



**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 EXECUTIVES FOR FINANCE & COMPANY SECRETARY**

**(Advt. No: KP/S/11/2026 Dt:19.06.2026)**

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. BEML is exploring opportunities to expand its production facilities towards building 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, etc. Aligned with these expansion initiatives, BEML Ltd., invites motivated and career-oriented professionals to partner with the organisation and explore diverse opportunities across its growing technology domains.

**Details of the Positions**

| 1  | 2       | 3   | 4   | 5   |
|--|---------|---|---|---|
| Job Code & Position  | Vacancy | Qualification   | Post Qualification Experience (PQE)   | Indicative Job Description  |
| (101)<br>Chief General Manager (Gr. IX)-<br><br><b>Finance</b> | 1       | <b>Mandatory :</b><br><br>CA/ CMA/ two years Full-Time First-Class MBA in Finance (with Finance as core subject) from a recognised institution. | <b>Mandatory :</b><br><br>The candidate should have prescribed post-qualification experience preferably in a manufacturing organization with a minimum of five years' experience at senior management level out of the last ten years.<br><br>BEML is looking for personnel with experience in areas of Financial accounting and preparation of financial statements under Ind AS. Budgeting, MIS, financial planning and analysis, Direct and indirect taxation, including GST. Treasury and working capital management, Internal financial controls, risk management and audit coordination, Compliance with the Companies Act and other applicable regulations, Interaction with banks, financial institutions, statutory auditors and regulatory authorities.<br><br><b>Desirable:</b> <ul style="list-style-type: none"><li>• Experience in listed companies, large manufacturing organizations, or diversified industrial groups. Exposure to project finance, mergers &amp; acquisitions, fund raising and capital restructuring.</li><li>• Experience in metals, mining, steel, power, cement or other process industries.</li><li>• Handling sustainability reporting, ESG compliance and business risk management frameworks.</li></ul> | The incumbent will be responsible for Company's overall Finance function including Budgetary Planning & Control, Central Treasury Management, Auditing Management, imports & exports, Financial Analysis and Reporting, Taxation, Costing etc.<br><br><b>Place of Posting: BEML's Manufacturing facilities.</b> |



| 1   | 2       | 3   | 4  | 5  |
|---|---------|---|--|--|
| Job Code & Position   | Vacancy | Qualification   | Post Qualification Experience (PQE)  | Indicative Job Description   |
|   |         |   | <ul style="list-style-type: none"> <li>Experience in ERP-based financial systems.</li> <li>Experience in implementing digital finance initiatives and process automation.</li> </ul>   |  |
| (102)<br>General Manager<br>(Gr. VIII)-<br><br><b>Finance</b>           | 1       | <b>Mandatory :</b><br>CA/ CMA/ two years Full-Time First-Class MBA in Finance (with Finance as core subject) from a recognised institution. | <p><b>Mandatory :</b></p> <p>The candidate should have prescribed post-qualification experience preferably in a manufacturing organization with a minimum of five years' experience at mid-management level out of the last ten years.</p> <p>BEML is looking for personnel with experience in areas of Financial accounting and reporting under Ind AS, Costing, budgeting and MIS, Direct and indirect taxation, Treasury operations and working capital management, Internal controls, audits and statutory compliances, ERP-based finance and accounting systems.</p> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>Experience in a listed company or large manufacturing organization.</li> <li>Exposure to project costing, capital expenditure evaluation and project finance.</li> <li>Experience in metals, steel, mining, power or similar industries.</li> <li>Knowledge of business analytics, automation tools and finance transformation initiatives.</li> <li>Exposure to fund raising, banking negotiations and investor-related matters.</li> <li>Ability to lead finance teams and coordinate with auditors and regulatory authorities.</li> </ul> | <p>The incumbent will be responsible for Company's overall Finance function including Budgetary Planning &amp; Control, Central Treasury Management, Auditing Management, imports &amp; exports, Financial Analysis and Reporting, Taxation, Costing etc.</p> <p><b>Place of Posting: BEML's Manufacturing facilities.</b></p> |
| (103)<br>Deputy General Manager<br>(Gr. VIII)-<br><br>Company Secretary | 1       | <b>Mandatory :</b><br>Qualified and Practicing Company Secretary with membership of the Institute of the Company                            | <p><b>Mandatory :</b></p> <p>The candidate should have post qualification experience preferably from large listed corporates with a thorough expertise in compliance areas including all statutory matters. Should have expertise in dealing with Stock Exchanges for filing returns.</p>  | <p>The candidate shall be responsible for :</p> <p>Ensuring compliance with the provisions under Companies Act, 2013, SEBI Regulations, DPE guidelines on Corporate Governance for CPSEs.</p>  |



| 1                   | 2       | 3   | 4                                   | 5  |
|---------------------|---------|---|-------------------------------------|--|
| Job Code & Position | Vacancy | Qualification   | Post Qualification Experience (PQE) | Indicative Job Description   |
|                     |         | Secretary of India.<br><br><b>Desirable:</b><br>Graduate Degree in Law or MBA will have added advantage |                                     | Preparation of Agenda and minutes for Board Meetings, Audit Committee Meetings and other meetings of Board Committees of the Company & its subsidiaries.<br>Maintenance of all statutory Records and Registers as required under the provisions of Companies Act, 2013 and other applicable laws.<br>Dealing with Stock Exchanges for filing returns and other regular correspondence for a listed Company.<br>E-filing of various returns with Ministry of Corporate Affairs.<br>Co-ordination with Registrar & Share Transfer Agent of the company and Redressal of Investors' grievances.<br>Assistance in preparation of Annual report of the Company and convening Annual General Meeting.<br>Co-ordination with Statutory Auditors / Government Auditors / Secretarial Auditors, etc.<br>Other directives as issued from time to time regarding related matters.<br><b>Place of Posting: Bangalore</b> |

#### Eligibility, Pay Scale & Remunerations:

| Grade        | Position              | Post Qualification Experience PQE (in Years) | Upper Age Limit (in Years) | BEML Pay Scale         |
|--------------|-----------------------|--|----------------------------|------------------------|
| Grade – IX   | Chief General Manager | 21   | 51                         | Rs.1,20,000 – 2,80,000 |
| Grade – VIII | General Manager       | 19   | 48                         | Rs.1,00,000 – 2,60,000 |
| Grade – VII  | Dy. General Manager   | 16   | 45                         | Rs.90,000 – 2,40,000   |

#### Note :

1: PQE is the minimum relevant experience the candidate should possess after obtaining the qualification. Only the employment after obtaining the requisite qualification will be considered.

2: The upper age limit indicated is relaxable as per the Govt. of India guidelines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.



3: For PwD Candidates, the upper age limit is relaxable by additional 10 years. This would be over and above the admissible age relaxation for candidates belonging to SC/ST/OBC(NCL). Relaxation of age limit would be permissible to candidates with minimum 40% disability.

4: The upper age limit can be relaxed (*for candidates under all category*) subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years.

5. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 15.13% of the applicable Basic Pay under the Cafeteria System*), Company Accommodation / House Rent Allowance, Provident Fund, Gratuity, PRP etc. (as per the prevailing Company Rules).

6. The pay fixation will be guided by the extant rules of BEML Limited, applicable at the time of issuance of Offer of appointment.

7. Internal candidates of BEML Ltd meeting the advertised criteria will be eligible, provided they apply through proper channel. The candidate should have at least a minimum of 3 years of residual service as on closing date of the advertisement. (The instruction at point no ix under General conditions will be applicable)

### Key dates

| Last date for filling Online application | Interview Date/ Time                                  | Mode of assessment          |
|--|---|-----------------------------|
| 26th of June ,2026<br>by 18:00 Hrs       | 29 <sup>th</sup> of June, 2026<br>(Monday)<br>9:30 AM | Through Video<br>Conference |

**Note:** The shortlisted candidates will be sent the VC link (MS Teams), and the time for assessment by E mail on 27.06.2026.

### GENERAL CONDITIONS

- i. Only Indian National needs to apply.
- ii. Age, Qualification & Experience stipulated above should be as on the last date of Online application, i.e. **26<sup>th</sup> of June 2026**.
- iii. Under qualifying marks, first class is reckoned at 60% (as an aggregate of marks of all the Semesters/ years). Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.
- iv. **Interested candidates may please submit their application using the link under this advertisement in BEML career page and fill in the required details.**
- v. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- vi. 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.].
- vii. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.



- viii. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections.
- ix. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send the print out of online application through proper channel. Such application forwarded through proper channel has to reach Sr.Manager, Recruitment Cell, BEML Soudha, BEML Limited, 23/1, 4<sup>th</sup> Main, S.R.Nagar, Bengaluru 560027.

(or)

Should produce "No Objection Certificate" specific to the position applied for, from their current employer on the date of assessment or on the date of reporting for joining formalities along with proper relieving letter.

- x. Candidate from Central/ State Government, Autonomous bodies, Quasi-Government and PSU applying without proper channel or NOC, shall be permitted to attend the interview, provided the candidate must be in a position to submit a proper relieving letter from the current Organization at the time of joining. However, the candidate will not be eligible for pay protection or carry – forward of past service benefits in such a case.
- 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. Document to this effect should be uploaded along with experience certificates.
- xii. Private sector candidates applying for the positions must be employed in a regular capacity in company registered under Company's Act and will be required to submit experience certificate in the Letter Head of the Company. They will have to clearly provide their Reporting Structure of the current position held. BEML will not consider freelance experience as part of Post Qualification experience.
- xiii. Private sector candidates applying for the position of Chief General Manager and General Manager must be employed in a regular capacity where the annual turnover of the Company has to be Rs.1000 crore or more. Preference will be given to Candidates from listed companies.
- xiv. Apart from uploading copy of the detailed resume, the Candidate is required to provide details (a pen picture) of each experience **clearly indicating start & end dates** of each role occupied, in the Online application Form.
- xv. The candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement 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. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xvii. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xviii. Eligible candidates will be shortlisted for assessment. 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
- xix. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion
- xx. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xxi. 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. 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.
- xxii. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ category (as applicable) need to apply.



- xxiii. Any request for change in category, address, e-mail, mobile number, etc, as declared in the on-line application form will not be entertained.
- xxiv. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

### **HOW TO APPLY**

- i. Interested candidates should **Apply** in the link hosted under this Recruitment advertisement and fill-in the detailed on-line application (*Scanned copy of the photo, signature may be kept in handy*).
- ii. **The following documents are to be mandatorily uploaded by the candidates while applying on-line:**
- Identity (any Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
  - Age (Xth / SSLC)
  - Original Certificates(OBC-NCL,SC,ST,EWS,PWD) – Mandatory for candidates availing the reservation under applicable category.
  - Degree/ Post Graduation Degree / CA/ CMA /CS 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.*)
  - Degree / Post Graduation Degree /CA /CMA/CS Certificate as applicable.
  - CGPA Conversion certificate/formula (as applicable)
  - All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment in the letter head of the employer.
  - Current reporting structure. (for candidates from private sector) as per Clause xii of General Terms & conditions.
  - Company credentials proving the average turnover (applicable for candidates applying for GM & CGM) as per Clause xiii of General Terms & conditions.
  - Detailed Resume.
  - Latest Pay slip.
- iii. Queries may be addressed to [recruitment@bemltd.in](mailto:recruitment@bemltd.in)

**The assessment for the shortlisted candidate will be through VC mode only.**

Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste/ category (as applicable) need to apply.

**Date: 19.06.2026**

**(Advt. No.KP/S/11/2026)**

**Corrigendum/ Addendum, if any will be hosted in BEML Website only.**

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