



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 – HR

(Advt. No: KP/S/16/2026 Dt: 11.09.2026)

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	6
Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
101	Chief General Manager (Gr. IX) HR	2	Mandatory: Two years, full time First Class - Post Graduate Degree / Post Graduate Diploma in Personnel Management / Human Resource Management/ Industrial Relations/ Master of Social Work / MA (Social Work) with specialization in HR/ IR / PM from a recognized University / Institution. (or) Two years, full time First Class – MBA in HR from a recognized University / Institution. Desirable: Degree in Law will be an added advantage.	Mandatory: The candidate should have 21 years of post-qualification experience in HR functions, preferably in any large industry. Desirable: The candidate is desired to have exposure in: • Organizational Design & Development and L&D initiatives. • Formulation & implementation of HR Policies. • Handling employees service matters, industrial relations and union matters. • Working knowledge of applicable Indian Labour codes, applicable Act, EPF, ESIC, Gratuity. • Strategic and business partnering. • Change Management, Employee Engagement and stakeholder Management. • Managing a mixed workforce comprising regular, contract and project-based employees. • HR functions as Section Head/ Department Head/ Plant HR Head. • Manpower planning & budgeting, competency management. • Digitalisation of HR Process, HR-MIS on ERP platform.	The incumbent will be responsible for maintaining healthy industrial relations, ensuring compliance on all labour law related matters, regulations to avoid disputes. He/ She will be responsible for designing & Implementing Organizational Development initiatives, Talent Management & Talent Acquisition initiatives and Employee Engagement programs that drive the company's strategic objectives. Periodic review of organizational structure, HR policies and processes; advise Management on best practices & policies related to people processes, IT initiatives and work closely with department heads towards its execution & implementation. Responsible for designing initiatives and tools to drive performance management, learning & development, succession planning, engagement and culture change across the organization. Place of Posting: Bangalore / Other Manufacturing Complexes.

Note: Reservation for SC/ST/OBC/ EWS candidates will be as per applicable Rules.



Eligibility & Service conditions:

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

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 15.12% 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 basic pay will be fixed at the minimum of the applicable pay-scale. However, for deserving candidates higher starting pay may be considered by the Management.*

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

8. Internal candidates of BEML Ltd (Executive cadre) meeting the advertised criteria will be eligible, provided their application (Print out of Online application form) is received 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 viii under General conditions will be applicable).

Last date for filling Online application	Tentative date of Interview	Mode of assessment
30 th of September, 2026 (Wednesday) 06:00 PM	5 th of October, 2026 (Monday) 10:00 AM	Through Video Conference

Note: The list of shortlisted candidates will be hosted on BEML Career page under this advertisement on 1st of October, 2026. The VC link (MS Teams) and the time for assessment will be sent by E mail to the shortlisted candidates accordingly.

GENERAL CONDITIONS

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **30.09.2026**.
- 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.
- 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:

- 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.]
 - c. Candidates belonging to OBC (NCL) category are required to submit OBC certificate not older than six months as on the last date of application submission online.
- vi. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.
 - vii. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections
 - viii. 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, 4th Main, S.R.Nagar, Bengaluru 560027.

(or)

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

- ix. 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.
- x. 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.
- xi. 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 while applying. **They have to clearly provide their Reporting Structure of the current position held.** BEML will not consider freelance experience as part of Post Qualification experience.
- 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. Preference will be given to Candidates from listed companies.
- xiii. Apart from uploading copy of the detailed resume, the Candidates are required to provide **Position wise experience (a pen picture, minimum 150 words clearly providing details of work / assignments undertaken indicating start & end dates)** of each experience in the Application Form, **relevant to the position he/ she wishes to apply for. Unclear or irrelevant information provided in this section will lead to rejection of candidature.**
- 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. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xvi. 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



- xvii. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xviii. Management reserves the right to cancel the advertisement in full or in part 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. 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 the 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.
- xxi. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.
- xxii. 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.
- xxiii. Any request for change in category, address, e-mail, mobile number, etc, as declared in the on-line application 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. The candidates are required to apply ONLINE only(which is mandatory) 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 30.09.2026.**
- 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. While filling in the Experience in On-line application:
 - a) **The experience section may be filled by first providing the latest experience followed by previous.**
 - b) All such experiences should be captured. Preferably **position wise** for better clarity.
 - c) In the space provided against the experience, a **pen picture (minimum of 150 words) of the experience must be written.**
 - d) **The pen picture should capture details of work / assignments undertaken (both position & duration wise)**
 - e) These will be used at the time of scrutinizing the applications received. **Unclear or irrelevant information provided in this section will lead to rejection of candidature.**
- vi. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.
 - 1. X-th Marks card & Certificate
 - 2. XII-th Marks card & certificate
 - 3. Qualifying Degree Certificate
 - 4. 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.*)
 - 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. OBC/EWS/SC/ST/PwD certificate (as applicable)
10. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment.
11. Latest pay-slip
12. Current **reporting structure**.
13. Company credentials proving **turnover** (General T&C, Clause xi, applicable for candidates applying for **CGM**)

vii. For any queries on the matter, candidates may e-mail: recruitment@bemltd.in.

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

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

Date:11.09.2026

(Advt. No.KP/S/16/2026)

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

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