



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 NON-EXECUTIVES ON TENURE BASIS

(Advt No. KP/S/21/2025 Dt.20.08.2025)

BEML Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products, mainly for core sectors- Defence & Aerospace, Rail & Metro, Mining & Construction through its state-of-the-art manufacturing facilities. BEML Limited in the last 60 years has contributed to the Make-in-India campaign by manufacturing in its state-of-the-art facilities strategic products like Vade Bharath Sleeper trains, Metro Rail Coaches, High mobility & Armoured recovery vehicles, high end mining equipment.

Position	Trade	Qualification	Vacancy	Category				
				SC	ST	OBC	EWS	UR
Operator on Tenure Basis	ITI – Fitter	First-class (60%) in respective Trade with 1 year NAC/ NCVT	189	30	13	51	18	77
	ITI – Turner		95	15	6	25	9	40
	ITI – Welder		91	14	6	24	9	38
	ITI – Machinist		52	8	3	14	5	22
	ITI – Electrician		13	2	0	3	1	7

Upper Age Limit (In years):

GEN/EWS	SC/ST	OBC
29	34	32

GENERAL CONDITIONS

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **12th of September, 2025**.
- The candidates applying for the post of Operator (On Tenure basis) under different Trades as mentioned above should have completed the ITI course with First-class (60%) in respective Trade under the Conventional training pattern of Craftsmen Training Scheme and possess National Trade Certificate (NTC) along with NAC as a regular candidate issued by National Council for Vocational Training (NCVT). Minimum percentage of marks is relaxable by 5% for SC/ST/PwD candidates.
- 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 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.
- 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.
- 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. 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.
 - x. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them for Appointment.
 - xi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
 - xii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
 - xiii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
 - xiv. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, Experience, age, caste/ PwD (as applicable) need to apply.
 - xv. Eligible and interested GEN / EWS / OBC candidates applying for the above positions need to pay a non-refundable fee of Rs.200/- at the end of the application form. (Not applicable for SC/ST/ PWDs)
 - xvi. Intimation of provisional offer/ final offer etc., will be sent only through e-mail declared in application. The list of shortlisted/ selected candidates for final selection, will be uploaded in Company's website.
 - xvii. Any request for change in category, address, e-mail, mobile number, Test centre location etc, as declared in the on-line application will not be entertained

SELECTION PROCEDURE

- i. The date, time and venue of the Written Test will be intimated to the shortlisted eligible candidates by email (in the email id provided in the Application Format by the candidate). The same will also be hosted on the BEML Career page.
- ii. The Computer based written Test will be of 2 hours duration. The test will be in 3 parts, comprising of Multiple Choice Questions (MCQs). Part-I will consist of 20 questions on General Awareness, Part-II will consist of 20 questions on English & Reasoning. Part-III will



consist of 60 questions on the concerned Discipline. The Questions will carry 1 mark each and there will be no negative Marks.

- iii. Candidates will have to appear for Written Test at their own cost, on the date, time & venue, which will be mentioned in their Admit Card. The candidates have to download Admit Card from BEML Career page. The online application will provide candidates with options to opt for exam locations as identified by BEML. However, exam locations will be allotted by BEML based on availability
- iv. The pass marks for the written test will be fixed at 60% which will be relaxed by 5% for candidates from SC/ST/ PwD category. However, the selection of the candidates will be done based on the Marks scored in the Written Test, in the order of Merit.
- v. Final selection will be made on the basis of performance in the Written Test. The number of candidates called for Document Verification will be limited to the number of Positions notified (Discipline/Category wise).
- vi. Engagement of selected candidates is subject to Verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company. The candidates should bring all the relevant original certificates / testimonials etc., along with one set of self-attested photo copies of documents in support of educational qualifications, identity card, experience, date of birth & caste certificate (In Central Govt. format).
- vii. All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage and those candidates who are found to be meeting the advertised criteria will only be considered for selection.
- viii. Candidates will be called for Document Verification in the order of merit till such time the number of candidates qualifying in Document Verification process is equal to the posts advertised.
- ix. The date, time & place of document verification will be informed through email. Candidates who qualify document verification stage would be reimbursed Travelling Allowance (TA), i.e. Sleeper Class / II Class Train fare / Bus fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and Photo state copy of return journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he /she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof of journey.
- x. Candidates qualified in the Document Verification will be issued Provisional Offer and they are required to undergo Pre- employment Medical examination. No relaxation in Health Standards will be allowed. On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by BEML Final Offer of Engagement will be issued as per the rules of the Company.

TERMS & CONDITIONS OF ENGAGEMENT

- i. Selected candidates will be posted to any of the BEML's Manufacturing Complexes/ Business locations/ up-coming manufacturing Complex and no request for change of posting will be entertained.
- ii. The selected candidates will be engaged on tenure basis for a maximum period of **four years** from the date of engagement. The tenure will come to an end automatically on completion of four years from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice in writing by either party or by payment of one month's Basic Pay + DA components in the



Consolidated Remuneration in lieu of the Notice. The tenure based engagement will not confer any right on the personnel to claim the status of a regular employee of the Company.

- iii. The selected personnel will be governed by the various company rules & regulations in carrying out the assigned tasks and their conduct, like Standing Orders, transferability to other Departments or Manufacturing Complexes or Regional/ District offices.
- iv. Contract can be terminated for reasons of non-performance or poor performance or without assigning any reasons thereof.
- v. Based on the company's requirements, the offer of engagement may be issued on need basis from time to time or in a phased manner.
- vi. During the period of tenure engagement the candidates will be paid following monthly pay:

Pay	Operator – Tenure Basis (Pay in Rs.)
Basic Pay	16,900/-
Dearness Allowance	At applicable rates
HRA	As applicable at the place of posting, if Company Quarters is not provided
Perks	13.78% of Basic Pay
Towards Medical expenses (Monthly)	Rs.1500/-

- vii. An annual increase of 3% during the tenure shall be admissible on the Basic Pay subject to satisfactory performance.
- viii. Provident Fund contribution will be calculated taking into account the Basic Pay + Dearness Allowance components of the monthly emoluments. The engaged personnel will be covered under the Income Tax, Service Tax, Professional Tax etc. as per the applicable rules and all such taxes would be payable by them.
- ix. Other benefits will include payment of Gratuity(as per Gratuity Scheme) & Bonus(as per Bonus Act).

HOW TO APPLY

Candidates must use proper e-mail-id created in their names. The email id and mobile number provided in online application should remain valid for at least one year

- 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 12th of September, 2025**.
- iii. The 'Registration number' generated may be noted and has to be quoted for all future correspondences.
- iv. Along with the Online application, the candidates must upload the following documents without which their applications will be incomplete and rejected.
 - a. X-th Marks card
 - b. ITI/NTC Certificate as applicable (In case of candidates who do not have Final certificate, provisional certificate can be uploaded, however at the time of Joining, Final certificate has to be obtained and submitted.)
 - c. All marks cards of ITI as applicable (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 and provide the CGPA to percentage conversion certificate)



- d. For ITI Trainee candidates, NAC Certificate (is mandatory), National Trade Certificate (NTC) along with NAC as a regular candidate issued by National Council for Vocational Training (NCVT) is required
- e. Experience certificate should to be uploaded (Clearly indicating the start and end date of each position).
- f. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
- g. SC/ST/OBC/EWS/PWD certificate (as applicable)
- v. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste (as applicable) need to apply.
- vi. Applications with incomplete / wrong particulars will not be considered.
- vii. For any queries on the matter, candidates may e-mail : recruitment@bemltd.in.

KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

Sl.No	Documents
1.	Recent photograph
2.	Your Signature (on clear white background in black ink)
3.	Caste/ Category Certificate
4.	PwD Certificate (as applicable)
5.	10th Standard marks card
6.	ITI / NTC Certificate
7.	ITI Marks sheets as a single pdf.
8.	National Apprentice Certificate (NAC)
9.	All marks card, along with CGPA Conversion formula (as applicable) – self attested
10.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
11.	All relevant experience certificates as a single '.pdf' file

- ❖ Incomplete applications without uploading documents as mentioned above will be summarily rejected.
- ❖ Canvassing by any means at any stage of the recruitment process will lead to rejection of application.
- ❖ The recruitment process is undertaken by BEML's Recruitment Cell and the general public is advised to beware of fraudulent agencies. Visit BEML's career page under this advertisement for any updates.

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

Date: 20.08.2025

(Advt. No. KP/S/21/2025)

Corrigendum/ Addendum, if any will be hosted in BEML website.

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