



Bharat Heavy Electricals Limited

(A Govt. of India Undertaking)

Powering Progress...Brightening Lives!

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, Defence etc. and has 15 Manufacturing Divisions, 08 Service Divisions, 15 Regional Offices, 04 Power Sector Regional Centers and over 100 Project Sites spread across the Country and Overseas, With a Challenging Order book position, BHEL's financial turnover during the year 2010-11 stood at Rs. 43,337 Cr.

POSITIONS & REQUIREMENT

Position/Discipline	No. of Vacancies						
	Mechanical	Electrical	Electronics	Civil	Finance	HR	Total
Engineer Trainees	700	200	100	-	-	-	1000
Supervisor Trainees (Engineering)	740	160	60	40	-	-	1000
Supervisor Trainees (Finance)	-	-	-	-	207	-	207
Assistant Officer (HR) Gr II	-	-	-	-	-	150	150

- Out of the above, 250 vacancies of Supervisor Trainees (Engineering) and 52 vacancies of Supervisor Trainee (Finance) are earmarked for dependants of deceased employees of BHEL. For details, visit 'Compassionate Consideration' link on our website <http://careers.bhel.in>. Unfilled earmarked vacancies, 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 across the country.

JOB SPECIFICATIONS:

For Engineer Trainees & Supervisor Trainees

Position	Educational Qualifications	Percentage/ equivalent CGPA	Upper Age Limit (years) (As on 01/08/2011)
Engineer Trainee	Full time regular Bachelor Degree in Engineering or Technology from a recognised Indian University/Institute in the disciplines of MECHANICAL/ ELECTRICAL/ ELECTRONICS	Minimum 65 % marks or Equivalent CGPA in aggregate of all years/ semesters	27 Years (Candidates born before 01/08/1984 are not eligible to apply) Note : 29 years for Post Graduates of Engg. or Business Admn./Management. (Candidates born before 01/08/1982 are not eligible to apply)
Supervisor Trainee (Engineering)	Full time regular Diploma in Engineering from a recognized Indian University/Institute in the disciplines of MECHANICAL/ ELECTRICAL/ ELECTRONICS/ CIVIL	Minimum 65 % Marks or Equivalent CGPA in aggregate of all years/ semesters (relaxable to 60 % for SC/ST candidates)	27 Years (Candidates born before 01/08/1984 are not eligible to apply) Note : Age relaxation is available to experienced candidates. Details are available on our Website

Note: For Engineer Trainees and Supervisor Trainee (Engineering): List of disciplines that will be considered equivalent to the disciplines, which will be considered for these positions, is being provided on our recruitment web-site <http://careers.bhel.in>

Position	Educational Qualifications	Percentage/ equivalent CGPA	Upper Age Limit (years) (As on 01/08/2011)
Supervisor Trainee (Finance)	Full time regular Bachelor degree in Commerce from recognized Indian University/Institute	Minimum 70% marks or Equivalent CGPA in aggregate of all years/semesters (relaxable to 60% for SC/ST candidates)	27 Years (Candidates born before 01/08/1984 are not eligible to apply)

For Assistant Officer (HR) Gr. II

Position	Educational Qualifications	Percentage/ equivalent CGPA	Upper Age Limit (years) (As on 01/08/2011)	Post Qualification Work Experience (as on 01/08/2011)
Assistant Officer (HR) Gr. II	Full time regular Bachelor degree in Business Administration (BBA)/ Bachelor's of Business Management (BBM)/Bachelor of Social Work (BSW) with Personnel Management/ IR/HR/ Labour Welfare as one of the major subjects from a recognized Indian University/Institute	Minimum 65% marks or Equivalent CGPA in aggregate of all years/ semesters (relaxable to 60% for SC/ST candidates)	30 Years (Candidates born before 01/08/1981 are not eligible to apply)	Minimum 3 yrs. in dealing with HR matters at any Manufacturing Unit or Project Sites of Govt./Semi-Govt./PSU/Listed Companies

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	
498	261	151	90	1000

For Physically Challenged: Out of the above vacancies, 55 (30 current & 25 back log) vacancies 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.

For Supervisor Trainees (Engineering and Finance) and for Assistant Officer(HR) Gr. II: As regards these vacancies, since the numbers advertised are 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.

For Physically Challenged:

For Supervisor Trainee vacancies, 30 vacancies of Supervisor Trainee (Engineering), 07 vacancies of Supervisor Trainee (Finance) are reserved for Physically Challenged (Ph.Ch.) candidates having Locomotor Disability & Hearing Impairment.

For Assistant officer (HR) Gr II position, 5 vacancies are reserved for Physically Challenged (Ph.Ch.) candidates having Locomotor Disability, Visual Impairment & Hearing Impairment.

- Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC (Non Creamy Layer) candidates and for Ph.Ch.-10 years for General, 13 years for OBC and 15 years for SC/ST category.

- 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.

- Relaxation for Ex-Servicemen will be as per extant Govt. Rules. For being called for written test for Ex-Servicemen candidates possessing Degree/Diploma awarded by Armed Forces, percentage of Marks will not be mandatory.

- 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

For Engineer Trainee & Supervisor Trainee (Engineering & Finance)

Selection process for these 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 Engineer Trainees - 18th September, 2011

For Supervisor Trainees - 25th September, 2011

WRITTEN TEST CENTRES : Written Test will be held at following 18 cities across India. BHEL reserves the right to change or add or cancel any of the Test Centers, at its discretion.

1	Bengaluru	5	Chennai	9	Haridwar	13	Kolkata	17	Varanasi
2	Bhopal	6	Kochi	10	Hyderabad	14	Mumbai		
3	Bhubaneswar	7	Delhi	11	Jaipur	15	Nagpur	18	Visakhapatnam
4	Chandigarh	8	Guwahati	12	Kanpur	16	Tiruchy		

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.

For Assistant Officer(HR) Gr. II :- Selection process will comprise Personal Interview only.

Candidates will be shortlisted for being called for the interview in the ratio of 1:3 to the number of vacancies in order of merit of aggregate marks (percentage) of all semesters/ years, secured in minimum required qualification.

TRAINING & EMOLUMENTS : ENGINEER TRAINEE - The selected candidates will undergo training for one year. During training, basic pay of Rs.20,600/- in the scale of pay of Rs.20,600-46,500/- will be paid. After successful completion of training, the trainees will be absorbed as Engineer in the scale of pay of Rs.24,900-50500/- with a basic pay of Rs.24,900/-.

SUPERVISOR TRAINEE (Engineering & Finance) - Selected candidates will undergo training for one year. During training, basic pay of Rs.12,300/- in the scale of pay of Rs.12,300-26,000/- 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. 12,400-30,500/-

ASSISTANT OFFICER(HR) Gr. II - The selected candidates will be placed in the scale of Rs 12,400-30,500/- as Assistant Officer (HR) Grade II.

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

Cost to Company (Approximate per annum):

Engineer Trainees in the of Scale of pay of Rs. 20,600-46,500/-		Supervisor Trainees in the of Scale of pay of Rs.12,300-26,000/-		Asst Officer (HR) Gr. II in the of Scale of pay of Rs. 12,400-30,500/-	
Project Sites	Manufacturing Units/ Division/ Power Sector Regions	Project Sites	Manufacturing Units/ Division/ Power Sector Regions	Project Sites	Manufacturing Units/Division/ Power Sector Regions
Rs. 8.6 lakhs	Rs. 7.6 lakhs	5.3 lakhs	Rs. 4.6 lakhs	5.5 lakhs	Rs. 5 lakhs

SERVICE AGREEMENT BOND: Selected candidates will have to execute a service agreement bond of Rs.2,00,000/- (Rupees Two Lakh only) for Engineer Trainee and Rs.100,000/- (Rupees one lakh 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.

For Assistant Officer (HR) Gr. II, selected candidates would not have to execute Service agreement bond.

MEDICAL STANDARDS : 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, Hearing Impairment & Visual impairment for Physically Challenged candidates is as per The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

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 INSTRUCTIONS

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

- 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 & Assistant Officer (HR) Gr. II - 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 (Engg. & Fin.)/ Asst. Officer (HR) Gr. II	31325460299

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

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 at following address:

For Engineer Trainees

AGM (HR & IC)
M/s Bharat Heavy Electricals Ltd.
Boiler Auxiliaries Plant,
Ranipet Head Post Office
Ranipet - 632401

For Supervisor Trainees (Engineering and Finance) & Asst. Officer (HR) Gr. II

SDGM (HR & Law)
M/s Bharat Heavy Electricals Ltd.
Boiler Auxiliaries Plant,
Ranipet Head Post Office
Ranipet - 632401

- 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 atleast one year as any important intimation to the candidates shall be provided by BHEL through e-mail. They are further requested to check their e-mail regularly 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:

Milestones	Scheduled Date
Commencement of Online Submission of Applications	01/08/2011
Closing of On-line Submission of Applications	20/08/2011
Last date of receipt of Acknowledgment Slips at BHEL, BAP, Ranipet	24/08/2011 - For all candidates 31/08/2011 - For candidates residing in North East & far flung areas
Issue of Permission Slips for Written Test	03/09/2011 - For ETs 06/09/2011 - For Supervisor Trainees and Asst. Officer (HR) Gr II
Written Test	For ETs : 18/09/2011 For STs : 25/09/2011

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