



## बीईएमएल लिमिटेड **BEML LIMITED**

(भारत सरकार का उपक्रम) (A Govt of India Undertaking)

CIN: L35202KA1964GOI001530

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

### **RECRUITMENT OF CHIEF GENERAL MANAGER (ENGINES)**

**(Advt. No: KP/S/01/2024 Dt. 21.02.2024)**

BEML Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products over the last six decades, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To further build country's promising projects, namely - Vande Bharat sleeper trains, Metro rail coaches, High mobility & Armoured recovery vehicle, Special application Engines for Defence, AI-based high-end mining equipment, BEML Ltd welcomes interest from career-oriented professionals who wish to achieve great future with us and explore "New Frontiers, New Dreams" for tomorrow.

#### **Details of the Position:**

1	2	3	4	5	6	7
Job Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Chief General Manager – Engines	1	First Class Degree in Engineering in Mechanical / Automobile / Industrial / Production Discipline from a recognized University / Institution.  Post-Graduation or Higher Qualification in IC Engine / Thermal Engg / Combustion Engg / Industrial / Production will be of added advantage.	The candidate should have at least 5 years of Cumulative post-qualification Experience in last 10 years of service in various systems of Engines at a senior level of management in an organisation of repute.  Experience / Exposure in engine testing / data analysis / application engineering / manufacturing will be an added advantage	21	51	The candidate will be responsible for BEML's Engine Division and will be responsible for:  1) Entire gamut of operations within the division such as production, design and development of new engines, technology development, marketing, product support, forecasting, inventory management, quality management and other statutory requirements.  2) Developing and implementing strategies to promote Organisation's mission by creating complete business



1	2	3	4	5	6	7
Job Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
						<p>plan for taking Engine Division to Global Standards.</p> <p>3) Lead the engine R&amp;D team to develop state of the art technologies.</p> <p>4) Form and manage strategic alliances with stakeholders.</p> <p>5) Handhold the Team and facilitate knowledge transfer to build a strong pool for the Engine projects.</p> <p><b>Place of Posting – Bangalore / Mysore</b></p>

**Pay Scale & Remunerations:**

Grade	Position	BEML Pay Scale
Grade – IX	Chief General Manager	Rs.1,20,000 – 2,80,000

Besides Basic Pay, candidates will be eligible for Industrial Dearness Allowance, Perquisites & Allowances @ 13.78% of the applicable Basic Pay under the Cafeteria System, Company Accommodation / House Rent Allowance, Provident Fund, Gratuity etc. as per the prevailing Company Rules. The executive will also be eligible for Performance related Pay (PRP).

**GENERAL CONDITIONS**

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **06.03.2024**.
- iii. The upper age limit indicated is relaxable as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC candidates. For PwD Candidates the upper age limit is relaxable by additional 10 years over and above the relaxation admissible for candidates belonging to SC/ST/OBC – NCL. Relaxation of age limit would be permissible to candidates with minimum 40% disability.
- iv. The upper age limit can be further relaxed subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation **shall not exceed 57 years**.
- v. Under qualifying marks, first class is reckoned at 60%. Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.
- vi. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.



vii. OBC candidates\*\* are required to submit Other Backward Class Certificate ('Non-Creamy Layer') (Certificate should be in the format as applicable for appointment to posts under Government of India). OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non-Creamy Layer) by filling and signing the self-undertaking in the format provided along with the application format.

[Note:

a. \*\*OBC Candidates: Candidates belonging to those Communities which are recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No.36012/22/93-Estt. (SCT) dated 08.09.1993.

b. \*Non- Creamy Layer: The gross annual income of parents of the candidate should not be more than Rs.8 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt. (Res) dated 13.09.2017.]

viii. PWD candidates are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.

ix. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections

x. Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or produce NOC at the time of assessment as the case may be. At the time of joining, the selected candidate must provide a clear relieving letter.

xi. Candidates employed in Government / Quasi-Government / PSU, should have worked for at least one (1) year in the immediate lower scale.

BEML Grade of selection and pay scale	IDA pay scale of immediate lower Grade	Equivalent rank of Central Government in the immediate lower Grade	Equivalent grade/ pay of public sector Banks in the immediate lower Grade
Chief General Manager Rs.1,20,000 - 2,80,000	Rs.1,00,000 – 2,60,000 (Revised) Rs.43,200 – 62,000 (Pre-revised)	Level-13 Rs.1,23,100 – 2,15,900	Deputy General Manager/ Scale – VI Rs.1,04,240 – 1,16,120 (Revised) Rs.68,680 – 76,520 (Pre-revised)

xii. Private sector candidates applying for the position of Chief General Manager must be employed in a regular capacity where the annual turnover of the Company has to be Rs.1000 crore\* or more. (The average audited annual turn-over of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits). Preference will be given to Candidate from listed companies.

xiii. Candidates from Private Sectors have to clearly provide their Reporting Structure of the current position held and will be required to submit experience certificate in the Letter Head of the Company at the time of interview.

xiv. The Candidates are required to provide pen picture of each experience in the Application Form.

xv. The candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement as on the specified dates and that the particulars furnished are correct in all respect. In case, it is detected at any stage of the recruitment process that a candidate doesn't fulfill the eligibility norms and/ or that he/ she has furnished any incorrect/ false information or has suppressed any material/ fact(s), his/ her candidature shall stand automatically cancelled. If any of the above shortcoming(s) is/ are detected even after appointment, his/ her services are liable to be terminated without notice.



- xvi. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Assessment/ Selection & Appointment.
- xvii. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xviii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- xix. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xx. Management reserves the right to convert the position into contract engagement where the selected candidates do not meet all the requirements.
- xxi. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, Experience, age, caste/ PWD (as applicable) need to apply.
- xxii. Candidates provisionally shortlisted after the assessment process will have to undergo Pre-Employment Medical examination before joining. Appointment of selected candidates are subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer.
- xxiii. Intimation regarding Assessments, issuance of provisional offer/ final offer etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website.
- xxiv. Eligible and interested **GEN / EWS / OBC candidates** applying for the above position (Not applicable for SC/ST/ PWDs) need to pay a non-refundable fee of **Rs.500/-** by clicking the **“Pay Application Fee Online”** at the end of the application form.

#### **HOW TO APPLY**

- i. The candidates are required to apply ON-LINE only (which is mandatory), by clicking the **“Apply ON-LINE”** Link and after going through the prescribed guidelines and ensuring correctness of the data entered in the portal / form.
- ii. The candidates can access the on-line application form in our career page at **www.bemlindia.in**. **The on-line registration site would be available till 18.00 Hrs on 06.03.2024 .**
- iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. These contact details will also be utilized for further correspondence by BEML Limited. The change for e-mail and mobile number will not be entertained by BEML during the course of the Recruitment process.
- iv. The **‘Registration number’** generated may be noted for all future correspondences.
- v. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.
  - a. X-th Marks card
  - b. XII-th Marks card
  - c. Qualifying Degree Marks cards (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
  - d. Degree Certificate
  - e. Post-Graduation Marks cards as applicable
  - f. Post-Graduation Certificate as applicable.





- g. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
  - h. Detailed Resume.
  - i. SC/ST/PWD certificate (as applicable)
  - j. All experience Documents clearly indicating start & end dates of each employment.
  - k. Organisation's turnover document & reporting structure.
- vi. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste (as applicable) need to apply.
- vii. For any queries on the matter, candidates may contact Manager (HR), Recruitment Cell only on e-mail Id: [recruitment@bhel.ltd.in](mailto:recruitment@bhel.ltd.in)

**KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE**

You are required to prepare the SCANNED COPY of the following:

Sl.No	Documents	Size of Document
1.	Recent photograph	100kb
2.	Your Signature (on clear white background in black ink)	50kb
3.	Caste/ Category Certificate	100kb
4.	PwD Certificate (as applicable)	100kb
5.	10 <sup>th</sup> Standard marks card– self attested	200kb
6.	12 <sup>th</sup> Standard marks card– self attested	200kb
7.	Degree Certificate – self attested	200kb
8.	All marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
9.	Post-Graduation Degree/ Diploma Certificate – self attested	200kb
10.	PG marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
11.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb
12.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)	1028kb
13.	Turnover certificate (for Private Candidates)	100 kb
14.	Reporting Structure (for Private Candidates)	100 kb
15.	Detailed resume.	500kb



**Incomplete applications without uploading documents as mentioned above will be summarily rejected.**

After successful Submission of the On-line Application, a print out of the Application along with all the associated documents may be sent by post, **Super scribing the Position Applied** for on the envelope, to the following address so as to reach on or before 10.03.2024:

**Manager (Corporate Recruitment)  
Recruitment Cell  
BEML Soudha  
No 23/1, 4<sup>th</sup> Main, S R Nagar  
Bangalore - 560027**

**Date: 21.02.2024**

**(Advt. No.KP/S/01/2024)**

**[Corrigendum/ Addendum, if any will be hosted in BEML Website only.](#)**

-oOo-