

बीईएमएल लिमिटेड **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

Special Recruitment Drive for SC/ST & OBC

Group 'A' (9th Attempt), Group 'B' & 'C' Posts (7th Attempt).

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 decades; mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. BEML is exploring opportunities to expand its production facilities towards building 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, etc. Aligned with these expansion initiatives, BEML Ltd., invites motivated and career-oriented professionals to partner with the organisation and explore diverse opportunities across its growing technology domains.

Backlog Vacancies – Group 'A'

Grade	Designation	Position	SC	ST	OBC
VII	Dy.General Manager	Planning			1
		Production			1
		Finance			1
		Material Management	1	1	
		Mechanical Maintenance	1		
		Civil	1		
		Quality	1		1
		Spares	1		
		R&D			2
		Marketing			1



Grade	Designation	Position	SC	ST	OBC
VI	Asst.General Manager	Planning		1	
		Production		1	1
		HR		1	1
		Finance		1	
		Material Management		1	
		Mechanical Maintenance	1		
		Civil	1		
		Quality	2		1
		R&D			2
		Exports			1
V	Sr.Manager	Electrical Maintenance		1	
		Service		1	
		Official Language			1
		Stores			1
		Planning			1
IV	Manager	Civil		1	
		Mechanical Maintenance		1	
		HR	1		
		Material Management	1		
		Sub-contract	1		
II	Officer/Engineer	HR		1	
		Civil		1	
		Services		1	



Backlog Vacancies – Group 'B'

Grade	Designation	Position	SC	ST	OBC
I	Asst. Engineer	Civil		1	

Backlog Vacancies – Group 'C'

Grade	Designation	Position	SC	ST	OBC
Wg.Gp S1 (on Absorption)	Diploma Trainee	Civil		3	
		Mechanical (Production)		3	
Wg.Gp B (on Absorption)	Office Assistant	Planning & Service.		1	1

Details of the Positions:

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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
L001	Group 'A' / DGM / Grade VII	Planning	**-**	**-**	1	First Class full-time Degree in Mechanical/ Automobile/ Industrial/ Production Engineering from a recognized University / Institution. Desirable: Postgraduate degree / diploma in technology / management	The candidate should have post qualification experience in large Automobile or Manufacturing organisation with expertise in the areas of resource planning / scheduling / inventory control /monitoring line performance.	**16**	The candidate will be responsible for handling the gamut of planning and associated functions at BEML's Manufacturing facility including Overhauling. The Role will also involve Supporting the Defence R&D Team for new product development / indigenization activities with control on cost. The candidate will be responsible for Inventory control, Cost estimation, MIS, release of production orders and maintenance of Operations master, Coordination with Production, Quality and



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									Marketing Teams in Production Planning activities. **Place of posting: Palakkad**
L002	Group 'A' / DGM / Grade VII	Production	**-**	**-**	1	First Class full-time Degree in Mechanical / Automobile/ Production Engineering from a recognized University / Institution	The candidate should have requisite post qualification experience in production operations within heavy automobile, heavy engineering or construction equipment manufacturing industries. He/ She should have strong technical knowledge of heavy vehicle/ heavy equipment manufacturing processes. Experience in welding, machining, assembly, paint shop, fabrication is an added advantage. He/ She must have ability to manage large teams and work under pressure. Good understanding of production planning tools, ERP systems and industrial engineering concepts with excellent communication, leadership and problem-solving skills.	**16**	The incumbent will lead a team of production supervisors, technicians and operators to meet the set production targets He/She will have to prepare daily, weekly and monthly production schedules in line with customer requirements and management targets and will have to. • Allocate manpower, machines and material resources effectively to meet production deadlines. • Monitor work progress across assembly lines, fabrication, machining, or welding units (as applicable) • Supervise day-to-day operations to ensure smooth workflow and minimize downtime. • Implement standard operating procedures



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							Desirable: • Good knowledge of quality tools such as 7QC, FMEA, PPAP • Exposure in latest manufacturing practices, Industry 4.0, material management etc. will be an added advantage.		(SOPs) for all production processes. • Coordinate closely with maintenance, quality, planning and stores departments. • Analyze bottlenecks, cycle times and resource utilization to enhance productivity. • Drive continuous improvement initiatives to reduce cost, scrap and rework. **Place of posting: Palakkad**
L003	Group 'A' / DGM / Grade VII	Material Management	1	1	-	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. PG Degree/ Diploma in Engineering / Management will have added advantage. Desirable: Certification in supply chain management	The candidate should have post qualification experience in any engineering industry in the areas of Material Management functions such as purchase, stores, vendor development etc. Experience with ERP (SAP) based procurement tools like SCM, SRM etc. will be an added advantage.	**16**	The incumbent will lead a Team for procurement of products to support the overhaul of heavy vehicles among others, inventory planning and control for the assigned areas. He/ She shall be responsible for Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations. **Place of posting: Palakkad**



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L004	Group 'A' / DGM / Grade VII	Mechanical Maintenance	1	-	-	First Class full-time Degree in Engineering in Mechanical Discipline from a recognized University / Institution.	The candidate should have post qualification experience in maintenance of hydraulics, pneumatics, rotating equipment, CNC machines, gearboxes, compressors, pumps and mechanical assemblies. He/She should have hands-on troubleshooting capability, strong analytical skills with good leadership, communication and team coordination abilities.	**16**	The incumbent shall develop, implement and monitor Preventive Maintenance and Predictive Maintenance schedules for all critical shop floor equipment and will have to. • Ensure timely execution of maintenance activities with minimal disruption to production. • Review maintenance logs, analyze trends and take corrective actions. Lead troubleshooting of major mechanical failures on machines such as CNCs, heavy machining centers, hydraulic presses, compressors and material handling systems. • Supervise and mentor maintenance technicians, fitters and supervisors working on the shopfloor. Allocate daily jobs, track performance and



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									ensure adherence to maintenance standards. • Identify critical spares and maintain optimum inventory levels. • Coordinate with stores and vendors for procurement of parts, tools and consumables. • Maintain accurate records of maintenance activities, breakdown reports, daily checklists and PM logs. • Ensure all maintenance activities follow safety procedures **Place of posting: H&P Division KGF / Palakkad**
L005	Group 'A' / DGM / Grade VII	Quality	1	-	1	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. Desirable: PG Degree/ Diploma in Engineering / Management	The candidate should have post qualification experience in developing and implementing quality control processes with knowledge of Quality compliances with industry standards & certifications.	**16**	The incumbent will be responsible for developing and implementing quality control processes ensuring quality compliances with industry standards, Conducting regular audits and inspections to ensure identify area of



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									improvement and adherence to quality standards , Collaborating with cross functional teams to establish quality metrics and goals, Investigating and resolving customer complaints related to product quality and ensuring effective and timely resolution, Collaborating with agencies and auditors to ensure compliance with applicable quality standards and certifications. **Place of posting: BEML Manufacturing locations.**
L006	Group 'A' / DGM / Grade VII	Spares	1	-	-	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. Desirable: PG Degree/ Diploma in Engineering / Management	The candidate should have post qualification experience in after-sales service, spares management, heavy machinery or automotive/ industrial equipment sector. He/She should have a strong understanding of spares planning, field service support, warranty management and customer operations.	**16**	The incumbent will lead the overall Spares & Service functions ensuring alignment with organizational goals and business targets and will have to. • Oversee both Spares and Service verticals, ensuring operational continuity and improved efficiency. • Implement systems to ensure timely identification, diversion and dispatch of critical



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									spares to address breakdowns, emergencies and warranty commitments. • Improve planning accuracy through robust demand analysis and coordination with production, logistics and procurement teams. • Establish performance benchmarks and drive initiatives to achieve monthly and annual business objectives. **Place of posting : Palakkad**
L007	Group 'A' / DGM / Grade VII	R&D, Engine	**-**	**-**	**1**	First Class full-time Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Desirable: Masters in Engineering	The candidate should have : • Hands-on experience on diesel engine design and development. • Experience in leading a team of engineers for executing clean sheet engine design. • Design Knowledge of all engine aggregates like Crank train, Cam Shaft, Valve train, Cylinder Block, Cylinder Head, Cooling and Exhaust system	**16**	The incumbent will lead a team of Design & development engineers involved in the development of Heavy-duty Diesel Engines and will have to co-ordinate with other Departments/ Suppliers/ Related agencies for design and development activities He/She will be responsible for Testing, calibration of Engines, Component Evaluation,



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							• Application Knowledge of Common Rail Direct Injection (CRDI) System, After Treatment System, Turbocharger etc. • Sound knowledge of GD &T, 3D design software, tolerance stake up analysis, Drawing checking and Manufacturing process • Sound knowledge of manufacturing process of Casting, Forging, Machining and Sheet Metal parts • Strong Engineering knowledge on problem solving • Proficient in guiding the team for designing system level components. • Ability to work in close coordination with Materials team for product development • Understanding of different simulation tools • Understanding of Engine testing and Assembly • Knowledge of PLM system • Good presentation and communication skills Experience in Engines for marine applications will be an added advantage.		Application Engineering & vehicle integration, for 1D/3D Simulation study of various developed parts. **Place of Posting – Mysore**



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L008	Group 'A' / DGM / Grade VII	R&D, Rail	**-**	**-**	**1**	First Class full-time Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Desirable: Masters in Engineering	The candidate should have post qualification experience in design/ interface activities of Rolling Stock or Simulators/Depot M&Ps/ Wayside Equipment pertaining to Rolling Stock. Rolling Stock UTO design/ interface experience will be an advantage.	**16**	The incumbent will lead a team of Research & Development engineers who will be responsible for the Design / Interface activities of Rolling Stock/ Simulators **Place of Posting – Bangalore**
L009	Group 'A' / DGM / Grade VII	Marketing	**-**	**-**	**1**	First Class full-time Degree in Engineering in Mechanical/ Automobile/ Industrial Production Engineering from a recognized University / Institution. Desirable: Postgraduate degree / diploma in Technology / Management	The candidate should have cumulative post qualification experience in Marketing related activities in Rail & Metro domain for a minimum duration of 5 years in last 10 years of service in any organisation of repute.	**16**	The candidate will be responsible for identifying and finalising the short & long term business opportunities, joint Ventures & modalities of technology transfers, Modernization, Business Development & Marketing, Market Research and Risk Analysis etc and will have to. • Organize / participate in business promotion events, exhibitions & conferences • Manage & develop relationships with existing, new customers and Stakeholders. **Place of posting: Bangalore (CR).**



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L010	Group 'A' / DGM / Grade VII	Finance	-	-	1	Qualified CA/ICWA / First class full-time MBA with Finance as Major Subject.	The candidate should have required post-qualification experience preferably in any large Industry in the areas of Treasury Management, Indirect and Direct Taxation, Purchase Scrutiny, Finalization of Accounts, Internal Audit, Costing, Operating Budget and Capital Budget, Pricing, Management of Receivables, Inventory Management, Pay Roll, Provident Funds, Auditing, Financial Analysis and experience in monitoring Business performance with tracking tools (e.g Power BI) for reporting & MIS, Project management including Project financing, managing Capital structure and Fund raising initiatives, perform Risk management on account of company Liabilities & Investment, Insurance, Internal Control Activities etc.	**16**	The incumbent will be responsible for Finance & Accounts functions of Strategic Business Units (SBUs), preparation of financial statements, budgetary planning and control, Treasury Management, Financial planning and Analysis; Direct Taxation, GST, Finance & Costing of Projects, monitor Business Performance with tracking tools (e.g Power BI) for reporting & MIS, coordination with Statutory / Cost / Tax / Govt Auditors, Bank liaising and banking related work, Internal Audit, Capital Budgeting – IRR / NPV / Payback, Insurance, Payrolls, Purchase Scrutiny, Oversee Finance IT system etc. **Place of posting: BEML Service/ Production facilities.**
L011	Group 'A' / DGM /	Civil	1	-	-	First Class full-time Degree in Civil / Construction / Structural Engineering and equivalent.	The candidate should have experience / exposures in the areas of:	**16**	The incumbent will be responsible for planning, coordinating and supervising civil construction activities



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			SC	**ST**	**OBC**				
	Grade VII						• Project Planning and Design, Construction Supervision and Management of Industrial Building/ Commercial building/ Residential buildings, Estimation, Budgeting, Compliance and Documentation, Specific to Factory Construction, Civil Maintenance, Surveying, Geotechnical investigations, Structural works etc. • Factory construction or industrial projects. Quality control / quality assurance is desirable.		related to Factory, Township, etc. The role involves technical oversight, ensuring compliance with quality and safety standards, managing teams and delivering projects within time and budget **Place of posting: BEML Service/ Production facilities.**
L012	Group 'A' / AGM / Grade VI	Planning	-	**1**	**-**	First Class full-time Degree in Mechanical Engineering from a recognized University / Institution. Desirable: Masters in Engineering	The candidate should have post qualification experience in Strategic planning, Capacity utilization, Inventory control actions, Production planning, Tool planning etc. The candidate should also have : • Strong knowledge of production planning, inventory control and manufacturing operations.	**13**	The incumbent will be responsible for leading the Production Control and Planning functions for Overhaul vehicles at BEML's manufacturing facilities and will have to. • Head the Production Control activity for OH Vehicles, ensuring seamless planning,



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							• Experience in BOM management, cost estimation and engineering coordination. • Ability to lead cross-functional teams and drive collaborative decision-making. Exposure in ERP platforms will be considered as an added advantage.		scheduling, monitoring and execution of production-related tasks. • Ensure production on time, aligned with operational requirements and material availability. • Update and maintain the Bill of Materials (BOM) periodically as per item categorization and engineering changes. attend cross-functional meetings with Production, Quality, Materials, Marketing and R&D to finalize BOM for accurate cost estimation. • Support cost estimation activities for new products, modifications and indigenization programs. **Place of posting: Palakkad.**



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L013	Group 'A' / AGM / Grade VI	Production	-	**1**	**1**	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. Desirable: PG Degree/ Diploma in Engineering / Management	The candidate should have post qualification experience in production / manufacturing. The candidate should also be capable of preparing Production BOM and Network Chart for easy monitoring of the bottle necks that could jeopardize the assembly line. He/ She shall have knowledge of Mechanical furnishing, electrical furnishing, trucking, Testing, Final Finishing & despatch and have knowledge of Industry 4.0.	**13**	The incumbent will have to. • Establish and implement individual production assembly stages, similar to OE (Original Equipment) production lines, ensuring clear workflow and accountability. • Monitor assembly stages to supervise production tasks, compliance to SOPs and daily output. • Ensure seamless coordination between stages for efficient material flow, reduced bottlenecks and adherence to production targets. • Ensure timely availability of components for inspection, documentation of findings and compliance with QE protocols.



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									• Ensure updated BOM status and stage-wise material readiness for smooth workflow. • Ensure maintenance of stage-wise progress reports, inspection documentation and production logs. • Drive cross-functional coordination with QE, Planning, Stores, Production and Support Departments. **Place of posting: Palakkad.**
L014	Group 'A' / AGM / Grade VI	Material Management	-	**1**	**-**	First Class full-time Degree in Engineering in Mechanical /Electrical / Electronics Discipline from a recognized University / Institution. Desirable: Post graduate qualification in Management.	The candidate should have post qualification experience in any engineering industry in the areas of Material Management functions such as purchase, stores, vendor development etc. Desirable: Be conversant with ERP based procurement tools like SCM, SRM etc.	**13**	The incumbent will be responsible for procurement of products to support the production facilities in the manufacture of heavy vehicles among others and for inventory planning and control for the assigned areas. He/ She shall be responsible for Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations. **Place of posting: KGF (EM Division)**



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L015	Group 'A' / AGM / Grade VI	Mechanical Maintenance	1	-	-	First Class full-time Degree in Engineering in Mechanical/ Automobile from a recognized University / Institution.	The incumbent should have post qualification experience in the area of Mechanical Maintenance of all kinds of Metal Cutting Machine Tools, Plate and Fabrication Shop Equipment, Heat Treatment facilities (Induction Hardening, Carburising, Nitriding facilities), Material handling and Transportation Equipment, Shop Floor Maintenance and Safety Engineering in a large Automobile / Heavy Engineering Industry. He/She should have experience in maintaining CNC Machines like Machining Centres, Turning Centres, etc and other modern equipments. The candidate should also be familiar with preventive as well as breakdown maintenance and capable of planning, guiding and supervising.	**13**	The incumbent should organize and execute Mechanical maintenance of plant and Machinery, handle projects independently with adequate knowledge of techno-commercial estimations and evaluations. **Place of posting:** Any of the BEML Manufacturing facilities at KGF(H&P) or Palakkad
L016	Group 'A' / AGM / Grade VI	Quality	1	-	**1**	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. Desirable: PG Degree/ Diploma in Engineering / Management	The candidate should have post qualification experience in developing and implementing quality control processes with knowledge of Quality compliances, industry standards & certifications	**13**	The candidate shall be responsible for Quality management at BEML's Manufacturing facility. The candidate will also be responsible for Inbound and Outbound inspection & clearance activities of products and services.



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							Desirable: • Experience in large manufacturing Company. • Proficiency level knowledge in Six Sigma, Lean Manufacturing and Design of experiments for process improvements.		Candidate shall notify the suppliers for non-conformances at receipt stage and ensure corrective and preventive actions. He/She shall prepare QAPs, Quality Documentation for products and services **Place of posting: Palakkad**
L017	Group 'A' / AGM / Grade VI	Quality	1	-	-	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. Desirable: PG Degree/ Diploma in Engineering / Management.	The candidate should have cumulative post qualification experience in Quality/ production / manufacturing. Among the post qualification experience a minimum of 5 years must be in the Quality functions of Engine or Engine related products in any organisation of repute. He/She should have on hand experience in preparation of quality plan for Engine products. Desirable: Proficiency level knowledge in Six Sigma, Lean Manufacturing and Design of experiments for process improvements.	**13**	The incumbent should lead and manage the entire Quality function, including QA, QC, Supplier Quality, Incoming Inspection, In-Process & Final Inspection and Testing. He/She should also have to • Formulate and implement quality strategies aligned with organisational goals and customer expectations. • Drive continuous improvement (Kaizen, Six Sigma, Lean) across all production stages. • Handle customer complaints, conduct root cause analysis



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									(RCA) and facilitate prompt resolution. Analyse field failure trends and drive design/process improvements. **Place of posting: Mysore.**
L018	Group 'A' / AGM / Grade VI	R&D	-	**-**	**2**	First Class full-time Degree in Engineering in Mechanical / Electrical / Electronics discipline from a recognized University / Institution. Desirable: Masters in Engineering	The candidate should have post-qualification experience in the Research and Development of military equipment with strong foundation on armoured vehicle development. He/ She should have good understanding of the defence confidentiality norms with strong analytical, problem-solving and decision-making abilities along with ability to manage multidisciplinary teams and complex design programs. Desirable: Good knowledge in using any of the design and analysis tools such as Catia, Solidworks, PTC Creo, Autodesk products (including simulation), Ansys.	**13**	The incumbent will lead a team and will be responsible for the end-to-end design, development, validation and continuous improvement of armoured equipment and combat platforms intended for Army operations. The incumbent will have to ensure that products meet operational requirements, survivability standards, regulatory norms and reliability expectations under diverse battlefield conditions. This role requires close coordination with internal stakeholders, defence agencies and external partners. **Place of posting: KGF Complex.**



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L019	Group 'A' / AGM / Grade VI	Export	-	**-**	**1**	First Class full-time Degree in Engineering in Mechanical/ Automobile/Production /Electrical / Electronics Discipline from a recognized University / Institution. Desirable: MBA or equivalent degree / diploma with specialization in International Business	The candidate should have post qualification experience in Marketing of Industrial Products in a large Engineering/ Automobile Industry/Earth Moving equipment. Exposure to Market Research ensuring customer satisfaction & interaction with institutions and agencies for Marketing. Desirable: Experience in handling Marketing, Sales and Service of Construction & Mining equipment.	**13**	The incumbent will assist in improving exports of products, services and aggregates by supporting market research, customer outreach and coordination with internal departments and will have to • Explore new regions, segments and product applications to diversify the business • Provide inputs for marketing plans and assist in executing strategies aimed at increasing market share. Contribute to increasing sales value through regular follow-ups, customer engagement and identifying new opportunities in existing and new markets. • Participate in analysing product performance and market trends to suggest promising products for future development and marketing.



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									• Assist in formulating and implementing business development strategies in coordination with senior team members. • Prepare reports, presentations and updates for management review on market activities, opportunities and progress. • Coordinate with internal teams like production, quality and supply chain to ensure smooth execution of export and marketing activities. **Place of posting: Delhi.**
L020	Group 'A' / AGM / Grade VI	Civil	1	-	-	First Class full-time Degree in Civil / Construction / Structural Engineering and equivalent.	The candidate should have experience / exposures in the areas of: • Project Planning and Design, Construction Supervision and Management of Industrial Building/ Commercial building/ Residential buildings, Estimation, Budgeting, Compliance	**13**	The incumbent will be responsible for planning, coordinating and supervising civil construction activities related to Factory, Town ship, etc. The role involves technical oversight, ensuring compliance with quality and safety standards, managing teams



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							and Documentation, Specific to Factory Construction, Civil Maintenance, Surveying, Geotechnical investigations, Structural works etc. • Preparation of cost estimates for Projects, Knowledge in the field of estimation of bill of quantities, basic cost estimation based on Central / State PWD rates including experience in the field of analysis of market rates and preparation of construction schedule is mandatory. • Factory construction or industrial projects. **Desirable:** • Experience of working in large Engineering industry and township management. • Experience in Quality control/quality assurance.		and delivering projects within time and budget **Place of posting KGF Complex (EM Div.)**



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L021	Group 'A' / AGM / Grade VI	HR	-	**1**	**1**	Two years full-time First Class - Post Graduate Degree / Post Graduate Diploma in Personnel Management / Human Resource Management or MBA (with HR as Major) / Post Graduate Diploma / Program in Management in HR / IR / MSW / MA (Social Work with HR/IR / Personnel Management) from a recognised university /institution. Desirable: Degree in Law.	The candidate should have cumulative post-qualification experience in the Executive cadre in an Organisation of repute. He/She should have proficiency in Talent Management with a significant focus on Organizational Development and Change Management. He/She should have expertise in designing and implementing Organizational Development strategies with strong background in HR analytics and hands-on experience with HR transformation projects from an organization/ establishment of repute. The candidate should have knowledge of designing, formulating and implementing human resource strategy / processes in alignment with the business objectives of the organization.	**13**	The Candidate will be responsible for HR Functions at his/ her place of posting which could include areas of functioning in Human Relations / Industrial Relations, Compliance of Statutory requirements, including Contract Labour matters, Implementation of HR policies & Procedures, Manpower Planning, Performance Management System, Training & Development including OD, Welfare, Official Language, General administration etc. **Place of Posting: Bengaluru**
L022	Group 'A' / AGM / Grade VI	Finance	-	**1**	**-**	Qualified CA/ICWA / First class full-time MBA with Finance as Major Subject.	The candidate should have required post-qualification experience preferably in any large Industry in the areas of Treasury Management, Indirect and Direct	**13**	The incumbent will be responsible for Finance & Accounts functions of Strategic Business Units (SBUs),



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
							Taxation, Purchase Scrutiny, Finalization of Accounts, Internal Audit, Costing, Operating Budget and Capital Budget, Pricing, Management of Receivables, Inventory Management, Pay Roll, Provident Funds, Auditing, Financial Analysis and experience in monitoring Business performance with tracking tools (e.g Power BI) for reporting & MIS, Project management including Project financing, managing Capital structure and Fund raising initiatives, perform Risk management on account of company Liabilities & Investment, Insurance, Internal Control Activities etc.		preparation of financial statements, budgetary planning and control, Treasury Management, Financial planning and Analysis; Direct Taxation, GST, Finance & Costing of Projects, monitor Business Performance with tracking tools (e.g Power BI) for reporting & MIS, coordination with Statutory / Cost / Tax / Govt Auditors, Bank liaising and banking related work, Internal Audit, Capital Budgeting – IRR / NPV / Payback, Insurance, Payrolls, Purchase Scrutiny, Oversee Finance IT system etc. **Place of posting: BEML Soudha**
L023	Group 'A' / Sr.Manager / Grade V	Planning	-	**-**	**1**	First Class full-time Degree in Mechanical Engineering from a recognized University / Institution.	The candidate should have 11 years of cumulative post qualification experience in planning/ production / manufacturing. Desirable: Experience in the production/ planning of Heavy equipment/ heavy machinery or any organisation of repute will be an added advantage.	**11**	The incumbent needs to ensure adherence to production schedules, quality standards and safety requirements. He/She will have to • Monitor individual production assembly stages and to ensure that each assembly



1	2	3	4			5	6	7	8
Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									stage is manned and monitored in every shift for effective process control. • Implement stage-wise SOPs, checklists and quality parameters to ensure uniformity and adherence to standards. • Ensure inspection timelines are met and documentation is properly recorded for further processing. • Facilitate onward flow of components to stores, repair teams, or overhaul sections as applicable. To expediting materials and ensure minimum disruption to assembly timelines. **Place of posting: Palakkad Complex.**
L024	Group 'A' / Sr.Manager / Grade V	Stores	-	**-**	**1**	First Class full-time Degree in Engineering in Mechanical/ Electrical Discipline from a recognized University / Institution.	The candidate should have minimum 11 Years of experience in Material Management with exposure in Inventory management, documentation, safety & security compliances etc.	**11**	The incumbent will be Heading the Store activities of Overhaul vehicle. He/She will coordinate with the vendor for delivery of



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									components / arrange for pickup based on terms and will also have to. • Verify quantity and basic quality of received items along with supporting documents (PO, challan, invoice). • Coordinate with Quality Assurance for inspection and clearance of incoming materials. Maintain accurate records of receipts, issues, returns and rejects. • Ensure proper storage of materials as per category (raw materials, spares, consumables, tools). Maintain FIFO/FEFO for issue and storage. • Ensure safe handling, identification, binning and tagging of all items. • Issue materials to Production, Maintenance and other



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									departments based on approved requisitions. • Record and update all issues in the system (ERP/SAP/manual register). • Carry out daily and weekly stock-checking. Monitor stock levels and alert supervisors on low stock or critical shortages. Assist during monthly/annual physical inventory audits. **Place of posting: Palakkad**
L025	Group 'A' / Sr.Manager / Grade V	Service	-	**1**	**-**	First Class full-time Degree in Engineering in Mechanical/ Electrical Discipline from a recognized University / Institution.	The candidate should have: • Strong knowledge of heavy mining equipment systems (mechanical, hydraulic, electrical, electronic control systems). • Ability to read technical diagrams, service manuals with proficiency in diagnostic of breakdowns. • Strong problem-solving and analytical skills. • Excellent communication and customer-handling skills. • Ability to work independently in remote mining locations.	**11**	The incumbent will be responsible for preventive, predictive and corrective maintenance of BEML's heavy mining equipment. He/She will have to • Diagnose mechanical, hydraulic, pneumatic and electrical faults. Carry out component overhauls, calibrations, replacements and adjustments as per standards.



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									• Provide on-site response to breakdowns and equipment failures. Identify root cause of issues and implement technical solutions. • Coordinate with R&D and Production team on Field failure matters. **Place of posting : Bilaspur**
L026	Group 'A' / Sr.Manager / Grade V	Electrical Maintenance	-	**1**	**-**	First Class full-time Degree in Electrical Engineering from a recognized University / Institution.	The candidate should have post qualification experience in Electrical Maintenance activities with experience in substation, power distribution, transformer maintenance, change over from mainline to LT/ HT Line, Bus-Bar maintenance, Machine tool maintenance, DG Maintenance, OH Crane maintenance with good knowledge of spares planning and procurement. He/She should have good ability in understanding Electrical Machine drawings with hands-on experience in diagnosing and rectifying electrical circuit.	**11**	The incumbent shall actively involve & support the department in the entire spectrum of testing, monitoring, maintaining Machine tools and large electrical equipment and installation including test-track with focus to ensure total safety, uninterrupted power supply to manufacturing unit and townships & other associated facilities with cost management. **Place of posting: Any Manufacturing Complex of BEML.**



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
							Desirable: Knowledge on 22KV test track maintenance.		
L027	Group 'A' / Sr.Manager / Grade V	Rajbhasha/ Official Language	-	**-**	**1**	First Class full-time Master's Degree in Hindi or it's equivalent from any recognized university with English as a subject at the Degree Level. Desirable: • Proficiency of Hindi typing and Computer Skills. • Ph. D. in Hindi.	The candidate should have prescribed post qualification professional experience in terminological work in Hindi and/or translation work from English to Hindi and vice versa. Desirable: • Experience in translation of technical or scientific literature will be an advantage. • Experience in handling Rajbhasha/ Official Language matters.	**11**	The incumbent shall be responsible for ensuring compliance with the provisions of the Official Languages Act and the rules including translation from English to Hindi or vice – versa preferably of technical, contractual documents/ literature. **Place of Posting: Bangalore.**
L028	Group 'A' / Manager / Grade IV	Civil	-	**1**	**-**	First Class full-time Degree in Civil / Construction / Structural Engineering and equivalent.	The candidate should have had experience / exposures in the areas of Project Planning and Design, Construction Supervision and Management of Industrial Building/ Commercial building/ Residential buildings, Estimation, Budgeting, Compliance and Documentation specific to Factory Construction, Civil Maintenance, Surveying, Geotechnical investigations, Structural works etc.	**8**	The incumbent will be responsible for planning, coordinating and supervising civil construction activities related to Factory, Township, etc. The role involves technical oversight, ensuring compliance with quality and safety standards, managing teams and delivering projects within time and budget **Place of Posting: Bangalore Complex**



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
L029	Group 'A' / Manager / Grade IV	Mechanical Maintenance	-	**1**	**-**	First Class full-time Degree in Mechanical Engineering from a recognized University / Institution.	The candidate should have post qualification experience in the area of Mechanical Maintenance of all kinds of Metal Cutting Machine Tools, Metal Shearing and forming hydraulic press, Plate and Fabrication Shop Equipment, Heat Treatment facilities (Induction Hardening, Carburising, Nitriding facilities), Material handling and Transportation Equipment, Compressor maintenance and pneumatic lines, Shop Floor Maintenance and Safety Engineering in a large Automobile / Heavy Engineering Industry. He/She should have knowledge on hydraulic and pneumatic systems including hydraulic oil with experience in maintaining CNC Machines like Machining Centres, Turning Centres, etc and other modern equipment The candidate should be familiar with preventive as well as breakdown maintenance and capable of planning, guiding and supervising.	**8**	The role will involve Testing, monitoring and periodic maintenance of large production equipment, procurement of critical specialist components, fixtures & fittings and maintaining statistical & financial records. **Place of posting : Mysore Complex.**



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
L030	Group 'A' / Manager / Grade IV	Material Management	1	-	-	First Class full-time Degree in Engineering in Mechanical / Automobile / Electrical Discipline from a recognized University / Institution. Desirable: • PG Degree/ Diploma in Engineering / Management. • Certification in supply chain management	The candidate 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 conversant with ERP (SAP) based procurement tools like SCM, SRM etc. Knowledge of Rolling Stock Supply Chain would be an added advantage.	**8**	The incumbent will be responsible for procurement of products for Rolling stock among others and for inventory planning and control for the assigned areas. He/ She shall be responsible for Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations. **Place of posting: Palakkad Complex.**
L031	Group 'A' / Manager / Grade IV	Sub Contract	1	-	-	First Class full-time Degree in Engineering in Mechanical / Automobile Discipline from a recognized University / Institution. Desirable: PG Degree/ Diploma in Engineering / Management	The candidate should have cumulative post qualification experience in subcontract management, vendor development, or service coordination, preferably in a heavy engineering/ automobile/ defence/ OH environment. He/She should have sound negotiation, communication and vendor management skills with ability to manage multiple service partners and work in a fast-paced production environment.	**8**	The incumbent will be responsible to oversee all subcontracting, insourcing and service-related activities and ensuring timely and smooth execution as per schedules and will have to. • Monitor the progress of service providers and insourced activities to avoid delays in production/ overhauling processes.



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									• Develop and empanel multiple vendors for each critical activity to build capability, ensure service continuity and enhance competitiveness. • Conduct commercial and technical negotiations with vendors to achieve cost-effective and mutually beneficial terms. • Coordinate with departments such as Production, Quality, Planning, Materials and Finance to finalize service scopes, PO terms and execution milestones. **Place of posting : Palakkad**



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
L032	Group 'A' / Manager / Grade IV	HR	1	**-**	**-**	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. Candidate should have secured first class in both Graduation and in Post-Graduation. Desirable: Degree in Law	The incumbent should have prescribed post qualification experience preferably in Organisation of repute. Desirable: Experience in HR functions in Manufacturing Organisation.	**8**	The incumbent will be responsible for HR Functions at his/ her place of posting which could include areas of functioning in Human Relations / Industrial Relations, Compliance of Statutory requirements, including Contract Labour matters, Implementation of HR policies & Procedures, Manpower Planning, Performance Management System, Training & Development including OD, Welfare, Official Language, General administration etc. **Place of posting: KGF Complex**
L033	Group 'A' / Officer / Grade II	Finance functions for Service Dept.	-	**1**	**-**	Qualified CA/ CMA/ two years Full-time First Class MBA in Finance (with Finance as core subject) from a recognised institution.	The candidate should have post qualification experience from an organisation of repute in one or more areas of Treasury Management / consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Experience / Exposure in Payroll / Provident Funds / GST and taxation / Insurance will have added advantage.	**2**	The incumbent will be responsible for the areas assigned under Institutional finance, Budgetary Planning and control, Treasury Management, Resource Generation, Auditing Management, Financial Analysis and Reporting, Taxation, Finance and Costing of projects, MIS, Income Tax and all other Taxation matters, Coordination with Statutory /



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									Govt. Auditors, Bankers, Bank Guarantee etc. **Place of posting: Bangalore Complex Sustenance Rail.**
L034	Group 'A' / Engineer / Grade II	Civil	-	**1**	**-**	First Class full-time Degree in Civil / Construction / Structural Engineering and equivalent	The candidate should have basic knowledge in the areas of Project Planning and Design Support i.e. in assisting in preparing drawings, plans and schedules. Construction Supervision Assistance **–** monitoring day-to-day site activities under guidance. Understanding of general construction practices. Ability to prepare basic measurements and assist in cost estimation.	**2**	The incumbent will assist in planning and scheduling civil construction activities across factory and township projects and will have to. • Monitor day-to-day progress and prepare basic progress reports, checklists and documentation. • Conduct site inspections to verify work quality, material usage and compliance with safety standards. • Coordinate with procurement teams for materials requirement follow-up. • Assist in resolving minor technical issues at site under guidance from senior staff. • Maintain records related to quality checks,



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									measurements and work completion. • Ensure adherence to safety guidelines **Place of posting: Bangalore Complex.**
L035	Group 'A' / Officer / Grade II	HR	-	**1**	**-**	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. Candidate should have secured first class in both Graduation and in Post Graduation. Desirable: Degree in Law	The incumbent should have prescribed post qualification experience preferably in the Manufacturing sector.	**2**	The incumbent will be responsible for HR Functions at his/ her place of posting which could include areas of functioning in Human Relations / Industrial Relations, Implementation of HR policies & Procedures, Recruitment, PMS, L&D, Welfare and General administration. Compliance of Statutory requirements, (i.e. including Contract Labour matters) **Place of posting: At any BEML facilities.**
L036	Group 'B' / Asst.Engineer / Grade I	Civil	-	**1**	**-**	First Class full-time Degree in Civil Engineering from a recognized University / Institution.	Freshers (or) candidates with relevant experience.	**NIL**	The incumbent shall actively involve & support the department in all aspects of Civil Maintenance of the plant & township of the Company. The focus will be on Preparing and implementing project plans and assessment of potential project Risks.



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Post Code	**GROUP/ POSITION/ GRADE**	**DOMAIN**	**Vacancy**			**Qualification**	**Post Qualification Experience**	**PQE (Years)**	**Job Description**
			SC	**ST**	**OBC**				
									Place of posting: At any BEML facilities.
L037	Group 'C' / / **Diploma Trainees** / On confirmation will be absorbed in Wage Group S1	Civil	-	**3**	**-**	Three years first class full-time Diploma in the respective Domain	Freshers (or) candidates with relevant experience.	**NIL**	The incumbent shall support the respective departments in the Job skills & Supervisory functions gained during the first 3 years period and act as a lead hand in timely execution of Departments targets. **Place of posting: At any BEML facilities.**
L038	Group 'C' / / **Diploma Trainees** / On confirmation will be absorbed in Wage Group S1	Mechanical	-	**3**	**-**		Freshers (or) candidates with relevant experience.	**NIL**	
L039	Group 'C' / **Office Assistant Trainees** / On Confirmation will be absorbed in Wage Group B	Planning & Service.	-	**1**	**1**	First class full-time Graduate Degree. Desirable: Proficiency in Computer application (minimum six months course approved by DOEACC desirable) with typing skill is desirable.	Freshers (or) candidates with experience in office administration activities.	**NIL**	The incumbent shall support the Planning/ Service functions/ Department at the respective place of posting. **Place of posting: At any BEML facilities.**



Note: Candidates **shall apply for single position** which is most suitable. (In case of multiple applications, only the most relevant application will be considered)

Eligibility & Service conditions for the positions indicated above:

Grade/Wage Group	Position	Post Qualification Experience (PQE)* (in Years)	Upper Age Limit- SC/ST (in Years)	Upper Age Limit- OBC (in Years)	BEML Pay Scale
Grade – VII	Dy.General Manager	16	50	48	Rs.90,000 – 2,40,000
Grade – VI	Asst. General Manager	13	47	45	Rs.80,000 – 2,20,000
Grade – V	Sr. Manager	11	44	42	Rs.70,000 – 2,00,000
Grade – IV	Manager	8	39	37	Rs.60,000 – 1,80,000
Grade-II	Officer/Engineer	2	34	32	Rs.40,000 – 1,40,000
Grade -I	Asst.Engineer	0	34	32	Rs.30,000 – 1,20,000
Wage Group S1 (On absorption)	Diploma Trainees	0	34	32	Rs.23,910-85,570
Wage Group B (On absorption)	Office Assistant Trainees	0	34	32	Rs.16,900-60,650

Note

1: PQE is the minimum relevant experience the candidate should possess after obtaining the qualification. Only the employment after obtaining the requisite qualification will be considered.

2: The upper age limit indicated is with relaxation as per the Govt. of India guidelines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.

3: For PwD Candidates, the upper age limit is relaxable by additional 10 years. This would be over and above the admissible age relaxation for candidates belonging to SC/ST/OBC(NCL). Relaxation of age limit would be permissible to candidates with minimum 40% disability.

4: The upper age limit can be relaxed (*for candidates under all category*) subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years.

5. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 13.78% of the applicable Basic Pay under the Cafeteria System*), Company Accommodation / House Rent Allowance, Provident Fund, Gratuity, PRP etc.(as per the prevailing Company Rules).



6. The pay fixation will be guided by the extant rules of BEML Limited, applicable at the time of issuance of Offer of appointment.

7. Diploma Trainees: The incumbent shall be on training for a period of 1 year and on contract for a period of 2 years. During this period, a consolidated stipend (all inclusive) of Rs. 17,000/-PM during the training period and Rs.20,500/PM & Rs.25,500/-PM during the first year & second year of contract period will be paid respectively. On successful completion of the training/ contract period, subject to BEML's Business requirements at that point of time, will be absorbed in Wage Group S1, in the pay scale of Rs.23,910 – 85,570.

8. Office Assistant Trainees: The Trainees will be on contact period for a period of two years during which period they shall be paid a consolidated stipend (all inclusive) of Rs.20,000/-PM during the first year and Rs.23,500/-PM during the second year of contract. On successful completion of contract period, subject to BEML's Business requirements at that point of time, will be absorbed in Wage Group B in the pay scale of Rs.16,900 – 60,650.

GENERAL CONDITIONS

i. Only Indian Nationals may apply.

ii. Age, Qualification & Experience stipulated above should be as on **7th of January, 2026.**

iii. Under qualifying marks, first class is reckoned at 60% (as an aggregate of marks of all the Semesters/ years). Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.

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.']

c. Candidates belonging to OBC (NCL) category are required to submit OBC certificate not older than six months as on the last date of application submission online.

vi. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.

vii. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send the print out of online application through proper channel (or) should produce "No Objection Certificate" specific to the position applied for, from their current 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. Such application forwarded through proper channel has to reach Sr.Manager, Recruitment Cell, BEML Soudha, BEML Limited, 23/1, 4th Main, S.R.Nagar, Bengaluru 560027 with-in 10 days from closing date of the advertisement.

viii. 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. This is however not applicable to Grade-II, Group B and C positions.



ix. Private sector candidates applying for the positions must be employed in a regular capacity and will be required to submit experience certificate in the Letter Head of the Company at the time of interview.

x. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience in the Application Form.

xi. 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.

xii. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.

xiii. Eligible candidates will be shortlisted for assessment. 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

xiv. Intimation regarding Assessments, issuance of provisional offer/ final offer etc., will be only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website www.bemlindia.in under the respective advertisement number in the career portal. 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.

xv. The selection for the post codes L036, L037, L038 and L039 will be based on written exam at Bangalore (to & fro fares will be reimbursed based on eligibility) which will assess the candidates ability regarding the domain (not for L039), Reasoning ability, General Awareness and English ability.

xvi. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.

xvii. Eligible and interested 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 link at the end of the application form.

xviii. Any request for change in category, address, e-mail, mobile number, Test centre location etc, as declared in the on-line application will not be entertained.

xix. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

HOW TO APPLY

i. The candidates are required to apply ONLINE only(which is mandatory) 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 07th of January, 2026**.



iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. These contact details will also be utilized for further correspondence by BEML Limited. The change for e-mail and mobile number will not be entertained by BEML during the course of the Recruitment process.

iv. The '*Registration number*' generated may be noted for all future correspondences.

v. 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.

vi. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.

1. X-th Marks card
2. XII-th Marks card
3. Qualifying Diploma/Degree / CA/ CMA 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. Diploma/Degree / CA / CMA 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. OBC/SC/ST/PwD certificate (as applicable)
10. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment in the Company letter head.
11. Latest pay-slip (for lateral positions where experience has been asked for)
12. Current reporting structure.

vii. For any queries on the matter, candidates may e-mail: recruitment@bemlltd.in.

KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

You are required to prepare the SCANNED COPY of the following:

Sl.No	Documents
1.	Recent photograph
2.	Your Signature (on clear white background in black ink)



3.	Caste/ Category Certificate [SC/ST/OBC]
4.	PwD Certificate (as applicable)
5.	10th Standard marks card
6.	12th Standard marks card
7.	Diploma/Degree / CA/ CMA Certificate
8.	All marks cards, along with CGPA Conversion formula (as applicable)
9.	Post-Graduation Degree/ Diploma Certificate
10.	Post-Graduation marks card, along with CGPA Conversion formula (as applicable)
11.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
12.	Experience Documents clearly indicating start & end dates of each employment. *(All experiences to be clubbed as a single pdf file)*
13.	Detailed resume.
14.	Current reporting structure.
15.	Latest pay-slip

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

Date:03.12.2025 **(Advt. No.KP/S/28/2025)**

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

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