
7. Candidates not having relevant post qualification experience in areas mentioned under **“Experience Requirements”** need not apply. (Note: Post qualification experience should be exclusive of Trainee/Apprenticeship period, if any.)
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. Accordingly, candidates are required to enclose necessary documentary proof with the application. SC/ST/OBC Candidates, while applying for a post where there are no vacancies in their respective reserved categories, will be treated as General candidates and no relaxation will be applicable to these candidates.
9. Candidates applying under EWSs category should fulfil the conditions stipulated for applying under ‘Reservation for Economically Weaker Sections (EWSs) in civil posts and services in Government of India’ issued vide DoPT OM dt.31.01.2019.

10. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.
11. Candidates who have left a PSU after voluntary retirement shall be considered only if he/she agrees to return the VRS compensation received to the PSU concerned.
12. 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 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 once again, at the time of Interview and after the candidate has been selected for the post.
13. 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. Any important information including Corrigendum/Changes/Updates and information / general instructions during the course of recruitment process and on selected candidates shall be made available either through the website or on the email id and keep it active for at least one year, simultaneously tracking the website for updates.
14. BHEL reserves the right to cancel/ restrict/increase/ reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof. Posts indicated herein may be kept unfilled at the discretion of management.
15. In case of non-joining of a candidate or candidate found medically unfit, waitlist may be operated at the discretion of management.
16. 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/ Tribunals/Forums (Jurisdiction Courts) at New Delhi.
17. Indian Nationals only need to apply.
18. Canvassing in any form will be a disqualification.
19. No correspondence will be entertained from candidates not invited / selected for interview.
20. For any queries regarding this recruitment please send email to [recruitment@bhel.in](mailto:recruitment@bhel.in)

**IMPORTANT DATES:**

<b>Milestones</b>	<b>Scheduled Date</b>
Start of Online submission of application	24.01.2025 [10.00 AM onwards]
Close of Online submission of application	10.02.2025 [Up Till 11:00 PM]
Last date of receipt of hard copy of online submitted Applications and Documents	15.02.2025
Last Date of receipt of Hard copies of online submitted Applications and Documents from far flung areas*	20.02.2025

\*For far Flung area: For candidates residing in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Jammu & Kashmir, Lahaul & Spiti District, and Pangti Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep.

Beware of Job Racketeers trying to deceive the candidates by false promises of securing Job in BHEL either through influence or by use of unfair and unethical means. BHEL has not authorized any person/institution/body to recruit on its behalf. Please refer to Public Notice issued by BHEL on our website – [careers.bhel.in](http://careers.bhel.in)