

**ईएमएल 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

**RECRUITMENT OF EXECUTIVES FOR HUMAN RESOURCE.**

(Advt. No: KP/S/29/2025 Dt: 10.12.2025)

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. 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 is looking forward for career-oriented HR professionals who wish to achieve great future with us and explore infinite opportunities.

**Details of the Positions:**

Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
Officer <b>HR</b> (Gr-II)	22	Mandatory:  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.	The candidate for Officer HR should have 02 years post qualification experience from an Organisation of repute.  Desirable: Experience in HR functions in Manufacturing Organisation.	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)
Assistant Manager <b>HR</b> (Gr-III)		Candidate should have secured first class in Post-Graduation.  Desirable: Degree in Law, Professional certification in HR related areas.	The candidate for Asst.Manager-HR should have 04 years post qualification experience from an Organisation of repute.  Desirable: Experience in HR functions in Manufacturing Organisation.	<b>Place of Posting: BEML's Manufacturing and Marketing facilities across the Nation.</b>

**Note:** Candidates shall apply for single position which is most suitable.

**Eligibility, Pay Scale & Remunerations:**

Grade	Position	Post Qualification Experience (PQE) (in Years)	Upper Age Limit (in Years)	BEML Pay Scale
Grade - II	Officer-HR	2	29	Rs.40,000 – 1,40,000
Grade - III	Assistant Manager-HR	4	30	Rs.50,000 – 1,60,000



**Note:**

1: PQE is the **minimum** relevant experience the candidate should possess after obtaining the qualification, calculated from the completion of Post-graduation as advertised. Only the employment after obtaining the requisite qualification will be considered for this purpose.

2: 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).

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

4: 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.

**Category wise vacancy break-up:**

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Officer (Gr-II)/ Assistant Manager(Gr-III)	HR	11	3	1	5	2	22

**GENERAL CONDITIONS**

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **07.01.2026**.
- 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 seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections
- viii. 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 within 10 days from closing date of the advertisement.



- ix. 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 positions.
- x. Internal candidates of BEML Ltd (Executive cadre) meeting the advertised criteria will be eligible, provided they apply through proper channel. The candidate should have at least a minimum of 3 years of residual service as on closing date of the advertisement. (The instruction at point no (viii) under General conditions will be applicable)
- xi. 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.
- xii. 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.
- xiii. 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.
- xiv. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xv. 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
- xvi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xvii. Management also reserves the right to cancel the advertisement in full or in part and / or the selection process at its discretion.
- xviii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xix. Intimation regarding Assessments, issuance of provisional offer/ final offer etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection will be uploaded in Company's website. BEML will not be responsible for any loss/ non-delivery of e-mail or any associated communications sent, due to invalid/ incorrect e-mail id. The e-mail id and mobile number provided in online application should remain valid for at least one year.
- xx. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.
- xxi. Eligible and interested GEN / EWS / OBC candidates applying for the above positions (Not applicable for SC/ST/ PwDs) need to pay a **non-refundable fee of Rs.500/-** at the end of the application form before submitting the On-line application.
- xxii. Any request for change in category, address, e-mail, mobile number, assessment location etc., as declared in the on-line application will not be entertained.
- xxiii. 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 ON-LINE, by clicking the **"Apply ON-LINE"** Link after going through the prescribed guidelines, ensuring correctness of the data entered in the portal / form. (Scanned copy of recent colour Passport Photo and Signature has to be kept handy)
- ii. The candidates can access the on-line application form in BEML Ltd. career page at **www.bemlindia.in**. The on-line registration site would be available till 18.00 Hrs on 7<sup>th</sup> of Jan, 2026.



- iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration and should be kept active for next one year. 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. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, Age, Caste/PwD/EWS (as applicable) need to apply.
- vii. For any queries on the matter, candidates may e-mail: [recruitment@bemltd.in](mailto:recruitment@bemltd.in).

**KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE**

1. 10<sup>th</sup> Marks card
2. 12<sup>th</sup> Marks card
3. Degree Marks cards (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
4. Graduation Certificate as applicable.
5. Qualifying Post-Graduation Marks cards as applicable (*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.*)
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/EWS/SC/ST/PwD certificate (as applicable)
10. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment.
11. Latest pay-slip

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

**Date:10.12.2025**

**(Advt. No.KP/S/29/2025)**

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

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