

No. : 7/27/2026-PESB

भारत सरकार
Government of India
कार्मिक एवं प्रशिक्षण विभाग
Department of Personnel & Training
(लोक उद्यम चयन बोर्ड)
(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड
 Block No.14, C.G.O. Complex, Lodhi Road
 नई दिल्ली / New Delhi- 110003
Dated : 26/05/2026

सी. पी. एस. ई. का नाम NAME OF THE CPSE	BEML Limited
पद का नाम NAME OF THE POST	Director (Rail & Metro Business)
रिक्ति की तारीख DATE OF VACANCY	01.04.2027
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000 – 340000 (IDA)

I. COMPANY PROFILE

BEML Limited, incorporated in 1964, is a Schedule 'A' Public Sector Undertaking, under the Ministry of Defence engaged in the design, development, manufacturing, and sustenance activities (after-sales-service support) of a wide range of products for core sectors of economy such as Defence, Coal, Mining, Railway and Metro transportation, Marine, Steel, Cement, Power, Irrigation, Construction, Roadbuilding, Aerospace, Space etc. BEML is a listed Company and Government of India holds about 54.03% of the total paid up capital of the Company.

BEML Limited has manufacturing units located at Bangalore, Kolar Gold Fields (KGF) & Mysore in the state of Karnataka and Palakkad in Kerala, BEML operates in three business segments- Mining & Construction, Defence & Aerospace and Rail & Metro which is specific to product mix. Further to have focused approach in different areas within the business verticals, the present business verticals of BEML have been restructured into 14 Strategic Business Units (SBUs) viz Mining, Construction, Sustenance Mining & Construction, Sustenance Defence & Aerospace, HMV, Armoured, Commuter Rail, Metro Rail, International Business Division, Hydraulics & Powerline, Engine, Aerospace, Strategic Systems and Sustenance Rail and Metro. Further 2 micro SBUs viz SEZ & Maritime are created under SBU Aerospace.

BEML Limited posted a Revenue from Operations of Rs. 4022 Crores in FY 2024-25, with a profit before tax of Rs. 405.43 Crores.

The Authorized and Paid up Share Capital of the company as on 31.03.2026 is Rs. 100 Crores and Rs. 41.77 Crores respectively. The Government of India holds 54.03% of the total Equity and the rest is held by Public, Financial Institutions, Foreign Institutional Investors, Banks and Employees, the net worth of the Company stand at Rs 2854 Crores (2024-25) and the company has a manpower strength of 4158 Nos. regular employees (Executive 1815, Non-executive 2343 Nos.) as on 31.03.2026.

Its Registered and Corporate office are at Bengaluru, Karnataka.

II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Rail & Metro Business) is a member of the Board of Directors and reports the Chairman & Managing Director. He is the Business Head for Rail & Metro business and responsible for production, marketing, design & development of new products, indigenization, exports and new business development. He will also ensure effective utilization of potential and expertise available in the company.

2. The entire product area includes state-of-the-art Stainless Steel Metro Cars, AC Electrical Multiple Units (AC EMU), Diesel Electric Multiple Unit (DEMU), Main Line Electric Multiple Unit (MEMU), Stainless Steel Electrical Multiple Units (SSEMU), Over-head Equipment Inspection Car (OHE Car), Passenger Rail Coaches, Military Rail Coaches, Track Laying Equipment, Railbus, Treasury Vans, Utility Track Vehicle, etc.

3. The incumbent would be required to go for aggressive marketing of Metro Rail Coaches & other upcoming EMUs like RRTS, etc for increasing of businesses in India and Abroad.

4. Co-ordinate various activities of the Business Group and guide the Chief of Strategic Business Unit and HoD of common service department within the Business Group in Planning, Production & Production Control, Materials Management, IE & MS, Facilities Planning, Tool Engineering & Maintenance, HR, Finance & Accounts within budgetary approvals of the business group.

5. Other functions like initiating and implementing measures for cost reduction, take adequate preventive action by developing and systematizing controls of the Company, develop effective system of co-ordination with other functional areas of operations of the company, maintain and build image of the company.

6. In addition, the incumbent should also emphasize on improving the export of products, outsourcing of services & products/ aggregates, to make efforts to improve the value of Sales and also diversification.

“Knowledge of Companies Act 2013 and the SEBI Listing Obligations and Disclosure Guidelines is desirable but not essential”.

III. ELIGIBILITY

1. **AGE** : On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum

45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.
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2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

- (i) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (ii) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;
- (iii) State Public Sector Enterprise (SPSE) where the annual turnover is ***Rs.2,000 crore or more;**
- (iv) Private Sector Company/ Joint Venture (JV) [50:50 JVs of Central Government/ State Governments and JVs of CPSEs with other CPSEs/ organisations (50:50 JVs)]/ National and State level Cooperative Federations (hereinafter as JVs/ Federations) whose annual turnover is ***Rs. 2,000 crore or more. In case of Private company, preference would be given to candidates from listed companies. The applicants from Private Company, JV and Federation will be arranged in order of annual turnover of these entities.**

(* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)

3. QUALIFICATION:

- (a). The applicant should be an Engineering graduate preferably in Mechanical/ Electronics/ Electrical/ Industrial/ Production from a recognized University/ Institution.
- (b). Qualification in the field of MBA/ PGDIM/ PGDIE will be desirable.

4. EXPERIENCE:

- (a). The applicant should possess adequate experience in the field of R&D/ Technical & Strategic Leadership/ Industrial Production & Supply Chain at a senior level of Management out of which at least five years during the last ten years should have been in Railways/ Urban Metro Rail Corporations/ Public and Private Sector of repute involved in Rail Business i.e. Rolling Stock covering Mainline, Regional Rapid Transit System (RRTS), Signaling interface, Control Systems, Testing & Commissioning of rolling stocks.
- (b). Experience in Defence, Aerospace and Heavy Engineering will be desirable.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20,500-26,500 (IDA) Post 01/01/1997

- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised Post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) Post 01/01/2006
- (viii) Rs. 144200-218200 (Level 14) (CDA) Post 01/01/2016

The minimum length of service required in the eligible scale will be one year for internal candidates and two years for others, as on the date of vacancy.

(b)

(i) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc. should be holding either a post of the level of Joint Secretary in Govt. of India or an equivalent post, carrying equivalent scale of pay, on substantive basis, on the date of application. The officer drawing the eligible pay scale merely on account of Non-Functional upgradation (NFU) / Next Below Rule (NBR) basis without holding substantive post, shall not be eligible to apply to the post advertised by PESB.

(ii) Applicants from Public Sector Bank/ Financial Institutions should be holding at Board level or at least a post of the level immediately below the Board level for one year on the date of application.

(iii) Applicants from the Armed forces of the Union should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

(c)

Applicants from State Public Sector Enterprises/ Private Companies/ JVs/ Federations should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS

Applicants should submit their applications on-line only as per the format.

1. The applicants should submit their applications through proper channel as follows:

- (a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.
- (b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.
- (c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;
- (d) Below Board level in CPSE: through the concerned CPSE;
- (e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(f) Below Board level in SPSE: through the concerned SPSE.

(g) (i) **Applicants from Private companies** : directly to PESB.

(ii) **Applicants from JVs/Federations**: apply online and forward printed application through documents along with the application form:

2. Applicants from Private Companies/ JVs/Federations must submit the following documents along with the application form:

(a) Annual Reports of three financial years preceding the calendar year in which the post is advertised of the organisation in which currently working **(please provide URL or attach/enclose copies)**;

(b) Applicants of private company should provide the documentary proof if the company is listed **(please provide URL or attach/enclose copies)**;

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant Jobs handled in the past with details.

3.(a) The cadre controlling authority/ competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, latest being issued vide OM No. 15(2)/2001-DPE(GM)-FTS-4199 dated 28.10.2025. The vigilance profile, in the 13 points proforma prescribed by CVC (issued vide CVC's circular number 10/09/24 dated 06.09.2024) should invariably be attached with the application form.

(b) In case of SPSEs/ JVs/ Federations, the Head of Organisation/ Competent Authority/ State Administrative Secretary/ Cadre Controlling Authority should forward the applications of only those applicants who are clear from vigilance angle. The vigilance profile in the 13 points proforma prescribed by CVC may be attached with application form.

VI. UNDERTAKING BY THE APPLICANT

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/ Autonomous Bodies etc:

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of

appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector/JVs/Federations

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS CAN EITHER

(a) fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter **forward it online**, as per procedure specified in para V(1);

Or

(b) fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/>, take a printout and send it offline, as per procedure specified in para V(1).

- **Total timeline for receipt of applications (complete in all respect) in PESB is 30 days from the date of uploading the Job Description on website of PESB.**
- **Last date for submission of online application by the applicant is by 03:00 PM on 16.06.2026**
- **Last date for nodal officers/ Head of the Organisation/ Competent Authority/ Administrative Secretary/ Cadre Controlling Authority in the case of all applicants except applicants of Private Company to forward applications to PESB is by 05:00 PM on 25.06.2026**
- **No application shall be entertained under any circumstances after the stipulated date.**
- **Incomplete applications and applications received after the stipulated date shall be REJECTED.**

VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.

IX. Applications are to be addressed to

Secretary,
Public Enterprises Selection Board, Public Enterprises Bhawan,
BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.