



## SELECTION OF EXECUTIVES FOR VARIOUS POSITIONS THROUGH OPEN RECRUITMENT

(Advt. No: KP/S/03/2024 Dt. 15.05.2024)

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 decade, 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 Positions:

1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Chief General Manager (Gr-IX)  Head Armoured Business	1	First Class Degree in Engineering from a recognized University / Institution.  (or)  Brigadier (or higher) from Indian Army with a Degree from university or its equivalent from Indian Army.  Postgraduate degree / diploma in technology / management will have added advantage.	The candidate should have thorough understanding & knowledge in OE and OH activities like Planning, Procurement, Manufacturing, Assembly, Quality clearance etc for Crawler Armoured vehicles like T-72, VT-72, T-90, ARV & BMP with minimum experience of 10 years.  The candidate should have skills to co-ordinate with Army HQ and various Army units.	21	58 (Including all relaxation)	The Candidate will Head the Armoured Business Unit and will be responsible for the Business Development and deliverables including for production and OH activities of Armoured Business.  <b>Place of Posting :</b> <b>KGF</b>



1	2	3	4	5	6	7
Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Deputy General Manager  (Gr-VII)  Planning / Marketing	4	Colonel from Indian Army with a Degree from university or its equivalent from Indian Army.  Officers of Armoured Corps and Mech. Infantry only need to apply.	The candidate should have been involved in Procurement / formulation of GSQRs for Armored / mechanized Infantry vehicles. (tracked/ Wheeled)  Should possess Adequate knowledge on the requirement of FICV and FRCV (Tracked and Wheeled), and technologies associated with modern combat vehicles for Indian Defence forces.  Qualified in Tank Technology course.  Candidate must be willing to travel and will be responsible for carrying out/Conduct of all internal and external trials of armoured equipment being manufactured.  Candidates involved in PMG of Armd/BMP projects.	Min 16 Yrs. Exp. in their respective Arms.	45	The candidate will be responsible for development/ manufacture/ product development of FICV (STRYKER)/ FRCV (Tracked and Wheeled) vehicles.  Candidate will lead the team to carry out development and production of Armd vehicles (FICV and FRCV) and variants of Light Armoured vehicles(light tanks) and other variants of wheeled APCs.  Must be able to guide the R&D on the requirements of Armd Vehicles being manufactured and suggest improvements as per requirements of the field Army.  Candidate will be associated with trial teams of the equipment.  <b>Place of posting: KGF/ Bangalore/ Delhi</b>
Assistant General Manager  (Gr-VI)  Planning / Marketing		Lt. Colonel from Indian Army with a Degree from university or its equivalent from Indian Army.  Officers of Armoured Corps and Mech. Infantry only need to apply.		Min 13 Yrs. Exp. in their respective Arms.	42	
Deputy General Manager  (Gr. VII)  Maritime Business	1	First Class Degree in Mechanical/ Electrical/ Electronics/ Naval Architecture Engineering from a recognized University / Institution.  Marine Engineering qualification is preferred.  Postgraduate degree / diploma in technology / management will have	Out of the total minimum PQE, candidates are Preferred from Ex. Navy / Coast Guard personnel with minimum 10 years' experience.  Experience / exposure in handling acquisitions / perspective planning/ provisioning/ formulation of SQRs/	16	45	The candidate shall interact and coordinate with the Ministry of Defence (Indian Navy), DPSUs, DRDO, Coast Guard establishments. The candidate will be responsible for identifying and finalizing the opportunities & projects in Maritime business for revenue generations. Establish technologies &



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		added advantage.	RFI/ RFP/ CNCs/Post contract management is an advantage.  Navy personnel in the rank of Captain or equivalent from the Coast guard will be preferred.			technology partners & modalities of technology transfers & Modernization. Business Development, Marketing and After sales services to end customers.  <b>Place of posting: Bangalore</b>
Senior Manager (Gr. V)  Business Development	1	First Class Degree in Mechanical / Marine / Automobile/ from a recognized University / Institution  Postgraduate degree / MBA in Marketing will have added advantage.	Ideal candidate should have a minimum of 11 years of experience from the Indian Navy/ Coast Guard and shall be of the rank of Lt. Commander	11	39  (Relaxable up to 42 years for Navy / Coast Guard candidates)	The candidate will be responsible for identifying and finalizing the short & long term maritime business opportunities, conducting regular Market Research and Risk Analysis etc. Organize / Participate in National & International exhibitions & conferences.  <b>Place of Posting: Delhi / Bangalore</b>
Assistant Manager (Gr. III)  Production	1	First Class Degree in Mechanical / Marine / Automobile/ Production Engineering from a recognized University / Institution	The Candidate should have post qualification experience in an engineering organization. Experience / Exposure in production/ planning.  Experience in maritime aggregates manufacturing, establishing processes to qualify aggregates for maritime applications will be preferred.	4	30	The candidate will be responsible for production control, Planning, scheduling, project management activities such as co-ordination with Purchase, Manufacturing Departments, Methods Planning, Tooling, Store, etc to ensure in time delivery of products and services.  <b>Place of Posting: Mysore / Bangalore</b>
Assistant Manager (Gr. III)  R&D	1	First Class Degree in Engineering in Mechanical / Marine / Automobile/ Engineering from a recognized University / Institution.	The candidate should have Experience in Conceptual designs, Reverse engineering techniques, Computer aided designs & Finite element analysis,	4	30	The Candidate will be responsible for Design & Development activities of various equipment for maritime applications. Continuously interact with end users for



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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
		Post Graduation or Higher Qualification in Maritime applications will be of added advantage	CFD analysis, knowledge on special coatings to address corrosion issues Adequate knowledge on materials used for marine application, GD&T etc., Prototype developments. Product evaluation & design validations. Establish Quality acceptance plans for designed aggregates.			conceptualizing designs, detailed designing and obtaining User approvals. Coordinate for Product development, trials and commissioning.  <b>Place of Posting – Mysore / Bangalore</b>
Engineer (Gr. II) Marketing	1	First Class Degree in Mechanical / Marine / Automobile/ Production Engineering from a recognized University / Institution	The candidate should have post qualification experience in Leadership roles in an organization of repute engaged in the marketing and sales of Maritime equipment.  For candidates from Defence forces; experience / exposure in handling acquisitions / perspective planning/ provisioning/ formulation of SQRs/ RFI/ RFP/ CNCs/Post contract management of equipment is preferred.	2	27	The candidate will be responsible for global tender search, Study of RFQs, Coordinate with team for responding to bids, participate in negotiations and winning contracts. Interact with Customers, conduct Contract reviews, monitor and ensure contractual obligations. Participate in business promotion events, exhibitions & conferences Manage & develop relationships with existing, new customers and Stakeholders.  <b>Place of Posting – Delhi / Bangalore</b>
Engineer (Gr. II) R&D	2	First Class Degree in Engineering in Mechanical / Marine / Electronics & Communication Engineering from a recognized University / Institution	The candidate should have post qualification experience in areas of Design of Maritime components / equipment. Should have knowledge in selection of engineering materials, manufacturing process, Heat Treatment Process &	2	27	The Candidate will be responsible for Design & Development activities of various aggregates / components / systems for Maritime applications. Release & update drawings & Design documents. Interact with Marketing & Production in realization of End user



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			Marinization. Candidate should have hands on experience / exposure in one or more of the below: 3D modelling, Simulation (1D & 3D) Finite Element Analysis CFD Analysis Preparation of 2D drawings with GD&T. Wire harness design Control systems design			requirements including User documentation / User manuals etc.,  <b>Place of Posting: Mysore / Bangalore</b>
Officer (Gr. II) HR Dept.	8	First Class Graduate with Two years full time MBA (HR/IR)/ MSW or MA(Social Work with HR/IR) / Post Graduate Degree/ Diploma in Personnel Management & Industrial Relations of 2 yrs. full time course with specialization in IR/ HR with Labour Legislations from a recognized University / Institution. Degree in Law is desirable.	The incumbent should have prescribed post qualification experience in working in a factory <b><u>preferably engineering industries.</u></b>	2	27	The Candidate will be responsible for HR Functions at his/ her place of posting which could include areas of functioning in Human Relations / Industrial Relations, Compliance of Statutory requirements, including Contract Labour matters, Implementation of HR policies & Procedures, PMS, L&D, Welfare and General administration. <b>Place of Posting: BEML's Manufacturing and Marketing facilities</b>
Assistant Manager (Gr. III) HR Dept.				4	30	

#### Pay Scale & Remunerations :

Grade	Position	BEML Pay Scale
Grade – II	Officer / Engineer/ Management Trainee	Rs.40,000 – 1,40,000
Grade – III	Assistant Manager	Rs.50,000 – 1,60,000
Grade – V	Senior Manager	Rs.70,000 – 2,00,000
Grade – VI	Assistant General Manager	Rs.80,000 – 2,20,000
Grade – VII	Deputy General Manager	Rs.90,000 – 2,40,000
Grade – IX	Chief General Manager	Rs.1,20,000 – 2,80,000

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



## Junior Executives – HR

Position	Qualification	Min Experience (Post-Qualification)	Upper Age Limit	Place of posting
Junior Executives – HR  <b>(06 Positions)</b>	Graduate with First Class ( <i>Relaxable by 5% for SC/ST/PWD</i> ) Two years full time MBA (HR/IR)/ MSW or MA (Social Work with HR/IR) / Post Graduate Degree/ Diploma in Personnel Management & Industrial Relations of 2 yrs. full time course with specialization in IR/ HR with Labour Legislations from a recognized University / Institution. Degree in Law is desirable.	0-1 Years	27 Years	BEML's Manufacturing and Marketing facilities

- The selection will be based on qualifying the Computer based written exam (MCQ type) which would comprise subjects from HR areas, General English, Numerical ability and Reasoning ability. **The location of the written exam will be at Bangalore only.**
- The engagement will be on fixed tenure basis for a period of four years renewable every year subject performance, conduct and Business requirements. Such engagement shall be terminated after completion of the four years or on completion of the project whichever is earlier.
- The Consolidated Remuneration will be Rs.28,000/- for the 1<sup>st</sup> year, Rs.31,000/- for the 2<sup>nd</sup> year, Rs.34,000/- for the 3<sup>rd</sup> year and 37,500 for the 4<sup>th</sup> year. Besides, the JE will also be entitled for Uniform, canteen facility / food allowance. Payment of consolidated amount of Rs.11,000 annually towards Insurance, Conveyance & mobile, uniform stitching, etc.

### GENERAL CONDITIONS

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **5<sup>th</sup> of June, 2024.**
- 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.
- 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. (*except as indicated separately*)
- 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.**
- SC/ST candidates** are required to **submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.**
- 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:**

- \*\*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.
- \*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 Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send their online application through proper channel and should produce “No Objection Certificate” from their employer at the time of assessment, failing which they will not be permitted to appear for the assessment and their candidature will not be entertained.
- xi. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should have worked for at least one (1) year in the immediate lower scale.

BEML Grade of selection and pay scale	Grade and pay	IDA pay scale of immediate lower Grade	Equivalent rank of Central Government in the immediate lower Grade
Chief Manager Rs.1,20,000 – 2,80,000	General –	Rs.100,000 – 2,60,000 (Revised) Rs.43,200 – 66,000 (Pre-revised)	Level-13 Rs. 1,23,100 – 2,15,900
Deputy Manager Rs.90,000 – 2,40,000	General	Rs.80,000 – 2,20,000 (Revised) Rs.32,900 – 58,000 (Pre-revised)	Level-12 Rs. 78,800 – 2,09,200
Asst. General Manager Rs.80,000 – 2,20,000		Sr.Manager Rs.70,000 – 2,00,000 Rs.29,100-54,500 (Pre-revised)	Level-11 Rs. 67,700 – 2,08,700

- xii. Private sector candidates applying for the positions must be employed in a regular capacity in Company registered under Company’s Act and 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.
- xiii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience in the Application Form.
- xiv. 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.
- xv. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xvi. Based on assessment, Shortlisted candidates will have to undertake pre-employment medical examination and Original document verification. This will not necessarily mean selection. Any shortcoming at the time of document verification such as falsification of documents, wrong declaration of age/ category/ qualifying marks etc., non-production of Original records including Category certificate will lead to rejection of candidature. Appointment of selected candidates is subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer. (Junior Executives will not be required to undertake medical examination)
- 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 if necessitated.
- xxi. Management reserves right to provide higher start for deserving candidates.
- xxii. Intimation regarding Assessments (written test, interview and others), 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. BEML will not be responsible for any loss/ non-delivery of e-mail or any associated communications sent, due to invalid/ incorrect e-mail id. The e-mail id and mobile number provided in online application should remain valid for at least one year.
- xxiii. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PWD (as applicable) need to apply.
- xxiv. Eligible and interested **GEN / EWS / OBC candidates** applying for the above positions (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](http://www.bemlindia.in). The on-line registration site would be available till **18.00 Hrs on 5<sup>th</sup> of June, 2024**.
- iii. The 'Registration number' generated may be noted for all future correspondences.
- iv. While filling in the On-line application, the experience section may be filled by first providing the latest experience followed by previous. All such experiences should be captured by the candidate. In the space provided against the experience a pen picture of the experience relevant to the position applied to must be written. These will be used at the time of scrutinizing the applications received.
- v. Along with the Online application, the candidates are required to upload legible '.pdf' file of the following **without which their applications will be incomplete and rejected.**
1. X-th Marks card
  2. XII-th Marks card
  3. 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.*)
  4. Qualification/ Degree Certificate
  5. Post Graduation Marks cards as applicable
  6. Post Graduation Certificate as applicable.
  7. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
  8. Detailed Resume.
  9. SC/ST/PWD certificate (as applicable)
  10. All experience Documents clearly **indicating start & end dates** of each employment declared.
- 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 e-mail: [recruitment@bemltd.in](mailto:recruitment@bemltd.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/CS/CA/CMA etc 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.	Reporting Structure (for Private Candidates)	100 kb
14.	Detailed resume.	500kb

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:

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

**Note:** Candidates applying for Junior Executive (HR) need not forward the printout of their application.

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

Date: 15.05.2024

(Advt. No.KP/S/03/2024)

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

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