



RECRUITMENT OF MANAGEMENT TRAINEES

BEML Limited, pioneer of indigenously manufactured equipment & a flag-bearer of India's Engineering Sector, supplies global standard products to multi-Sectors such as Defence & Aerospace, Mining & Construction, Rail & Metro, is known for its competitiveness, in-house R&D, cost effective & creative solutions to the customers.

We are looking for Young, result-oriented, self-driven Engineering Professionals with deep learning abilities to be engaged as Management Trainees for R&D Facilities across various Manufacturing Units, Marketing Regional & Head Offices, located all over India:

Sl. No	Position	Qualification	Pay Scale (Rs.)	Upper Age Limit
1	Management Trainee (Grade –II)	B.E/ B.Tech in Mechanical / Electrical with an average of 70% marks	40,000-1,40,000	25 years

Note:

1. The above mentioned upper age limit is for General category. Age relaxation for SC / ST / OBC candidates will be as per the Govt. of India guidelines. **[SC/ST – 30 Years & OBC – 28 Years]**
2. PwD Candidates will be entitled for additional 10 years relaxation over the Upper age Limit mentioned. Relaxation of age limit would be permissible to candidates with minimum 40% disability.
3. Reservation for SC/ST/OBC/ PWD/ EWS candidates will be as per the Govt. of India guide lines.
4. 70% in mandatory for all Graduates, which is relaxable by 5% for SC/ST candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.
5. Qualification : Allied streams can apply, however there will be no separate papers in the written test.

TRAINING PERIOD

Selected candidates will undergo training for a period of one year, from the date of their joining. On successful completion of their training period and on assessment of suitability they will be absorbed as Officer (Grade-II) in the same pay scale with one additional increment (@3% of Basic Pay) and will be on probation for a period of one year.

REMUNERATION

Selected candidates will be placed on a starting basic pay of Rs. 40,000/- pm in the pay scale of Rs. 40,000-1,40,000 during their training period. Apart from the above, Dearness Allowance and applicable allowances under cafeteria will also be payable as per Company Rules. At locations where Company accommodation is not available, applicable HRA in lieu of the place of posting will be provided.

SERVICE BOND

Selected Candidates are required to execute a Service Bond to serve the Company for a period of 4 years including training period, failing which candidates are liable to pay the liquidated damages amounting to Rs.2,00,000/-. An amount of Rs. 4000/-pm will be recovered for 47 months and the balance amount will be recovered in the last instalment for liquidated damages of Rs.2,00,000/-. After successful completion of the bond period, the security deposit will be refunded with interest.

In case of breach of the service agreement during the bond period, the security deposit will be forfeited.

GENERAL CONDITIONS:

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **30.03.2022**.
- iii. The upper age limit indicated above is with relaxation as applicable to SC/ST/OBC in line with Government guidelines.
- 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.']
- vi. **PWD candidates** are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.
- vii. **EWS candidates** are required to submit EWS Certificate in the format as applicable for appointments to the posts under Government of India
- viii. Candidates employed in Government / Quasi-Government / PSU, should send their online application through proper channel or compulsorily produce NOC at the time of test/interview as the case may be, as and when called.
- ix. 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.
- x. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Test/ Interview/ Selection & Appointment.
- xi. Management reserves the right to restrict the number of candidates.
- xii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- xiii.** Intimation regarding written test / 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.
- xiv. Candidates will have an option to answer/ reply in Hindi if so desired at the time of interview.
- xv.** 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.
- xvi. Eligible and interested 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 **"Pay Application Fee Online"** at the end of the application form.

HOW TO APPLY:

- i. The candidates are required to apply ON-LINE only (which is mandatory), by clicking the **“Apply ON-LINE”** Link and 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 from 09.00 Hrs on 15.03.2022 to 17.45 Hrs on 30.03.2022.**
- iii. The ‘Registration’ number generated may be noted for all future correspondences.
- iv. Along with the applications online, the candidates are required to upload the following without which their applications will be incomplete and rejected.
 - a. X-th Marks card
 - b. XII-th Marks card
 - c. B.E/ B.Tech Marks cards along with Certificate (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.)
 - d. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 - e. Detailed Resume.
 - f. SC/ST/OBC/PWD/EWS certificate (as applicable)
- v. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, experience, age, caste (as applicable) need to apply.
- vi. For any queries on the matter, candidates may contact Manager (HR), Recruitment Cell on Phone No : 080 – 22963279 & Mail Id: recruitment@beml.co.in.

KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

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

1. Recent photograph
2. Your Signature (on clear white background in black ink)
3. Caste/ Category Certificate
4. PwD Certificate (as applicable)
5. SBI Payment Challan (for General, OBC & EWS candidates)
6. 10th Standard marks card– self attested
7. 12th Standard marks card– self attested
8. B.E/ B.Tech Certificate (as applicable) – self attested
9. **All semester marks card** of B.E/ B.Tech **along with CGPA Conversion formula** (as applicable) – self attested
10. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
11. Detailed resume.

Date: 15.03.2022

(Advt. No.KP/S/02/2022)

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

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