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Advertisement No. FTA 01/2026

REQUIREMENT OF SITE SUPERVISORS ON FIXED TENURE BASIS- FOR SITE OPERATIONS and HEALTH SAFETY & ENVIRONMENT (HSE) AT SITES of TRANSMISSION BUSINESS GROUP, BHEL

Bharat Heavy Electricals Limited (BHEL) is a leading company in the Capital Goods sector, proudly contributing to the Make in India initiative since 1964. Serving both domestic and international markets, BHEL operates across the power and industrial sectors, offering comprehensive solutions, including supply of equipment, systems, and services. The company supports power generation infrastructure—thermal, hydro, gas, nuclear, and solar PV—by supplying and installing power plant equipment. BHEL also plays a critical role in power transmission, rail transportation, defence, aerospace, oil & gas, and other core industrial sectors. BHEL has a widespread network of 16 Manufacturing Facilities, 02 Repair Units, 04 Regional Offices, 09 Service Centres, 15 Regional Marketing Centres with 4 active JVs. The company has 5 Research Institutes and 15 Centers of Excellence. The Company has its footprint in all the inhabited continents of the world with references in 93 countries and has achieved turnover of Rs 27,355 Crores in FY2024-25.

BHEL-Transmission Business Group (TBG), Noida invites applications for FTA Gr III (Supervisors) on Fixed Tenure Basis for a period of two years to be posted at TBG sites in India for Site Operations and HSE function, as per the requirement.

PERIOD OF ENGAGEMENT:

The period of engagement shall be for an initial period of **Two** years or till the completion of assignment (whichever is earlier).

NO OF VACANCIES ARE AS UNDER:

Post	Number of Vacancies	PERIOD OF ENGAGEMENT
FTA Gr III (Supervisor) -Electrical Post Code: FTA_TBG_003_ELECTRICAL	05	
FTA Gr III (Supervisor) -Civil Post Code: FTA_TBG_002_CIVIL	05	
FTA Gr III (Supervisor) -Safety Post Code: FTA_TBG_001_HSE	13	
Total	23*	2 Years

*The number of vacancies indicated above is tentative and actual requirement may vary based on further assessment.

RESERVATION & RELAXATIONS

Post	Number of Vacancies	UR	SC	ST	OBC (NCL)	EWS
FTA Gr III (Supervisors)	23	12	03	01	05	02

Reservation for Persons with Disability and Ex-servicemen will be as per Government Directive.

UR – Unreserved, SC – Scheduled Caste, ST – Scheduled Tribe, EWS - Economically Weaker Section, OBC (NCL) – Other Backward Classes (Non-creamy Layer).

Vacancies reserved for OBC Category are meant **only** for candidates coming under Non-Creamy Layer.

UPPER AGE LIMIT as on 01.02.2026:

FTA Gr III (Supervisor)- Electrical/ Civil: 30 years

FTA Gr III (Supervisor)- Safety: 34 years

Upper Age limit is relaxable by:

5 Years for SC/ST candidates

3 Years for OBC (Non-Creamy Layer) candidates

For PwD candidates: Reservation for Candidates who are Person with Benchmark Disabilities (PwD) will be in accordance with Government directives.

Upper Age limit for PwD candidates is relaxable by:

- 10 years for General
- 13 years for OBC (NCL)
- 15 years for SC/ST

Relaxation in age for Ex-Servicemen will be as per extant Government 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.

JOB SPECIFICATION:

S No	Post/ Position Code	Qualification Requirement	Experience (post qualification)	No. of Posts	Upper Age Limit
01	FTA_TBG_001_HSE	A full-time Diploma in any branch of Engineering or Technology from recognized Indian University /Institute, with minimum 60% marks in aggregate for General / EWS /OBC candidates. Minimum	Essential: Minimum 2 years relevant experience in Safety at construction sites Desirable: Practical experience of building or other construction work in a Supervisory capacity for a period of	13	34 Years

		<p>50% marks in aggregate for SC/ST candidates</p> <p>And</p> <p>Full time diploma in Industrial Safety (with at least one paper in construction safety) from an Institute recognized by State Technical Board</p>	05 years, including 02 years of relevant experience in Safety at construction sites		
02	FTA_TBG_002_CIVIL	<p>Full-Time Diploma in Engineering/Technology in Civil from recognized Indian University /Institute, with minimum 60% marks in aggregate for General / EWS /OBC candidates. Minimum 50% marks in aggregate for SC/ST candidates</p>	<p>Essential: Minimum 2 years work Experience in Civil works associated with any of the following areas: Power Projects/ Switchyard Substations/ Industrial Construction Projects</p> <p>Desirable: Knowledge of Civil quality standards.</p>	05	30 Years
03	FTA_TBG_003_ELECTRICAL	<p>Full-Time Diploma in Engineering/Technology in Electrical/ Electronics from recognized Indian University /Institute, with minimum 60% marks in aggregate for General / EWS /OBC candidates. Minimum 50% marks in aggregate for SC/ST candidates</p>	<p>Essential: Minimum 2 years work experience in installation & Commissioning of any of the following: Power Plant Control Monitoring & Associated system/ Instrumentation & PLC system / Power electronic system (inverters, UPS drives, rectifiers)/ SCADA system/ HVDC & Reactive power management/ Switchyard substations</p> <p>Desirable: Relevant experience in Commissioning and Testing of switchyard substation at project site/s</p>	05	30 Years

DETAILS OF EMOLUMENTS AND OTHER BENEFITS

The candidates selected for the above post will be paid an all-inclusive monthly consolidated remuneration as follows:

EMOLUMENTS

Post	All-inclusive Consolidated Remuneration
FTA Gr III- Supervisor (Electrical/Civil/ Safety)	Rs. 45,000/- per month in the first year Rs. 48,000/- per month in the second year

MEDICAL BENEFITS

Reimbursement shall be made for premium paid for Mediclaim Policy up to Rs. 5 lakhs for Self, Spouse and dependent Children.

GROUP PERSONAL ACCIDENT INSURANCE

All Fixed Tenure Appointees, shall be covered under the Group Personal Accident Policy of BHEL, which covers accidentally caused body injury due to external reasons, except natural deaths, death due to disease and suicide.

BACHELOR ACCOMMODATION

Bachelor accommodation at site, shall be provided to the selected candidate, by BHEL.

LEAVE

One day paid leave for every 20 days of work, in addition to the closed holidays shall be admissible. Accumulation of this leave (only upto maximum of 30 days) will be permitted during the tenure of appointment.

SELECTION PROCESS

All applications received will be screened with respect to the prescribed job specifications and candidates fulfilling the eligibility conditions shall be called for Personal Interview.

In case of receipt of more no. of eligible applications, shortlisting of Candidates for interview will be in the ratio of 1:10 in order of merit to the number of vacancies in each category. The merit list will be drawn on the basis of total percentage secured in relevant Diploma in Engineering.

However, if the number of applicants is less than the prescribed 1:10 ratio, all eligible candidates shall be called for the interview.

Wherever CGPA/OGPA/DGPA or Letter Grade in a degree / diploma is awarded, its equivalent percentage of marks must be indicated in the application form as per norms adopted by University / Institute. Proof of norms adopted by the University/ Institute to convert CGPA/OGPA/DGPA into percentage is to be submitted alongwith the application.

GENERAL TERMS AND CONDITIONS

1. The posts are purely temporary in nature and offered on a Fixed Tenure basis for a period of initial Two Years or completion of assignment whichever is earlier. These posts are not against any permanent vacancy.
2. **It is clearly specified that this engagement will not confer any right for permanent employment in BHEL and that the appointment is specifically only for identified Project/ Assignment for the period stated above.**
3. Candidates should possess the prescribed qualification and experience as on **01.02.2026** and produce relevant original Certificates/ Documents at the time of interview, if called for. In case it is detected at any stage of selection process that the Candidate does not meet the prescribed job specification 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

engagement, his/her engagement is liable for termination, besides any action or prosecution. Candidates not possessing the desired post qualification work experience need not apply.

4. Please note that post qualification experience should be exclusive of Trainee/ Apprenticeship Period if any.
5. Candidates, willing and eligible to apply in one or more advertised post/s may do so. Fee, if applicable, shall be paid separately for each applied post. Offer letter, however, shall be issued against only for 01 post.
6. Candidates are required to fill application online and upload requisite documents on the website.
7. For availing relaxations/ concession applicable for OBC (NCL), SC, ST and EWS, PwD, Ex Servicemen, candidate/s should carefully fill up category and other details in the online application format as this will not be allowed to be changed at a later date. Also, all relevant relevant documents mentioned, should be uploaded as per details mentioned in the advertisement. If any certificate is issued in any language other than Hindi/ English, candidates are advised to submit a certified translation of the same in either Hindi or English language at the time of Personal Interview, if called for.
8. A non-refundable processing fee of Rs 236/- is payable by UR, EWS and OBC (NCL) Candidates. SC/ST/PwD/Ex-Servicemen are exempted from paying the processing fees.
9. Candidates employed in Govt./Semi-Govt./Public Sector Undertakings/Autonomous bodies are required to produce "No Objection Certificate" at the time of Interview and produce relieving order from their organization in the event of selection.
10. Any important information including Corrigendum/Changes/Updates and information on selected candidates and general instructions during the course of recruitment process shall be made available only through <https://careers.bhel.in> (**Recruitment of FTA/ Part-Time positions**). Shortlisted candidates will be individually informed through email (E-Mail Id as provided in the application form) about the Personal Interview.
11. Outstation candidates called for Interview will be reimbursed second sleeper (Non AC) class to & fro train fare by the shortest route from their starting station or from address, as filled in the application form, whichever is nearer to the place of Interview subject to production / verification of proof of journey.
12. BHEL reserves right to cancel/restrict/enlarge/reopen the recruitment process and increase/decrease vacancies, 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.
13. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/ or an application in response thereto can be instituted only at Noida, UP, where the Unit is located and the Courts / Tribunals / Forums (Jurisdiction Courts) at Noida, UP, shall have sole and exclusive jurisdiction.
14. Applications which are incomplete in any regard, not legible or submitted without all the required documents, will be rejected and there will be no further correspondence in this regard.

15. The Candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed job specification. Mere issue of Interview call letter to the candidate will not imply that his/her candidature has been accepted by the Company. BHEL takes up verification of eligibility conditions with reference to original documents, after the candidate has been called for Interview. If required, BHEL at its discretion, may independently, verify the authenticity of the documents submitted by the candidate. Any decision of BHEL in this regard, shall be final.
16. Candidates should be of sound health. On selection, their engagement will be subject to medical examination by Company's Doctor/Authorized Medical Practitioners as per BHEL Medical Attendance Rules.
17. The requirement is specific to unit and no request for change in place of posting, within TBG, shall be entertained. Company reserves the right to change the place of posting as per administrative needs.
18. The selected candidates shall be governed by the service rules and related terms and conditions specifically stipulated in their offer of appointment and applicable statutory provisions.
19. Indian Nationals only need to apply.
20. For any queries regarding this advertisement, please send email to tbgthr@bhel.in
21. Canvassing in any form will be a disqualification.
22. No correspondence will be entertained from candidates not invited/selected for interview.

HOW TO APPLY

1. The submission of application will be made only in ONLINE mode through our recruitment site: **<https://careers.bhel.in> (Recruitment of FTA/ Part-Time positions)**
2. The candidates are required to fill the online application and the particulars of the fee, if applicable. A non-refundable fee of Rs.236/- is to be paid online to TBG Collection A/C, details given below:
Beneficiary Name: BHARAT HEAVY ELECTRICALS LTD
Bank Name: State Bank of India
Bank Account Number: 30206227732
IFSC Code: SBIN0017313

Details of UTR no./ Transaction ID of submitted application fee needs to be entered in the online Application Form and print-out of the receipt needs to be carried along with the application form at the time of interview. Any other mode of payment i.e Demand Draft, Money Order, Postal Order, Cheque, etc. is NOT acceptable.

3. Our website **<https://careers.bhel.in> (Recruitment of FTA/ Part-Time positions)** will provide necessary details regarding this recruitment.
4. Candidates are advised to upload legible copies of the following documents while submitting online application in the online application. If called for interview, candidates shall be required to bring the original documents alongwith the self-attested copies of the following documents.

***All certificates should be valid and should be issued by the Appropriate Authority.**

S No.	Documents to be uploaded Size (Max 2 MB)	Format	Remarks
a)	Recent passport size color photograph (in white background) Candidates should keep sufficient copies of same photographs in reserve for future use, which they are using in the Online Registration.	.jpg	Mandatory
b)	Signature (in Blue/ Black Ink)	.jpg	Mandatory
c)	Date of Birth Proof: Matric / Birth Certificate (wherein DOB is mentioned)	.pdf	Mandatory
d)	Qualification Certificates along with Mark Sheets of all years / semesters of Diploma Qualification along with Proof of norms adopted by the Technical Board / Institute/ University to convert CGPA / OGPA / DGPA into percentage (if applicable) For candidates applying for FTA (Safety) post, BOTH Diploma Engineering/ Technology & Diploma Safety are ESSENTIAL Qualification If additional Qualification is mentioned, Certificates along with Mark Sheets of all years / semesters of Qualification along with Proof of norms adopted by the Technical Board / Institute/ University to convert CGPA / OGPA / DGPA into percentage (if applicable), are to be uploaded All Certificates & Mark Sheets are required to be scanned in one pdf, alongwith above	.pdf	Mandatory
e)	Offer of Appointment/ Joining Letter / Experience Certificate (for Present as well as Previous employment indicating start date, end date, designation, pay scale/ emoluments & area of experience) issued by the authorized/ appropriate signatory of the organization	.pdf	Mandatory
f)	Candidates working in Govt. / PSU are required to apply through proper channel and need to upload "No-Objection Certificate (NOC)" from the present employer If the same is not available, copy of request, submitted to present employer, may be uploaded During interview, NOC is required in original	.pdf	if applicable
g)	EWS Certificate in the prescribed Govt. of India format issued by Competent Authority. Format is available on BHEL website.	.pdf	if applicable

h)	Caste Certificate (SC/ ST/ OBC) issued by Competent Authority. Format is available on BHEL website Additionally, Self-undertaking by the OBC candidate belonging to non-creamy layer. Format is available on BHEL website.	.pdf	if applicable
i)	Ex-Serviceman Discharge Certificate, in the prescribed Govt. of India format issued by Competent Authority	.pdf	if applicable
j)	PwD Certificate, in the prescribed Govt. of India format issued by Competent Authority	.pdf	if applicable
k)	If candidate is from J&K, Age relaxation Certificate, in the prescribed Govt. of India format issued by Competent Authority	.pdf	if applicable
l)	Copy of the receipt containing UTR no./ Transaction ID after depositing processing fees of Rs 236/-	.pdf	Payable by candidates other than SC, ST, PwD & Ex Servicemen

5. Application for Engagement of FTA Grade III Supervisors is only through Online process. No other mode of application shall be considered. All documents are to be uploaded in application itself. Care should be taken that all uploaded documents are legible and valid as on date. Applications having illegible/ incorrectly uploaded documents will be rejected summarily. There will be no further correspondence in this regard.
6. Acknowledgement Slip can only be downloaded only after submitting ONLINE form and uploading photograph and documents.
7. To view the name of candidates being called for Interview, schedule of Interview & further instructions, which includes downloading of 'Permission Slip/Interview Letter' required for admission to the Interview, candidates are advised to visit our web-site from time to time.
8. Candidates are advised to possess a valid e-mail ID (which is to be entered in the on-line application form) and retain it for at least next two years as any important intimation to the candidates shall be provided by BHEL through e-mail.
9. In case of any difficulty faced by the candidates with regard to online submission of application form, or general enquiry, candidates may contact us through email at tbghr@bhel.in or may contact at phone no. 0120-2218843.

IMPORTANT DATES

1	Commencement of online submission of applications	03.02.2026
2	Closing of online submission of applications	24.02.2026