



भारत हेवी इलेक्ट्रिकल्स लिमिटेड (भारत सरकार का उपक्रम)

Bharat Heavy Electricals Limited

Powering Progress... Brightening Lives

THE ORGANISATION

BHEL, India's premier engineering organization and one of the NAVARATNA PSUs, caters to core sectors of Indian economy viz Power Generation and Transmission, Industry, Transportation, Oil & Gas, Renewable Energy, having 15 Manufacturing Divisions, 08 Service Divisions, 15 Regional Offices, 04 Power Sector Regional Centres and over 100 Project Sites spread all over the Country. The financial turnover of the Company, during the year 2009-10 was Rs.34,154 Crores and has a challenging order book position. BHEL plans to be a Rs.45,000 Crore Company by 2011-12 and a Rs.90,000 Crore Company by 2016-17.

THE POSITIONS & REQUIREMENT

| Discipline | No. of Vacancies | |
|-------------|------------------|--------------------|
| | Engineer Trainee | Supervisor Trainee |
| Mechanical | 400 | 550 |
| Electrical | 125 | 150 |
| Electronics | 75 | 75 |
| Civil | - | 25 |
| Total | 600 | 800 |

- Out of the total 800 vacancies of Supervisor Trainees, 200 vacancies are earmarked for dependants of the deceased employees of BHEL. All relevant details as to how to/ who can apply under this category are given in 'Compassionate Consideration' link on our website <http://careers.bhel.in>. Vacancies remaining unfilled, if any, shall later be shifted to open recruitment.
- The number of vacancies indicated above is tentative. Actual requirement may, however, vary based on further assessment.
- The above requirement is for BHEL's various Project Sites and Manufacturing Units spread all over India.

JOB SPECIFICATIONS

| Position | Educational Qualifications | Percentage/ equivalent CGPA | Upper Age Limit (years) |
|--------------------|---|--|--|
| Engineer Trainee | Full time regular Bachelor's Degree in Engineering or Technology from a recognized Indian University/ Institute in the disciplines of MECHANICAL/ ELECTRICAL/ ELECTRONICS | Minimum 65% or Equivalent CGPA in aggregate of all years/semesters | 27 Years (Candidates born before 01/08/1983 are not eligible to apply) Note: 29 years for Post Graduates of Engg. or Business Admn./ Management (Candidates born before 01/08/1981 are not eligible to apply) |
| Supervisor Trainee | Full time regular Diploma in Engineering from a recognized Indian University/ Institute in the disciplines of MECHANICAL/ ELECTRICAL/ ELECTRONICS/ CIVIL | Minimum 65% or Equivalent CGPA in aggregate of all years/semesters | 27 Years (Candidates born before 01/08/1983 are not eligible to apply) Note: Age relaxation is available to experienced candidates applying for the post of Supervisor Trainee. Refer our recruitment web-site for further details |

Note:

List of equivalent qualifications / disciplines, which will be considered against the above positions, is being provided on our recruitment web-site <http://careers.bhel.in>

RESERVATION & RELAXATION

- Following vacancies of Engineer Trainees are reserved for different categories after adjustment of shortfall/ excess available on the roster:

| Unreserved | Reserved for | | | Total |
|------------|--------------|----|----|-------|
| | OBC | SC | ST | |
| 268 | 187 | 94 | 51 | 600 |

Out of the above vacancies, 36 vacancies (15 current and 21 backlog) are reserved for Physically Challenged (Ph.Ch.) candidates having Locomotor Disability or Hearing Impairment.

The above no. of reserved vacancies may vary in accordance with the Govt. Directives in this regard and in the event of any change in the number of vacancies on further assessment of actual requirement /joining of the current batch of candidates.

As regards the vacancies of Supervisor Trainees, since the number of vacancies advertised is tentative in nature and there could be fluctuation in number of vacancies for different Units/ Divisions, Unit/ Division-wise distribution of reserved vacancies will be arrived at after review. However, Reservation Directives for various categories will be strictly complied with, including applicable State-wise reservation.

Vacancies reserved for OBC category are meant only for candidates coming under 'Non-Creamy Layer'. 'Non-Creamy Layer' under OBC means 'The gross annual income of parents of the candidate should not be more than Rs.4.5 lakhs per annum in last three consecutive years in line with DOPT OM No. 36033/3/2004-Estt.(Res) dated 14th October, 2008.

- For the post of Supervisor Trainees, qualifying percentage of marks for SC/ST candidates in the relevant Engineering Diploma is minimum 60% aggregate marks of all years/semesters.
- Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC candidates and for Ph.Ch. - 10 years for General, 13 years for OBC and 15 years for SC/ST category.
- SC/ST/Ph.Ch. candidates are exempted from payment of processing/ examination fee.
- Relaxation for Ex-Servicemen will be as per extant Govt. Rules. All eligible Ex-Servicemen, who have pass certificate of equivalent armed forces qualification (% of marks not mandatory) of the prescribed Engineering degree /diploma will be called for Written Test.
- Category (SC/ ST/ OBC/ Ph.Ch.) should be carefully filled-up in the application form, as the same will normally not be allowed to be changed later. Also, in the event of finally being appointed, if it is found that such a statement was wrong, the candidate will be liable for suitable actions including termination and prosecution.
- Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.

SELECTION PROCESS

Selection process for both posts will consist of Written Test and Personal Interview.

All eligible candidates will be invited for written test at their own expense. The Written Test papers will be objective type in nature and will be bilingual i.e. in Hindi & English. Thereafter, the candidates will be called for interview in the ratio of 1:3 to the no. of vacancies in order of merit of written test marks. For details please refer our website.

WRITTEN TEST

Tentative Dates of Written Test –

- For Supervisor Trainees - 24th October, 2010
- For Engineer Trainees - 31st October, 2010

WRITTEN TEST CENTRES

Written Test will be held at following 14 cities across India. BHEL reserves the right to change or add or cancel any of the Test Centers, at its discretion.

| | | |
|--------------|-------------|------------------|
| 1 Bengaluru | 6 Haridwar | 11 Nagpur |
| 2 Bhopal | 7 Hyderabad | 12 Tiruchy |
| 3 Chandigarh | 8 Kanpur | 13 Varanasi |
| 4 Chennai | 9 Kolkata | 14 Visakhapatnam |
| 5 Delhi | 10 Mumbai | |

Candidates will have to choose one of the Test Centres. The Management reserves the right to change the test centre of the candidate, depending on the number of candidates.

TRAINING & EMOLUMENTS

Engineer Trainee - The Selected Candidates will undergo training for one year. During training, basic pay of Rs.20600/- in the scale of pay of Rs.20600-46500/- will be paid. After successful completion of training, the trainees will be absorbed as **Engineer** in the scale of pay of Rs.24900-50500/- with a basic pay of Rs.24900/-.

Supervisor Trainee - The Selected Candidates will be placed on training for one year. During training, basic pay of Rs.12300/- in the scale of pay of Rs.12300-26000/- will be paid. After successful completion of training, the trainees will be absorbed as **Assistant Engineer Gr.II** in the scale of pay of Rs. 12400-30500/-.

For the above posts, besides Basic Pay, Industrial Dearness Allowance, Perks and other allowances admissible under the Company Rules will be payable during training/after absorption.

Cost to Company (Approximate):

| Engineer Trainees in the of Scale of pay of Rs. 20600-46500/- | | Supervisor Trainees in the of Scale of pay of Rs.12300-26000/- | |
|---|---|--|---|
| Project Sites | Manufacturing Units/ Division/ Power Sector Regions | Project Sites | Manufacturing Units/ Division/ Power Sector Regions |
| Rs. 8.5 lakhs/annum | Rs. 7.3 lakhs/annum | Rs. 5 lakhs/annum | Rs. 4.3 lakhs/annum |

SERVICE AGREEMENT BOND

Selected candidates will have to execute a service agreement bond of Rs.1,00,000/- (Rupees One Lakh only) for Engineer Trainee and Rs.50,000/- (Rupees fifty thousand only) for Supervisor Trainee to serve the Company (or any Government Department or Undertaking at the discretion of the Company) for a period of three years after successful completion of training. Candidates will also be required to furnish a Surety Bond executed by parents/ guardian/ reliable surety.

MEDICAL STANDARD

Applicants should have sound health which will be assessed by Company's Authorized Medical Officer and the appointment will be subject to meeting the health standards prescribed by the Company. Refer our recruitment website: <http://careers.bhel.in> for details about BHEL's Medical Standards.

The definition of Locomotor Disability and Hearing Impairment for Physically Challenged candidates is as per The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995'.

The Ph.Ch. candidates are required to furnish duly stamped Medical Certificate in relation to their disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

GENERAL

- The submission of applications will be on-line only through our recruitment website <http://careers.bhel.in>

2. Fee:

The candidates belonging to General and OBC categories have to pay non-refundable fee as prescribed below:

- For Engineer Trainees - Rs.500/
- For Supervisor Trainees - Rs.300/

The fee can be paid in any of the branches of State Bank of India across the country, to Power Jyoti A/c No. given below through challan.

| Post | Power Jyoti Account No. |
|--------------------|-------------------------|
| Engineer Trainee | 31170378124 |
| Supervisor Trainee | 31325460299 |

The triplicate challan (1st Copy - Applicants copy, 2nd Copy - BHEL copy, 3rd Copy - Bank copy) for payment of fees can be downloaded from our website <http://careers.bhel.in>. The Journal No. given by the bank on payment of fee needs to be filled in the on-line application form and the challan copy of BHEL needs to be attached with the Acknowledgment Slip and sent to BHEL, BAP, Ranipet.

SC/ ST/ Physically Challenged candidates are exempted from payment of above fee.

- Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit '**No Objection Certificate**' at the time of interview from their employer, if they qualify upto the stage of interview.
- Candidates are advised to possess a valid **e-mail ID**, which is to be entered in the on-line Application Form. They are also advised to retain this e-mail ID active **for at least one year** as any important intimation to the candidates shall be provided by BHEL through e-mail. They are further requested to check regularly their e-mail for any communication from BHEL in this regard.
- Our recruitment website <http://careers.bhel.in> will provide necessary details regarding examination fee, how to apply, general instructions, last date of submission of applications, written test etc.

Important Dates:

| Mile-stone | Scheduled Date |
|--|---|
| Commencement of Online Submission of applications | 30/08/2010 |
| Closing of On-line submission | 20/09/2010 |
| Last date of receipt of Acknowledgment Slips at BHEL, BAP, Ranipet | 27/09/2010 – For all candidates 04/10/2010 – for candidates residing in North East and far flung areas |
| Issue of Permission Slips for Written Test | 11/10/2010 |
| Written Test | For STs : 24/10/2010 For ETs : 31/10/2010 |

These dates are tentative and may undergo change. Any change in these dates shall be displayed on our website <http://careers.bhel.in>