



बीईएमएललिमिटेड 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 MANAGEMENT TRAINEE – (HR)

BEML Limited, a diversified Central Public Sector Company, known for its innovation, Inclusion and Integration across the various Business Verticals as a pathway of success.

BEML has attained the requisite competitive edge by developing its in-house capabilities in Product-design, Manufacturing & servicing as a part of the Business Ecosystem & has become the Flag-bearer of India's Engineering Sector. It supplies global standard products to multi-Sectors such as Defence & Aerospace, Mining & Construction, Rail & Metro across India and overseas.

BEML is looking for bright & young professionals as per the details below. He/ She must demonstrate drive for problem solving, excellence & time-bound execution. The incumbent must have the passion for constant learning and applications. We encourage Professionals meeting the following criteria to apply as per the process:

Position : Management Trainee, Grade -II Upper Age Limit: 27 Years				
Domain	Qualification	Pay Scale (Rs.)	Vacancies	Category Breakup
HR	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.	40,000 – 1,40,000	4	UR-2 OBC-1 SC-1

Note:

1. The above mentioned upper age limit is for General category. Age relaxation for SC/ ST/OBC candidates will be as per the Govt. of India guidelines. **[SC/ST – 32 Years & OBC – 30 Years]**
2. PwD Candidates will be entitled for additional 10 years relaxation over the Upper age Limit mentioned. Relaxation of age limit would be permissible to candidates with minimum 40% disability.
3. Reservation for SC/ST/OBC/ PWD/ EWS candidates will be as per the Govt. of India guide lines.
4. 70% in mandatory for all Graduates/ Post Graduates/ MBA, etc., which is relaxable by 5% for SC/ST & PwD candidates. **Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.**

SELECTION PROCESS

The candidates will be selected based on the Company selection process, as applicable, including Written Test & Personal Interview.

TRAINING PERIOD

Selected candidates will undergo training for a period of one year, from the date of their joining. On successful completion of their training period and on assessment of suitability, they will be absorbed as Officer (Grade-II) in the same pay scale with one additional increment (@3% of Basic Pay) and will be on probation for a period of one year.

REMUNERATION

Selected candidates will be placed on a starting basic pay of Rs.40,000/- pm in the pay scale of Rs.40,000-1,40,000 during their training period. Apart from the above, Dearness Allowance and applicable allowances under cafeteria system will also be payable as per Company Rules. At locations where Company accommodation is not available, applicable HRA in lieu of the place of posting will be provided.

SERVICE BOND

Selected Candidates are required to execute a Service Bond to serve the Company for a period of 4 years including training period, failing which candidates are liable to pay the liquidated damages amounting to Rs.2,00,000/-. An amount of Rs. 4000/-pm will be recovered for 47 months and the balance amount will be recovered in the last instalment for liquidated damages of Rs.2,00,000/-. After successful completion of the bond period, the security deposit will be refunded with interest.

In case of breach of the service agreement during the bond period, the security deposit will be forfeited.

GENERAL CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **06.11.2022**.
- iii. The upper age limit indicated above is with relaxation as applicable to SC/ST/OBC in line with Government guidelines.
- iv. **SC/ST candidates** are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- v. **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.]
- vi. **PWD candidates** are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.
- vii. **EWS candidates** are required to submit EWS Certificate in the format as applicable for appointments to the posts under Government of India
- viii. Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or compulsorily produce NOC at the time of test as the case may be, as and when called.
- 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 to be called for Test / Selection & 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.
- xiv. Intimation regarding written test, interview, etc., will be sent only through e-mail. Also the list of shortlisted/selected candidates for final selection, will be uploaded in Company's website.
- xv. Out-station candidates called for interview shall be entitled for reimbursement of travel expenses from the communication address as mentioned in the application to the venue of Interview, by the shortest route as per Company rules.
- xvi. Eligible and interested 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**. The on-line registration site would be available till **18.00 Hrs on 06.11.2022** .
- iii. The '*Application number*' generated may be noted for all future correspondences.
- iv. 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. Professional/ Degree Marks cards along with Certificate (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.)
 - d. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 - e. Detailed Resume.
 - f. SC/ST/OBC/PWD/EWS certificate (as applicable)
- v. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, experience, age, caste (as applicable) need to apply.
- vi. For any queries on the matter, candidates may contact Manager (HR), Recruitment Cell on Phone No: 080 – 22963279 (between 3.00pm to 5.00pm) & Mail Id: recruitment@beml.co.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.	SBI Payment Challan (for General, OBC & EWS candidates)	100kb
6.	10 th Standard marks card– self attested	200kb
7.	12 th Standard marks card– self attested	200kb
8.	Professional/ Degree Certificate (as applicable) – self attested	200kb
9.	All semester/ year marks card (Degree/ Masters) along with CGPA Conversion formula (as applicable) – self attested	1Mb
10.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb
11.	Detailed resume.	500kb

Date: 18.10.2022

(Advt. No.KP/S/06/2022)

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

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