



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

Advt. No. CE-06/2025

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 28,339 Crores in 2024-25. The Company has its footprint in all the inhabited 6 continents of the world with references in 89 countries.

BHEL invites applications for **One Position of Sr. Advisor** in the area of Train Collision Avoidance System (KAVACH System) for BHEL, Solar Business Division, Bengaluru. The position shall be based at Pan India basis or any other location as decided by BHEL management/Bengaluru/ Onsite provided by Indian Railways. The positions shall report to Head Quarters, BHEL-SBD, Bengaluru.

Period of Engagement:

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

Job Description:

The Sr. Advisor shall provide Professional Advice/Assistance to BHEL, SBD Bangalore in the following areas:

- Finalization of signalling interlocking plans & circuits.
- Commencing of signalling work, monitoring signalling & communication systems
- Development of requirements/ specialization of signalling & telecom items
- Explaining and elaborating KAVACH requirements as per Indian Railways/RDSO requirements
- Explaining and elaborating regarding various signalling and other technical details especially relevant to KAVACH system
- Tie-up/ coordination with RDSO/ IRISSET/ any other wing of Indian Railways for technical discussions/ clarifications and site visit during the development phase
- Close coordination with RDSO teams during the proto/ lab tests, type tests, interoperability test including the successful field trials of developed KAVACH system
- Extending support for making and approval of necessary documents/ reports/ test reports and hazard cases as per the requirements of RDSO. Support in the coordination with ISA (Independent Safety Assessor) for SIL-4 certification

Eligibility Criteria:

Any retired executive (BHEL equivalent grade of E10 or above (Director or above) for Sr. Advisor) from PSUs/Autonomous Organizations /Central/State Government / Statutory Bodies meeting following eligibility criteria can apply:

- (i) **Age (as on 01st of October,2025):** The applicant should not be more than 64 years.

Note: Applicants retired under VRS Scheme shall be considered only after attaining 60 years of age*.

* Exception for Ex-Servicemen for the lower age, however duration of engagement for Ex-Servicemen shall be 05 years or till 65 years of age, whichever is earlier.

(ii) **Qualification Requirements:**

The applicant must possess BE/B Tech/ME/M-Tech/PhD in Electrical /Electronics Engineering / Electronics & Telecommunications Engineering with specialization in Embedded systems, Digital Systems or any of the specialized branches related to Embedded systems / Telecommunication / signalling.

(iii) **Experience (as on 01st of October,2025)**

The Sr. Advisor should possess the following experience:

- Work Experience of minimum 30 years post Qualification in the field Electrical / Electronic Engineering / Electronics & Telecommunications Engineering / Signaling with Indian Railways.
- Development work in the area signaling & networking under the ministry of railways of government of India.
- Signal & Telecom Engineering experiences in Indian Railways
- Experience of the SIL-4 certified Systems for Rail/Metro/Aerospace applications
- Knowledge of embedded application software, RTOS and hardware interfacing.
- Applicant may have developed Simulation models as part of validation of signaling systems design for rail & metro applications preferably in MATLAB
- Expertise in selection of components used in Signaling & Telecom Systems
- Expertise in RAMS (Reliability, Availability, Maintainability & Safety)

Selection Process:

The applications, received against the notification, 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 Rail: AC-First Class or **By Air:** By Economy Class Air fare or **By Road:** Actuals, limited to train fare

Emoluments:

The Sr. Advisor will be paid a consolidated fee of Rs. 1,50,000/- per month. Company transport will be provided to Senior Advisor. In addition, mobile phone charges (Up to Rs 2000) for one connection, HRA as per applicable rates shall be admissible as per the policy. Further, they shall be eligible for TA/DA on official tours, as per rules.

Confidentiality-cum-Non-Disclosure agreement:

Senior Advisor who are bound by the Confidentiality-cum-Non-Disclosure agreements with their previous employer are not eligible to apply. Further will have to sign Confidentiality-cum-Non-Disclosure agreements with BHEL.

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/reopen/increase the number of vacancies for the engagement, if the need so arises, without issuing any further notice or assigning any reason thereof.
5. Applicants should only apply online at www.careers.bhel.in. The application submission is in two stages. In the first stage, applicant has to fill in the required details as per form. Thereafter, a private login on the link "Latest Status" would be created, wherein the applicant would be required to upload the necessary documents.

The complete application form should comprise of the following:

- a. Letter of Interest (LoI) for the said position.

- b. Necessary documents to substantiate Eligibility details as referred in Application form, including DOB Proof, Relevant Qualification, Comprehensive Biodata and Service certificate/ Experience Certificate(s).
6. The applicant must ensure that the status of both the stages of application form is reflected as "COMPLETED". Only then, the application form will be considered for candidature.
 7. Responsibility of uploading the necessary documents shall be with the Applicant. The applicant can view the documents uploaded in their login. Maximum Size of the document to be uploaded has been described against the upload link. BHEL does not take responsibility of attaching the documents separately or receiving them in any subsequent mail.
 8. The uploaded documents shall be in legible form- i.e. the contents should be readable. Upload of blurred/edited images will lead to disqualification of the candidature.
 9. No hard copy application shall be entertained.
 10. 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.
 11. Vigilance clearance shall be obtained in respect of Sr. Advisor before issue of Offer of Engagement for the applicant retired from Central / State PSUs, Autonomous Organizations of Central / State PSUs and retired officers belonging to All India Services, Group "A" officers of Central/State Govt or their equivalent in other organizations owned or controlled by Central/State Government.

IMPORTANT DATES:

Milestones	Scheduled Date
Opening date of Online Application	23/10/2025
Last date of submission of Complete Application with uploaded documents	02/11/2025