



BEML Limited

(A Govt. of India Undertaking)

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

BEML Limited, a pioneer in Multi Business (Defence, Mining & Construction, Rail & Metro, Aerospace & Dredging) Heavy Engineering Company with a Turnover of over Rs. 3000Cr requires **Persons with Disabilities (PWD)** candidates for the following posts for its various Manufacturing Units at Mysore, Bangalore, KGF, Palakkad and Marketing Division:

Special Recruitment Drive For Persons with Disabilities (PWD) – GROUP A, B & C – 6th Attempt

Sl. No	Post	TOTAL	O H	H H	V H	PQE Reqd. (Yrs.)	Pay Scale/ CTC** (Rs.)	Upper Age Limit(Yrs.) ***			Qualification (University/ Institution recognized by UGC/AICTE)
								G E N	O B C	SC / ST	
GROUP A											
1	Asst. Manager(Materials Management)	2	-	2	-	8	20600-46500 (8.07 Lacs)	35	38	40	Degree in Engineering in Mechanical / Automobile/ Production discipline.
2	Asst.Manager (HR)	2	1	-	1	8	20600-46500 (8.07 Lacs)	35	38	40	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.Degree in Law is desirable.
3	Asst.Manager (Finance)	2	-	2	-	8	20600-46500 (8.07 Lacs)	35	38	40	Three years full time graduation degree with ICWA/ CA.
4	Asst.Manager (Quality)	2	1	1	-	8	20600-46500 (8.07 Lacs)	35	38	40	Degree in Engineering in Mechanical / Automobile/ Production/ Electrical discipline.
5	Asst.Manager (PR)	1	1	-	-	8	20600-46500 (8.07 Lacs)	35	38	40	Graduate with 2 years full time Post Graduate Degree/ Diploma in Public Relations/ Journalism/ Mass Communication.
GROUP B											
6	Officer (Finance & Audit)	3	1	2	-	4	16400-40500 (6.42 Lacs)	32	35	37	Three years full time graduation degree with ICWA/ CA.

Sl. No	Post	TOTAL	OH	HH	VH	PQE Reqd. (Yrs.)	Pay Scale/ CTC** (Rs.)	Upper Age Limit(Yrs.) ***			Qualification (University/ Institution recognized by UGC/AICTE)
								GEN	OB	SC / ST	
7	Officer (Materials Management)	3	-	3	-	4	16400-40500 (6.42 Lacs)	32	35	37	Degree in Engineering in Mechanical / Automobile/ Production/ Electrical discipline.
8	Officer (HR)	2	-	1	1	4	16400-40500 (6.42 Lacs)	32	35	37	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. Degree in Law is desirable.
9	Assistant Officer (Civil)	2	-	2	-	1	12600-32500 (4.93 Lacs)	31	34	36	Degree in Engineering in Civil
10	Asst. Officer (HR)	2	-	1	1	1	12600-32500 (4.93 Lacs)	31	34	36	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. Degree in Law is desirable.
11	Assistant Officer (PR)	1	-	-	1	1	12600-32500 (4.93 Lacs)	31	34	36	Graduate with 2 years full time Post Graduate Degree/ Diploma in Public Relations/ Journalism/ Mass Communication.
12	Assistant Officer (Finance Audit) &	4	2	2	-	1	12600-32500 (4.93 Lacs)	31	34	36	Three years full time graduation degree with Inter ICWA/ Inter CA.
13	Assistant Officer (Materials Management)	4	1	3	-	1	12600-32500 (4.93 Lakhs)	31	34	36	Degree in Engineering in Mechanical / Automobile/ Production/ Electrical discipline.

Sl. No	Post	TOTAL	OH	HH	VH	PQE Reqd. (Yrs.)	Pay Scale/ CTC** (Rs.)	Upper Age Limit(Yrs.) ***			Qualification (University/ Institution recognized by UGC/AICTE)
								GEN	OBC	SC/ST	
GROUP C		13	2	11	-						
14	Lab Technician Trainees (On Stipend for 2 years)	2	-	2	-	Nil	*7000-20000	39	42	44	PUC/Inter in Science (10+2) with minimum 2 years full time Diploma in Medical Lab.
15	Office Assistant Trainees (On Stipend for 2 years)	4	2	2	-	Nil	*7000-20000	39	42	44	Full time Graduate Degree in Commerce/ Science/ Arts /Business Management or 3 years full time Diploma in Commercial Practice/ Secretarial Practice with Proficiency in Computer application (min. six months course approved by DOEACC desirable). Typing skill is desirable. For stenographer, certificate in senior shorthand from recognized institute is essential.
16	ITI Trainees (On Stipend for 4 years)	7	-	7	-	Nil	*7000-20000	39	42	44	ITI (Welder/ Fitter/ Electrician) with NAC or full term NAC for minimum 3 Years (As per ATS)
Abbreviations used: OH - Orthopedically Handicapped, VH - Visually Handicapped, HH - Hearing Handicapped. PQE – Post Qualification Experience											
The post at Sl. No. 14 and 15 is on contract basis. The incumbent will be on contract for a period of 2 years. During the contract period, stipend will be paid.											
The post at Sl. No. 16 is on training/contract basis. The incumbent will be on training for a period of 2 years and on contract for a period of 2 years. During the training/ contract period, stipend will be paid.											
* The pay scale/CTC is applicable to candidates from Sl.no 14-16, on absorption after successful completion of 2 /4 years Training/ Contract period											
** The CTC mentioned above is as applicable to Bangalore. Apart from CTC, the selected candidates will be eligible for medical benefits including hospitalization for self and family, group insurance, pension, PRP etc. as per eligibility.											
*** The above mentioned upper age limit is with applicable relaxation for SC/ST & OBC categories.											

Scope of Work:

MATERIALS MANAGEMENT

Asst. Manager/Officer/ Asst. Officer

The incumbent should have post qualification experience in any engineering industry in the areas of Material Management functions such as purchase, stores, vendor development etc. The candidate should be capable of formulating policies and procedures in Materials Management functions. The candidate should preferably be conversant with ERP (SAP) based procurement tools like SCM, SRM etc., and also the candidate should preferably be familiar with CVC guidelines of Public Sectors/ Govt. organizations.

HUMAN RESOURCE

Asst. Manager, Officer, Asst. Officer

The incumbent should have prescribed post qualification experience in working in a factory preferably engineering industries in the areas of Human Relations/ Industrial Relations, Compliance of statutory requirements including contract labour matters, implementation of HR Policies, Manpower Planning, Performance Management System, Training & Development, Welfare, General Administration etc.

FINANCE/ ACCOUNTS / AUDIT

Asst. Manager/ Officer/ Asst. Officer

The incumbent should have post qualification experience preferably in any large Engineering Industry in the areas of Treasury Management, consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Payroll, Provident Funds, Time Office functions etc.

QUALITY

Asst. Manager

The incumbent should possess should have post qualification experience preferably in any large Engineering Industry in the areas of Quality Assurance related functions. The candidate shall be 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. Also they will be required to adopt TQM Philosophy, ensure product standards at all stages and its completion, monitor, evaluate and continuously improve the overall quality performance.

CIVIL

Asst. Officer

The incumbent should have post qualification experience in construction of Industrial Buildings/Hangars/Sheds, Roads, Civil foundation for equipment, estimation 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.

PUBLIC RELATIONS

Asst. Manager, Asst. Officer

The incumbent should have post qualification professional experience preferably in a large factory, in the areas such as :

- Creation of goodwill with customers, public and media.
- Developing public image of the Company through Press / TV / AIR and other mass media.
- Organizing exhibitions, trade fairs and products, audio visual films etc.

- Capable of editing house journal / pamphlets dealing with activities in the field of R&D, Financial performance etc.,
- Capable of developing and maintaining good relations with other agencies including Government / Trade Associations.

LAB TECHNICIAN TRAINEES:

The incumbent should assist in conducting pathological and bacteriological study and conducts routine tests of blood, urine, sputum etc. in clinical laboratory.

They will be paid a consolidated stipend of Rs. 4500/-PM during the first year and Rs.5500/-PM during the second year of contract period.

OFFICE ASSISTANT TRAINEES:

The incumbent should assist in various aspects related to office working.

They will be paid a consolidated stipend of Rs. 6000/-PM during the first year and Rs.7000/-PM during the second year of contract period.

ITI TRAINEES:

The incumbent should assist in various aspects related to the trade at our various office locations / shopfloor etc.

They will be paid a consolidated stipend of Rs.4500/-PM and Rs.5000/-PM during the first year /second year of training period Rs.6000/-PM and Rs.7000/-PM during the third year /fourth year of contract period respectively.

GENERAL CONDITIONS:

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **23.09.2015**.
- The upper age limit indicated for PWD vacancies is with relaxation as applicable in line with Government guidelines.
- 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 55 years.
- Candidates employed in Government / Quasi-Government / PSU, should send their application **through proper channel** or compulsorily produce **NOC** at the time of test/interview as the case may be, as and when called.
- 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.
- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test/ Interview/ Selection & Appointment.
- Management reserves the right to restrict the number of candidates.
- Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- Candidates will have an option to answer/ reply in Hindi if so desired at the time of interview.

- Intimation regarding interview etc., will be sent only through e-mail. Also the list of shortlisted/selected candidates for interview/final selection will be uploaded in Company's website.
- 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.
- **Internal candidates are not eligible to apply.**
- The candidates are required to download the application form from the website and duly fill in the application form and mail the same to recruitment@beml.co.in.
- Candidates are required to fill in all the columns furnishing the required details correctly in the application.
- The candidate is required to take a printout of the application form, affix the recent passport size photograph, sign in the space provided and attach self-attested copies of certificates in support of qualification, experience, age, caste, disability etc. and forward the same to the address mentioned below in a sealed envelope mentioning **the post applied for** on the top left corner of the envelope.

ASST. GENERAL MANAGER(HR),
Recruitment Cell,
BEML Soudha,
No.23/1, 4th Main Road,
S.R Nagar,
Bangalore -560027.

- The envelope with documents should reach the above address latest by **23.09.2015**.
- Applications not received within the stipulated date or Applications received without photograph/ signature/ attachments/ proper documents will be summarily rejected without any further correspondence.
- For any queries in the matter, candidates may contact AGM(HR) , Recruitment Cell on **Phone No - 080 - 22963239 & Mail Id: recruitment@beml.co.in**

Date :02.09.2015

(Advt. No.KP/S/03/2015)