



# BEML LIMITED

(Formerly BHA. & EARTH MOVERS LTD)

(A Govt. of India Mini Ratna company under the Ministry of Defence)

BEML Soudha, SK Nagar, Bangalore-560 027

## SPECIAL RECRUITMENT DRIVE FOR PERSONS WITH DISABILITIES (PWDs) FILLING UP BACKLOG VACANCIES

BEML, a pioneering Heavy Engineering Company with turnover of over 3000 Crores and poised to achieve 5000 Crores with ambitious plan for Radical Growth as part of BEML vision 2013, engaged in business of Defence, Earthmoving, Mining and Construction equipments & Rail and Metro Coaches besides Engineering Design & Trading Business and expanding its presence internationally, is looking for PWD candidates in the area of HR / Accounts & Audit / Public Relations / Rajbhasha/ Quality/ Civil for their manufacturing plants at MYSORE, BANGALORE, KGF and Marketing Divisions.

HUMAN RESOURCE	
Grade -I, II, III, IV & V	Identified for VH ( Partially Blind (PB)), OH (One Leg(OL)/ One Arm (OA))
<b>Qualification</b> The candidates should possess Degree in MBA / Post Graduate Degree in Social Work / Personnel Management (2 years full time) with specialization in Industrial Relations/ HR / OB from institution of repute. Degree in Law is desirable.	
<b>Post Qualification Executive Experience / Job Profile</b> Candidate will be responsible for Manpower Planning, implementation of HR Policies and Practices, Contract labour Management, Employee Engagement, Training & Development, Performance Management System and will be required to provide HR & administrative support. Good Communication Skills & Team Membership would be a pre-requisite. Those having relevant experience in a large Engineering / Auto Industry will be given preference.	
Wage Group – B	Identified for VH ( Partially Blind (PB))
<b>Qualification</b> The candidates should be a graduate from recognized University / Institution with Junior Typing with proven skills in Computer application for office management.	
<b>Post Qualification Experience/ Job Profile</b> Candidate should be able to operate office electronic gadgets and possess co-ordination skills, able to maintain cordial and effective interpersonal relation, proficient in dealing with customers and visitors etc. Candidate should have good communication skills.	
ACCOUNTS / AUDIT	
Grade-I, II & III	Identified for OH (One Leg(OL)/ One Arm (OA)), VH ( Partially Blind (PB)) & ✓HH (Partially Deaf (PD))
<b>Qualification</b> The Candidates should possess M.Com with Inter ICWA preferably with proven skills in Computer Application in the areas of Financial Management.	
<b>Post Qualification Executive Experience / Job Profile</b> Candidates should possess experience in Treasury Management, consolidation & finalization of Accounts / Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory. Those having relevant experience in a large Engineering / Auto Industry will be preferred. Also, the candidate (s) should be computer literate.	
Wage Group – B	Identified for VH ( Partially Blind (PB))
<b>Qualification</b> The Candidates should possess B.Com degree with Junior Typing with proven skills in Computer application.	
<b>Post Qualification Experience/ Job Profile</b> The Candidate should have working knowledge of various aspects related to finance/accounts, should have good communication skills.	

**PUBLIC RELATION****Wage Group- B**

Identified for VH ( Partially Blind (PB))

**Qualification**

The candidates should possess graduate degree from recognized University / Institution with Junior Typing with proven skills in Computer application.

**Post Qualification Experience/ Job Profile**

Candidate should be able to operate office electronic gadgets and possess co-ordination skills, able to maintain cordial and effective interpersonal and public relation, proficient in dealing with customers and visitors etc. Candidate should have good communication skills. Candidate must have good speed in English typing.

**RAJBHASHA (Official Language)****Grade-I**

Identified for VH ( Partially Blind (PB))

**Qualification**

Candidates should possess MA in Hindi with English as one of the elective subject at Graduate level OR MA in English with Hindi as one of the elective subject at Graduate level from a recognized University / Institution.

**Post Qualification Executive Experience / Job Profile**

Teaching experience in organising / conducting Hindi classes / Experience in Translation from Hindi to English and vis-a-versa will be preferred. Liasoning with external agencies with regard to implementation of Rajbhasha.

**Wage Group – B**

Identified for OH (One Leg(OL))

**Qualification**

They should possess BA degree in Hindi from a recognized University / Institution with Junior Typing and proven skills in Computer application.

**Post Qualification Experience/ Job Profile**

Experience in conducting/ co-ordinating Hindi classes / Experience in Translation from Hindi to English and vis-a-versa will be preferred. Should have working knowledge of Computers.

**QUALITY****Grade-I, II & III**

Identified for OH (One Leg(OL)/ One Arm (OA)) &amp; HH (Partially Deaf (PD))

**Qualification**

Candidates should possess Degree in Mechanical / Automobile/ Production/ Electrical from a recognized University / Institution with good academic track record.

**Post Qualification Executive Experience / Job Profile**

Candidates should possess experience in Quality Assurance related functions of Manufacturing of Earth Moving equipments / Rail Product / Mining & Construction / Engineering Industries. The candidate is responsible for the quality of products & services both directly to the ultimate customer and internally between the departments and guiding the Unit heads in proper implementation of quality Systems. Adopting TQM Philosophy, ensuring product standards at all stages and completion, monitoring, evaluating and continuously improving the overall quality performance.

**CIVIL****Grade-I & II**

Identified for HH (Partially Deaf (PD))

**Qualification**

Candidates should possess Degree in Civil Engineering from a recognized University / Institution with good academic track record.

**Post Qualification Executive Experience / Job Profile**

The candidate should have experience in construction of industrial buildings/hangars/Sheds, Roads, Civil foundation for equipment etc and should be able to execute the job. The candidate should be able to prepare independently bill of quantity, estimate, proposal, cost engineering and planning to meet the project objective.

**IMPORTANT DATES:**

a.	Commencement of online Registration of application by candidates	29.04.2009
b.	Last date for online registration of application by candidates	13.05.2009
c.	Last date of accepting registration forms by post from candidates	20.05.2009

DESIGNATION / GRADE	UPPER AGE LIMIT (in Years) (INCLUSIVE OF 10 YRS RELAXATION FOR PWDs)				MINIMUM POST QUALIFICATION EXPERIENCE (in Years)	PAY SCALES (Due for Upward revision w.e.f 01.01.2007)
	GEN	OBC	SC	ST		
Senior Manager (Grade-V)	48	51	53	53	13 Years	Rs. 14500-350-18700
Manager (Grade-IV)	44	47	49	49	9 Years	Rs. 13000-350-18250
Asst Manager (Grade-III)	40	43	45	45	5 Years	Rs. 10750-300-16750
Engineer / Officer (Grade-II)	37	40	42	42	2 Years	Rs. 8600-250-14600
Asst. Engineer/ Asst. Officer (Grade-I)	36	39	41	41	1 Year	Rs. 6550-200-11350
Clerk-cum-Typist (Wg. Grp-B)	34	37	39	39	1 Year	Rs. 3750-80-4550-85-7100

**GENERAL GUIDELINES/CONDITIONS:**

- > Only persons suffering from not less than 40% disability are eligible.
- > Based on length, nature and level of experience suitable candidates will be offered appropriate pay scales consolidated pay on contract basis ( age could be relaxed in case of deserving shortlisted candidates). Exceptionally qualified and experienced candidates could be considered for higher start & higher emoluments.
- > Fulfilling the eligibility criteria's merely doesn't entails that the candidate will be called for interview.
- > For the above positions pay details includes Basic, DA, HRA, CCA, Conveyance Reimbursement, Quarterly Annual Incentive, Periodicals, Education Allowance, PF, Gratuity and other perks as per Company Rules beside Free Medical treatment for Self / Spouse and dependent family members.
- > Interested candidates may apply strictly online & send their e-registration-cum- acknowledgement slip as a token of your successful online registration along with recent photograph and copy of PWD Certificate in the prescribe format to **The Senior Manager (HR)-Recruitment, BEML Soudha, No.23/1, 4<sup>th</sup> Main, Sampangirama Naga Bangalore – 560 027** on or before **20<sup>th</sup> May, 2009**. The last date for applying online is **13<sup>th</sup> May, 2009** Superscribe the envelope with in block letters "POST APPLIED FOR \_\_\_\_\_".

(Advt No.KP/S/03/2009)