



बीईएमएललिमिटेड

(भारत सरकार का उपक्रम)

बीईएमएल सौधा, 23/1, चौथा मेन रोड, संपंगिरामनगर, बेंगलूर - 560 027, भारत

BEML LIMITED

(A Govt of India Undertaking)

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

RECRUITMENT of GENERAL MANAGERS for DEFENCE BUSINESS, FINANCE, HR, IT & MEDIA RELATIONS

BEML Limited, a pioneer in Multi Business (Defence, Mining & Construction, Rail & Metro, Aerospace, Dredging etc.) Heavy Engineering Company with an Annual Turnover of nearly Rs.3500 Crores is looking for promising and energetic professionals in the level of General Managers in Defence Business, Finance, HR, IT and Media Relations for its Corporate Office:

Sl. No	Position	Grade	Qualification	Post Qualification Experience Required	Pay Scale	Upper Age Limit
1	General Manager (Defence Business)	VIII	Full time (4 yrs) First Class Degree in Engineering in Mechanical/ Electrical/Automobile/Production from a recognized University / Institution. Post Graduate Qualification in Management preferred.	24 Years	43200-66000	49
2	General Manager (Finance)	VIII	CA/ICWA	24 Years	43200-66000	49
3	General Manager (HR)	VIII	Graduate with First Class 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.	24 Years	43200-66000	49
4	General Manager (IT)	VIII	Full time (4 yrs) First Class Degree in Engineering from a recognized University / Institution. Post Graduate Qualification in Management preferred.	24 Years	43200-66000	49
5	General Manager (Media Relations)	VIII	Graduate with First Class Post Graduate Degree/ Diploma in Public Relations/ Journalism/ Mass Communication (2 years full time) from recognized University/ Institution	24 Years	43200-66000	49

Age relaxation for SC / ST / OBC/ PWD candidates and reservation for SC/ST/OBC/ PWD candidates will be as per the Govt. of India guidelines.

Job Responsibility :

1. General Manager (Defence Business) :

The incumbent should have post qualification executive experience preferably in the areas of Manufacturing/Production, R&D and Marketing of Defence Equipments in a large organisation of repute and be capable of handling overall management of the Defence Business of the Company which includes the following :

- a) Interacting with Army, Air Force, Navy and Ministry of Defence for Marketing of Defence Products and generation of orders. Submission of quotations against tenders, interaction with foreign companies to forge alliances for collaboration / co-production, correspondence with Service Headquarters and Ministry of Defence.
- b) Interacting with the Complex/Divisional Heads of the Company for manufacturing & continuous review of production schedule to meet the defined Management targets and review of R&D activities of the Defence group.

2. General Manager (Finance) :

The incumbent should have post qualification executive experience preferably in any large Engineering Industry in the areas of Treasury Management, Indirect and Direct Taxation, Purchase Scrutiny consolidation & finalization of Accounts/ Internal Audit / Costing & Budgeting/ Pricing / Management of Receivables & Inventory/ Payroll, Provident Funds, Time Office functions etc.

3. General Manager (HR) :

The incumbent should have post qualification professional experience preferably in engineering industries in the areas of Human Resources/ Industrial Relations including Compliance of statutory requirements, Contract Labour matters, implementation of HR Policies, Manpower Planning, Performance Management System, Training & Development, Welfare, General Administration etc. The incumbent should have experience in leading a team of professionals in any large organization of repute and should have exposure in handling multiple Unions, etc.,

4. General Manager (IT) :

The incumbent should have the prescribed post qualification experience in a large organization of repute handling all its IT requirements. The incumbent should have sound knowledge of IT including handling of technical publication, disaster recovery system etc., & should have dealt with ERP (SAP) and have business development acumen.

The incumbent should be able to maintain the existing IT infrastructure/facilities including Data center, communication facility, Network connection (Email, LAN, WAN etc.) and improvement for better availability, Implement high level information security and certification for same, maintain BEML-ERP modules like production, finance, Logistics, HR, SRM etc., prepare of a road map for BEML-IT department growth plan and its implementation, Integrate engineering service with ERP and make ERP as profit center, Plan for SAP division under IT division providing service and solution for all users, Cyber Security, Maintain IT policy in line with Govt. guidelines. The incumbent having exposure/vast experience in architecting, designing, developing & implementing software for enterprise wide use will be preferred.

5. General Manager (Media Relations) :

The incumbent should have post qualification professional experience in any Public Sector/ Private Sector Company in the areas of :

- Creation of goodwill with customers, public and media
- Developing and creation of branding and public image of the Company through Press / TV / AIR and all others concerned.
- Organizing exhibitions, trade fairs and products, audio visual films etc.
- Capable of editing house journal / pamphlets dealing with activities in the field of R&D, Financial performance etc.,

- Capable of developing and maintaining good relations with other agencies including Government / Trade Associations
- Capable of coordinating the function in consonance with the Company's objectives, policies etc.

GENERAL CONDITIONS :

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on 01.12.2017.
- Reservations for SC / ST / OBC candidates will be as per the Govt. of India guidelines.
- The upper age limit indicated above is for general category. Age relaxation for SC / ST / OBC will be as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC candidates. The upper age limit can be further relaxed subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 55 years.
- Age & Qualification shall be relaxable for deserving and experienced candidates.
- SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- 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: **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.

*Non- Creamy Layer : The gross annual income of parents of the candidate should not be more than Rs.6 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 27th, May 2013.]

- PWD candidates are required to submit PWD Certificate in the format as applicable for appointment to posts under Government of India.
- 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.
- Candidates employed in Government / Quasi-Government / PSU, should have worked for at least one (1) year in the immediate lower scale.
- 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.
- Candidates may be considered for selection for lower post than applied subject to suitability.
- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Interview/ Selection & Appointment.
- Management reserves the right to restrict the number of candidates.
- Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- Candidates will have an option to answer/ reply in Hindi if so desired at the time of interview.

- Intimation regarding 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.
- 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.
- Eligible and interested General and OBC candidates applying for the above position (Not applicable for SC/ST/ PWDs) need to pay a non-refundable fee of **Rs.500/-** by clicking the "**ON-LINE FEE PAYMENT**" Link using State Bank Collect facility available at www.onlinesbi.com.
- 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.
- The candidates can access the online application form in our career page at www.bemlindia.com. The online registration site would be available from **1400 Hrs on 17.11.2017 to 1745 Hrs on 01.12.2017**.
- The candidate is required to take a printout of the online application form, affix the recent passport size photograph, sign in the space provided and attach copy of the print out of the fee payment receipt (if applicable), self-attested copies of certificates in support of qualification, experience (with latest pay-slip as proof for current employment), age, caste, disability (as applicable) etc. and forward the same to the address mentioned below in a sealed envelope mentioning the post applied for on the top left corner of the envelope :
- ASST. GENERAL MANAGER (HR)
 BEML LIMITED
 Recruitment Cell
 BEML Soudha
 No.23/1, 4th Main Road
 S.R Nagar, Bangalore -560027
- The envelope with documents should reach the above address latest by **08.12.2017**. Hard copy of the applications not received within the stipulated date or Applications received without photograph/ signature/ fee payment receipt/ attachments/ proper documents will be summarily rejected without any further correspondence.
- For any queries in the matter, candidates may contact Recruitment Cell on **Phone No - 080 - 22963279** & **Mail Id: recruitment.queries@beml.co.in**

Date :15.11.2017

(Advt No.KP/S/07/2017)

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