



**BHARAT HEAVY ELECTRICALS LIMITED, INDUSTRY SECTOR, NEW DELHI**  
(A Govt. Of India Undertaking)

**Advt No. IS-01/2019**

**RECRUITMENT OF ENGINEERING PROFESSIONALS**

BHEL, India's premier engineering and manufacturing enterprise provides World class products and services and caters to core sectors of the Indian Economy viz, Power Generation and Transmission, Industry, Transportation, Renewable Energy, Defence, Aerospace, Oil & Gas with over 180 product offerings to meet the needs of these sectors. BHEL has a wide network of 17 Manufacturing Divisions, 04 Power Sector Regional Centres, 08 Service Centres, 15 Regional Marketing Centres, 04 Regional Offices, 04 Overseas Offices, 01 subsidiary and large number of project sites spread all over India and abroad. The company has its footprints in more than 80 countries all over the world and has achieved PBT of Rs 2058 Crores and turnover of Rs 29349 Crores in 2018-19

BHEL invites applications from willing, qualified & experienced engineers (Indian Nationals only) for its Units at PESD, Hyderabad; EDN & ESD, Bangalore & Industry Sector, New Delhi.

**Vacancies :**

Total number of 24 vacancies\* as per details below: -

1. PESD, Hyderabad

<b>PESD (Hyderabad)</b>			
<b>Post</b>	<b>No. of vacancies</b>	<b>Qualification</b>	<b>Experience requirements</b>
Dy Manager	2	Full time B.E/B.Tech Graduate in Electrical/ Electronics Engineering	Total post qualification experience of minimum 9 years out of which 7 Years' experience in Design/ Project Management/ Execution of Over Head Equipment (OHE), Traction Substation (TSS), Switching Sub-Section, SCADA, General Electricals for Indian Railway Electrification work.
Dy Manager	1		Total post qualification experience of minimum 9 years out of which 7 Years' experience in Design/ Project Management/ Execution of Signal & Telecommunication (S&T) system related to Indian Railway Electrification work.
Dy Manager	2	Full time B.E/B.Tech Graduate in Civil Engineering	Total post qualification experience of minimum 9 years out of which 7 Years' experience in Design/ Project Management/ Execution of civil works for Over Head Equipment (OHE), Traction Substation (TSS), Switching Sub-Section, Signal & Telecom (S&T), Bridges, Yards related to Indian Railways Electrification works
Dy Manager/ Manager	2	Full time B.E/B.Tech Graduate in Mechanical/ Electrical Engineering	Total post qualification experience of minimum 9 / 12 years out of which 4 / 5 years is essential in the field of design & development of PSI, Submarine/Ship control & other submarine systems. Knowledge of O&M of ship and submarine systems like PSI, CMS, APMS, Damage Control System, Stability Management and Auxiliaries and related systems. Experience in commissioning of submarine systems/ sub-systems onboard naval ships

Dy Manager/ Manager	2	Full time B.E/B.Tech / Civil/ Structural Engg	Total post qualification experience of minimum 9 / 12 years of working in EPC/PMC firm out of which 4 to 5 years is essential in the area of construction/Management of infrastructure projects like Roads/Bridges/Multistorey complex/ River front development Knowledge of various relevant rules/regulations including CPWD, FIDIC Conditions etc Knowledge of PP methodology & Conversant with the preparation of estimates of large scale infrastructure projects Experience in handling matters like Arbitration, Claims & liasion work with govt departments / ministers shall be an added advantage
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2. Industry Sector (New Delhi)

Industry Sector (New Delhi)			
Post	No. of vacancies	Qualification	Experience requirements
Sr. Engineer/ Dy Manager	2	Full time B.E/B.Tech Graduate in Electrical/ Electronics Engg	Total post qualification experience of minimum 5/9 years out of which 4 / 7 years essential in the field of Railway/Metro Rolling Stock Industry in the area of System design of EMUs/ Electric Locos/ Diesel Locos, Train & Loco Performance Calculation, Auxiliary Power Balance Calculation & simulations at coach and train level, sizing, rating and specification of propulsion and other equipment, Reliability, Availability, Maintainability & Safety Study and calculation for the rolling stock/train/loco/Metro.
Sr. Engineer/ Dy Manager	2	Full time B.E/B.Tech Graduate in Mechanical Engineering	Total post qualification experience of minimum 5/9 out of which 4/7 years essential in the field of Railway/Metro Rolling Stock Industry in the area of Weight balancing calculation, preparation of equipment layouts in the coaches/locomotive, 3D Drawings of the coaches/locomotive, Cooling calculations with CFD tool, finite element analysis, Coach design including underframe, roof and coach shell, bogie design, experience in working on AUTOCAD Mechanical, AUTOCAD Inventor, 3D Drawing Tools etc
Sr. Engineer	1	Full time B.E/B.Tech Graduate in Electrical/ Electronics Engg.	Total post qualification experience of 5 years out of which 4 to 5 years essential in the field of Railway/Metro Rolling Stock Industry in the areas of Preparation of Train Level Functional Scheme/Detailed schematics with component, cable details and wiring chart, Cable routing Diagram in trays and conduit in coaches. Preparation and checking of train level harnessing (power, auxiliary & control), EMI EMC guidelines and cable routing, experience of working on AUTOCAD Electrical
Dy Manager	3	Full time B.E/B.Tech Graduate in Electrical/ Electronics Engg	Total post qualification experience of minimum 9 years out of which 7 to 9 years essential in the field of Railway/Metro Rolling Stock Industry in the area of TCMS functional design document for control of all the subsystems, Train Control Communication Architecture diagram for the train, TCMS Software Logic diagram for the sub-systems, Integration of the subsystems and code generation for

			loading in the processor, Firmware of TCMS components, TCMS Input/output details.
Sr.DGM	1	Full time B.E/B.Tech /M.Tech Electrical/ Mechanical/ Electronics Engg	Total post qualification experience of 21 years. Experience in Railway in the area of System design of EMUs/ Electric Locos/ Diesel Locos, Train & Loco Performance Calculation, Auxiliary Power Balance Calculation, Harmonic Calculation & simulations at coach and train level, Sizing, rating and specification of propulsion and other equipment, Reliability, Availability, Maintainability & Safety study and calculation for the rolling stock/train/loco
Sr.DGM	1	Full time B.E/B.Tech /M.Tech Electrical/ Mechanical/ Electronics Engg	Total post qualification experience of 21 years. Experience in Metro Rolling Stock Industry in the area of Design, Engineering, Manufacturing, Testing and final rolling out of Metro coaches. Facilities establishment of Metro Coaches & Bogies' manufacturing.

3. EDN/ESD, Bangalore

EDN/ESD, Bangalore			
Post	No. of vacancies	Qualification	Experience requirements
Dy Manager/ Manager	1	Full time B.E/B.Tech Graduate in Chemical/ Material Science Engg	Total post qualification experience of minimum 9 /12 years in Battery Systems, out of which minimum 2 years of work experience in handling Battery Energy Systems for Grid Energy Storage Applications for Electric vehicles.
Dy Manager/ Manager	1	Full time B.E/B.Tech Graduate in Electronics Engg.	
Dy Manager/ Manager	1	Full time B.E/B.Tech Graduate in Mechanical Engg.	
Dy Manager/ Manager	2	Full time B.E/B.Tech Graduate in Electrical/ Electronics Engg	Total post qualification experience of minimum 9/12 years out of which 07/09 years is essential in the field of design experience on IPMS, Ship Control Systems, O&M of ship system like APMS, Damage Control System, Stability Management and Auxiliaries etc. Experience in commissioning of IPMS and its sub-systems onboard naval ships.

*\*The number of vacancies given above are tentative and actual requirement may vary on review, based on which the number of vacancies reserved for various categories may also undergo revision*

**Although the positions above are specified for particular units, the candidates may be posted to any of the BHEL Units/divisions or Project sites, based on organizational requirement.**

Note: -

- In case of candidates possessing a full – time Post-Graduate Technical Degree, a relaxation in age limit shall be given upto the course duration and for a maximum of 2 years.
- BE/ B -Tech degree should be recognized by AICTE and from a recognized University\*  
\*University incorporated by an Act of the Central or State Legislature in India or other Educational Institutions established by an Act of Parliament or declared to be deemed as Universities under Section 3 of the University Grants Commission Act, 1956
- Period of service spent under Internship training shall not be considered as work experience.

**Position, Experience & Upper Age Limit: (As on 01.06.2019)**

Post	Upper Age limit as on 01/06/2019	Experience in years# (upto 01.06.2019)
Sr. Engineer - E2	32 years	5
Dy. Manager – E3	36 years	9
Manager – E4	39 years	12
Sr. Deputy General Manager – E6A	48 years	21

# Note: In case of candidates possessing more than required no. of years of relevant experience for a particular position, age relaxation shall be given for equivalent number of years over & above minimum prescribed experience eligibility for that position. However, this may be restricted to a maximum of 2 years, over and above the relevant experience required for a particular position.

**Reservations & Relaxations:**

The above vacancies are reserved as follows:

S/No.	Unit	UR	OBC	SC	ST	Total*
1	PESD, Hyderabad	1	4	1	3	9
2	EDN/ESD, Bangalore	2	2	0	1	5
3	Industry Sector, New Delhi	6	3	1	0	10

UR–Unreserved, OBC-Other Backward Class (Non-creamy Layer), SC-Scheduled Caste, ST–Scheduled Tribe

\*Reservations for EWS & PWD will be done in accordance with the Government guidelines

1. Vacancies reserved for OBC category are meant only for OBC candidates coming under ‘Non-Creamy Layer’ (NCL) as defined under Government Rules. The OBC candidates who do not belong to Non Creamy Layer should indicate their category as General only (Latest amendment in Annual Income criteria notified vide DOPT OM No.36033/1/2013-Estt. (Res) dated 13.09.2017).
2. Upper age limit is relaxable by 5 years for SC/ST and 3 years for OBC (Non-creamy Layer) candidates. For PwD category candidates age is relaxable by 10 years for General candidates, 13 years for OBC (Non-Creamy Layer) and 15 years for SC/ST category as per rules.
3. The above notified positions are identified suitable for the disabilities as indicated under the relevant provisions of Rights of Persons with Disability Act (RPwD) 2016 and subsequent rules on the matter  
(a)Locomotor disability (b) Leprosy cured (c) Dwarfism (d) Acid Attack Victims  
(e) Blindness (Single Eye) (f) Deaf (g) Hard of Hearing and (h) Speech & Language Disability

4. The age concession to the PwD shall be admissible irrespective of the fact whether the post is reserved for person with disabilities or not, provided the post is identified suitable for the relevant category of disability.
5. Upper age limit is relaxed by 5 years for the candidates who had ordinarily domiciled in the state of Jammu & Kashmir during the period from 01/01/1980 to 31/12/1989.
6. Age relaxation for Ex-Servicemen will be as per Central Government Rules.
7. **Upper Age limit after taking into consideration all applicable relaxation shall be 56 years as on 01.06.2019.**

**Emoluments and Benefits:**

The selected candidates will be normally placed at the minimum of the pay scale and will be on probation for a period of one year.

<b>Post &amp; Grade</b>	<b>Pay Scale (IDA-Pattern) (Rs.)</b>
Sr. Engineer - E2	70000-200000
Dy. Manager – E3	80000-220000
Manager – E4	90000-240000
Sr. Deputy General Manager – E6A	120000-280000

Besides the Basic pay (normally the minimum of the scale), selected candidates will be entitled to a Cafeteria of perks limited to 31% of their basic pay, Industrial Dearness Allowance (currently 10% of basic pay). Other allowances and benefits such as Leave, Medical facilities for self and dependent family members, Leave Encashment, Provident Fund, Gratuity, Performance Related Payment, Uniform, Subsidized Canteen facilities, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time.

**MODE OF SELECTION:**

Selection process will comprise of Personal interviews only. However, in case the number of applications received from eligible candidates are more than ten times the number of vacancies, candidates will be shortlisted for being called for interview in the ratio of 1:10 to the number of vacancies on the basis of aggregate marks of all semesters/ years secured in qualifying required degree i.e. relevant Engineering Degree.

(1) Candidates invited for Personal Interview will be paid First Class or AC 2 Tier Class to and fro rail fare from the starting station or the mailing address whichever is nearer to the place of interview by the shortest route on production of proof of journey.

(2) Candidates presently employed with Govt. Deptt., PSUs and Autonomous Bodies must apply through proper channel and produce a "No Objection Certificate" at the time of interview. However, in the event of difficulty, they may send their application directly and produce the relieving order from their organization in the event of selection.

(3) Incomplete applications (columns of the format not filled in or all requisite documents not enclosed) or those in format other than the one prescribed will not be entertained. Post and function applied for should be super-scribed on the envelope carrying the filled-in application.

### **Health Standards:**

Applicants should possess sound health. Before joining, selected candidates will have to undergo medical examination by the Company's Authorized Medical Officer and the appointment will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards is allowed. The Company's Medical Examination rules can be accessed on the website <http://careers.bhel.in>.

The Persons with Disability (PwD) candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their benchmark disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

### **General Instructions:**

1. Candidates should ensure that they fulfill the eligibility criteria prescribed for the post for which they have applied. In case it is found at any stage of the selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information/material facts or does not fulfill the eligibility criteria, his/her candidature/services are liable for rejection/ termination without notice.
2. SC, ST, OBC (Non-Creamy Layer), Persons with Disabilities(PwD), J&K domiciled candidates and Ex-servicemen should carefully mention the categories, since these details may not be allowed to be changed later. Accordingly, candidates are required to enclose necessary documentary proof with the application.
3. SC/ST/OBC Candidates, while applying for a post where there are no vacancies in their respective reserved categories, will be treated as General candidates and no relaxation will be applicable to these candidates.
4. Candidates belonging to OBC category but not covered under 'Non-Creamy Layer' are not entitled to OBC reservation. As such, they should indicate their category as 'GENERAL'.
5. Candidates who have left a PSU after voluntary retirement shall be considered only if he/she agrees to return the VRS compensation received to the PSU concerned.
6. Candidates shall be allowed to apply for each position separately, in case of candidates' eligibility in experience falling short of the required no. of years for particular position, the application shall be rejected and no provision shall be made to consider the application for a lower position.
7. For the first five years after date of joining, no applications initiated by selected candidates for Transfer shall be entertained, however, on Company's requirements, the candidates may be transferred to any of the Company offices/ Divisions, anywhere in India or abroad.
8. BHEL reserves the right to cancel / restrict / enlarge the recruitment process, if the need so arises, without assigning any further notice or reason therefor.
9. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in the respective cities/towns where the Units are located and the Courts/Tribunals/Forums (Jurisdiction Courts) at the location where Units to which they have applied is situated shall have sole and exclusive jurisdiction.
10. Applications which are incomplete in any detail, not legible or without all the required enclosures or received after the last date for receipt of applications will be rejected and no correspondence on this will be entertained.
11. BHEL does not take responsibility of attaching the documents or application fee sent separately after the dispatch of the original application form (Please refer "How to apply" point No. 3).
12. Any important information including Corrigendum/Changes/Updates and information / general instructions during the course of recruitment process and about selected candidates shall be made

available either through the website or on the e-mail ID provided by the candidates. Therefore, candidates may provide a valid e-mail id and keep it active for at least one year, simultaneously tracking the website for updates.

13. No correspondence will be entertained from candidates not invited / selected for interview.

#### How to apply:

1. The applications for selection to the above posts will be accepted ONLY ONLINE through our recruitment website <http://www.careers.bhel.in>. **No other mode of application shall be entertained.**
2. A Non-refundable application processing fees of Rs 300/- + GST is to be paid by all candidates via Payment Gateway while filling application form on website. **No other mode of payment is acceptable.**
3. Candidates should apply by submitting the online application on BHEL's recruitment website. After successful submission, candidates will be required to take print-out of the Acknowledgement Slip which will be generated by the system and will contain a unique acknowledgement number. This acknowledgement slip along with all the required documents is to be sent in an envelope super scribed with "Application for the post of \_\_\_\_\_ and function \_\_\_\_\_" to the following address:

BHEL  
PO Box No.3114  
Head Post Office, Lodhi Road  
New Delhi - 110003

Responsibility of forwarding the complete set of required documents rests with the candidate.

#### **Copies of self-attested certificates to be enclosed along with the Acknowledgement Slips:**

1. SSLC/HSC mark sheet or Birth Certificate (in support of date of birth)
2. Qualification mark sheets and certificates of B.E/B-Tech Degree (for all positions) & M-Tech of all semesters (In case, claiming age relaxation)
3. Community certificate – SC/ST/OBC as per prescribed certificate in various government notifications from time to time. OBC(NCL) certificate to be as per latest guidelines of government and in any event not more than one-year-old. In case of OBC a self-undertaking regarding non-creamy layer status is also to be submitted which is available on the website link [https://careers.bhel.in:8443/bhel/static/obc\\_non.pdf](https://careers.bhel.in:8443/bhel/static/obc_non.pdf)
4. PwD /EWS/ Ex-Servicemen / J&K Domicile certificates as per government notification.
5. Certificates as proof of Experience (In the absence of proper service certificates, candidates shall be required to send joining letter and relieving order and in case of serving employees, latest salary certificate/Slip may be sent in place of relieving order, along with Joining letter).

#### IMPORTANT DATES

Commencement of online submission of applications	10/06/2019
Closing of online submission of applications	25/06/2019
Last date of receipt of Acknowledgement slips along with relevant documents	02/07/2019
(For far flung areas)	(09/07/2019)