



RECRUITMENT OF EXECUTIVES FOR DEFENCE BUSINESS (Advt. No: KP/S/06/2024 Dt. 05.06.2024)

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 decade, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To further build 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, BEML Ltd welcomes interest from career-oriented professionals who wish to achieve great future with us and explore "New Frontiers, New Dreams" for tomorrow.

Details of the Positions:

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Job Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
101	Deputy General Manager (Defence) (Gr-VII)	2	a) Degree from university or its equivalent from Indian Army. b) Ordnance corps- Colonel (Retd.)	The candidate should be a Retired Col/Lt Col from Indian Army. Should have experience in handling spares of HMVs and A and C vehicles.	Min 16 Yrs. Exp. in their respective Arms.	45	The candidate should possess exposure in handling and procurement of spares related to A and C vehicles, inventory control management, forecasting, Provisioning and stores management.
102	Asst. General Manager (Defence) (Gr-VI)		c) EME Corps – Lt Colonel (Retd.) <u>Desirable:</u> Candidates with degree in material management (for Ordnance officer) / Engineering degree (for EME officer).	Preferably, having commanded an Ordnance Unit (Division Ordnance unit, Ordnance Depot) for Ordnance officer (or) having commanded an Armoured Workshop for EME officer. <u>Desirable:</u> Officers should have commanded a minimum Sub Depot at COD/ Armoured Field Workshop.	Min 13 Yrs. Exp. in their respective Arms.	42	The candidate should possess adequate knowledge regarding Defence procurement manual and Defence Acquisition processes. Candidates must be willing to relocate to Pune. Place of Posting : Pune.
201	Deputy General Manager (Marketing) Gr-VII	2	a) Degree from university or its equivalent from Indian Army. (or) Equivalent qualification for Defence personnel.	The candidate should be a Retired Officer from the Indian Army in the Rank of Col / Lt Col or equivalent from other services The candidate should have cumulative post qualification experience in Marketing related activities in Defence domain for a minimum duration of 5 years in last 10 years of service in	Min 16 Yrs. Exp. in their respective Arms.	45	The candidate will be responsible for identifying and finalising the short & long term business opportunities, Business Development & Marketing, Market Research and Risk Analysis etc for High Mobility / specialist vehicles.
202	Asst. General Manager (Marketing) Gr-VI		(or) Defence personnel with Graduation and		Min 13 Yrs. Exp. in their respective Arms.	42	The candidate shall interact and coordinate with the Ministry of Defence, DPSUs,



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			<p>should have undergone courses on procurement, provisioning, Inventory management run by Defence Institutes / Colleges</p> <p>Postgraduate degree / diploma in technology / management will have added advantage.</p>	<p>any organisation of repute.</p> <p>For candidates from Defence forces; experience / exposure in handling acquisitions/ perspective planning/ provisioning/ formulation of SQRs/ RFI/ RFP/ CNCs/ Post contract management of equipment is preferred.</p> <p>Experience / Exposure on acquisition / operation / High Mobility Vehicle / specialist vehicles will be an added advantage.</p> <p>The Officer with the experience in Army HQ during last 5 years of service will be an added advantage.</p>			<p>DRDO establishments, Defence Industries, Indian Armed Forces/ Services for business opportunities.</p> <p>Monitor Project deliverables and coordinate for timely fulfilment of contractual obligations</p> <p>Organize / participate in business promotion events, exhibitions & conferences</p> <p>Manage & develop relationships with existing, new customers and Stakeholders.</p> <p>Candidates must be willing to relocate to Delhi/ Bangalore</p> <p>Place of Posting : Delhi/ Bangalore.</p>

Pay Scale & Remunerations :

Grade	Position	BEML Pay Scale
Grade – VI	Assistant General Manager	Rs.80,000 – 2,20,000
Grade – VII	Deputy General Manager	Rs.90,000 – 2,40,000

Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances @ 13.78% of the applicable Basic Pay under the Cafeteria System, Company Accommodation / House Rent Allowance. Besides Provident Fund, Gratuity etc. will be paid as per the prevailing Company Rules. The executive will also be eligible for Performance related Pay (PRP).

GENERAL CONDITIONS

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **26th of June, 2024**.
- The upper age limit indicated is relaxable as per the Govt. of India guide lines 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.



- iv. The upper age limit can be further relaxed subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years. (except as indicated separately)
- v. Under qualifying marks, first class is reckoned at 60%. Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. **Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.**
- vi. **SC/ST candidates** are required to **submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.**
- vii. **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.]
- viii. **PWD candidates** are required to submit **PWD Certificate in the format as applicable for appointment to posts under Government of India.**
- ix. **Candidates seeking reservations under EWS** are required to **submit income & assets certificate in the format applicable for Economically Weaker Sections**
- x. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send their online application through proper channel and should produce "No Objection Certificate" from their employer at the time of assessment, failing which they will not be permitted to appear for the assessment and their candidature will not be entertained.
- 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.

BEML Grade of selection and pay scale	IDA pay scale of immediate lower Grade	Equivalent rank of Central Government in the immediate lower Grade	Equivalent rank of the Armed forces
Deputy General Manager Rs.90,000 – 2,40,000	Rs.80,000 – 2,20,000 (Revised) Rs.32,900 – 58,000 (Pre-revised)	Level-12 Rs. 78,800 – 2,09,200	Level -12 A Rs.1,21,200 – 2,12,400
Asst. General Manager Rs.80,000 – 2,20,000	Sr.Manager Rs.70,000 – 2,00,000 Rs.29,100-54,500 (Pre-revised)	Level-11 Rs. 67,700 – 2,08,700	Level – 11 Rs.69,400-2,07,200

- xii. Private sector candidates applying for the positions must be employed in a regular capacity in Company registered under Company's Act and have to clearly provide their Reporting Structure of the current position held and will be required to submit experience certificate in the Letter Head of the Company at the time of interview.
- xiii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience in the On-line Application Form.
- 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. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xvi. 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 also reserves the right to cancel the advertisement 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. Management reserves the right to convert the position into contract engagement if necessitated.
- xxi. Management reserves right to provide higher start for deserving candidates.
- xxii. 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.
- xxiii. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PWD (as applicable) need to apply.
- xxiv. 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.

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 26th of June, 2024.**
- iii. The 'Registration number' generated may be noted for all future correspondences.
- iv. While filling in the On-line application, the experience section may be filled by first providing the latest experience followed by previous. All such experiences should be captured by the candidate. In the space provided against the experience a pen picture of the experience relevant to the position applied to must be written. These will be used at the time of scrutinizing the applications received.
- v. Along with the Online application, the candidates are required to upload legible '.pdf' file of the following **without which their applications will be incomplete and rejected.**
1. Matriculation / X-th Marks card
 2. XII-th Marks card
 3. 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.*)
 4. Qualification/ Degree Certificate
 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. SC/ST/PWD certificate (as applicable)
 10. All experience Documents clearly **indicating start & end dates** of each employment declared.



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

vii. For any queries on the matter, candidates may e-mail: recruitment@bemltd.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.	10 th Standard marks card– self attested	200kb
6.	12 th Standard marks card– self attested	200kb
7.	Degree/CS/CA/CMA etc Certificate – self attested	200kb
8.	All marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
9.	Post Graduation Degree/ Diploma Certificate – self attested	200kb
10.	PG marks card, along with CGPA Conversion formula (as applicable) – self attested	1Mb
11.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)	200kb
12.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)	1028kb
13.	Reporting Structure (for Private Candidates)	100 kb
14.	Detailed resume.	500kb

After successful Submission of the On-line Application, a print out of the Application along with all the associated documents may be sent by post **Super scribing the Position Applied** for on the envelope, to the following address:

Senior Manager (HR)
Recruitment Cell
BEML Soudha
No 23/1, 4th Main, S R Nagar
Bangalore – 560027

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

Date: 05.06.2024

(Advt. No.KP/S/06/2024)

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

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