



SELECTION OF EXECUTIVES FOR VARIOUS POSITIONS THROUGH OPEN RECRUITMENT

(Advt. No: KP/S/03/2024 Dt. 15.05.2024)

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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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Chief General Manager (Gr-IX) Head Armoured Business	1	First Class Degree in Engineering from a recognized University / Institution. (or) Brigadier (or higher) from Indian Army with a Degree from university or its equivalent from Indian Army. Postgraduate degree / diploma in technology / management will have added advantage.	The candidate should have thorough understanding & knowledge in OE and OH activities like Planning, Procurement, Manufacturing, Assembly, Quality clearance etc for Crawler Armoured vehicles like T-72, VT-72, T-90, ARV & BMP with minimum experience of 10 years. The candidate should have skills to co-ordinate with Army HQ and various Army units.	21	58 (Including all relaxation)	The Candidate will Head the Armoured Business Unit and will be responsible for the Business Development and deliverables including for production and OH activities of Armoured Business. Place of Posting : KGF



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Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Minimum years of PQE	Upper Age Limit (Years)	Job Description
Deputy General Manager (Gr-VII) Planning / Marketing	4	Colonel from Indian Army with a Degree from university or its equivalent from Indian Army. Officers of Armoured Corps and Mech. Infantry only need to apply.	The candidate should have been involved in Procurement / formulation of GSQRs for Armored / mechanized Infantry vehicles. (tracked/ Wheeled) Should possess Adequate knowledge on the requirement of FICV and FRCV (Tracked and Wheeled), and technologies associated with modern combat vehicles for Indian Defence forces. Qualified in Tank Technology course. Candidate must be willing to travel and will be responsible for carrying out/Conduct of all internal and external trials of armoured equipment being manufactured. Candidates involved in PMG of Armd/BMP projects.	Min 16 Yrs. Exp. in their respective Arms.	45	The candidate will be responsible for development/ manufacture/ product development of FICV (STRYKER)/ FRCV (Tracked and Wheeled) vehicles. Candidate will lead the team to carry out development and production of Armd vehicles (FICV and FRCV) and variants of Light Armoured vehicles(light tanks) and other variants of wheeled APCs. Must be able to guide the R&D on the requirements of Armd Vehicles being manufactured and suggest improvements as per requirements of the field Army. Candidate will be associated with trial teams of the equipment. Place of posting: KGF/ Bangalore/ Delhi
Assistant General Manager (Gr-VI) Planning / Marketing		Lt. Colonel from Indian Army with a Degree from university or its equivalent from Indian Army. Officers of Armoured Corps and Mech. Infantry only need to apply.		Min 13 Yrs. Exp. in their respective Arms.	42	
Deputy General Manager (Gr. VII) Maritime Business	1	First Class Degree in Mechanical/ Electrical/ Electronics/ Naval Architecture Engineering from a recognized University / Institution. Marine Engineering qualification is preferred. Postgraduate degree / diploma in technology / management will have	Out of the total minimum PQE, candidates are Preferred from Ex. Navy / Coast Guard personnel with minimum 10 years' experience. Experience / exposure in handling acquisitions / perspective planning/ provisioning/ formulation of SQRs/	16	45	The candidate shall interact and coordinate with the Ministry of Defence (Indian Navy), DPSUs, DRDO, Coast Guard establishments. The candidate will be responsible for identifying and finalizing the opportunities & projects in Maritime business for revenue generations. Establish technologies &



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		added advantage.	RFI/ RFP/ CNCs/Post contract management is an advantage. Navy personnel in the rank of Captain or equivalent from the Coast guard will be preferred.			technology partners & modalities of technology transfers & Modernization. Business Development, Marketing and After sales services to end customers. Place of posting: Bangalore
Senior Manager (Gr. V) Business Development	1	First Class Degree in Mechanical / Marine / Automobile/ from a recognized University / Institution Postgraduate degree / MBA in Marketing will have added advantage.	Ideal candidate should have a minimum of 11 years of experience from the Indian Navy/ Coast Guard and shall be of the rank of Lt. Commander	11	39 (Relaxable up to 42 years for Navy / Coast Guard candidates)	The candidate will be responsible for identifying and finalizing the short & long term maritime business opportunities, conducting regular Market Research and Risk Analysis etc. Organize / Participate in National & International exhibitions & conferences. Place of Posting: Delhi / Bangalore
Assistant Manager (Gr. III) Production	1	First Class Degree in Mechanical / Marine / Automobile/ Production Engineering from a recognized University / Institution	The Candidate should have post qualification experience in an engineering organization. Experience / Exposure in production/ planning. Experience in maritime aggregates manufacturing, establishing processes to qualify aggregates for maritime applications will be preferred.	4	30	The candidate will be responsible for production control, Planning, scheduling, project management activities such as co-ordination with Purchase, Manufacturing Departments, Methods Planning, Tooling, Store, etc to ensure in time delivery of products and services. Place of Posting: Mysore / Bangalore
Assistant Manager (Gr. III) R&D	1	First Class Degree in Engineering in Mechanical / Marine / Automobile/ Engineering from a recognized University / Institution.	The candidate should have Experience in Conceptual designs, Reverse engineering techniques, Computer aided designs & Finite element analysis,	4	30	The Candidate will be responsible for Design & Development activities of various equipment for maritime applications. Continuously interact with end users for



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		Post Graduation or Higher Qualification in Maritime applications will be of added advantage	CFD analysis, knowledge on special coatings to address corrosion issues Adequate knowledge on materials used for marine application, GD&T etc., Prototype developments. Product evaluation & design validations. Establish Quality acceptance plans for designed aggregates.			conceptualizing designs, detailed designing and obtaining User approvals. Coordinate for Product development, trials and commissioning. Place of Posting – Mysore / Bangalore
Engineer (Gr. II) Marketing	1	First Class Degree in Mechanical / Marine / Automobile/ Production Engineering from a recognized University / Institution	The candidate should have post qualification experience in Leadership roles in an organization of repute engaged in the marketing and sales of Maritime equipment. 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.	2	27	The candidate will be responsible for global tender search, Study of RFQs, Coordinate with team for responding to bids, participate in negotiations and winning contracts. Interact with Customers, conduct Contract reviews, monitor and ensure contractual obligations. Participate in business promotion events, exhibitions & conferences Manage & develop relationships with existing, new customers and Stakeholders. Place of Posting – Delhi / Bangalore
Engineer (Gr. II) R&D	2	First Class Degree in Engineering in Mechanical / Marine / Electronics & Communication Engineering from a recognized University / Institution	The candidate should have post qualification experience in areas of Design of Maritime components / equipment. Should have knowledge in selection of engineering materials, manufacturing process, Heat Treatment Process &	2	27	The Candidate will be responsible for Design & Development activities of various aggregates / components / systems for Maritime applications. Release & update drawings & Design documents. Interact with Marketing & Production in realization of End user



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			Marinization. Candidate should have hands on experience / exposure in one or more of the below: 3D modelling, Simulation (1D & 3D) Finite Element Analysis CFD Analysis Preparation of 2D drawings with GD&T. Wire harness design Control systems design			requirements including User documentation / User manuals etc., Place of Posting: Mysore / Bangalore
Officer (Gr. II) HR Dept.	8	First Class 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. Degree in Law is desirable.	The incumbent should have prescribed post qualification experience in working in a factory <u>preferably engineering industries.</u>	2	27	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, PMS, L&D, Welfare and General administration. Place of Posting: BEML's Manufacturing and Marketing facilities
Assistant Manager (Gr. III) HR Dept.				4	30	

Pay Scale & Remunerations :

Grade	Position	BEML Pay Scale
Grade – II	Officer / Engineer/ Management Trainee	Rs.40,000 – 1,40,000
Grade – III	Assistant Manager	Rs.50,000 – 1,60,000
Grade – V	Senior Manager	Rs.70,000 – 2,00,000
Grade – VI	Assistant General Manager	Rs.80,000 – 2,20,000
Grade – VII	Deputy General Manager	Rs.90,000 – 2,40,000
Grade – IX	Chief General Manager	Rs.1,20,000 – 2,80,000

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).