



बीईएमएल लिमिटेड BHEL LIMITED

(भारत सरकार का उपक्रम) (A Govt of India Undertaking)

CIN: L35202KA1964GOI001530

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

RECRUITMENT OF JUNIOR EXECUTIVES ON FIXED TERM (CONTRACT) BASIS

(Advt No. KP/S/03/2026 Dt. 25.03.2026)

BHEL Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products over the last six decades, mainly for core sectors- Defence & Aerospace, Rail & Metro, Mining & Construction through its state-of-the-art manufacturing facilities. To further build country's promising projects, namely - Vande Bharat sleeper trains, Metro rail coaches, High mobility & Armoured recovery vehicle, Special application Engines for Defence, AI-based high-end mining equipment, BHEL Ltd welcomes career-oriented aspirants who wish to achieve great future with us and explore infinite opportunities.

Details of the Positions:

VACANCIES AT MANUFACTURING UNIT, BANGALORE COMPLEX, BENGALURU						
Job Position (Job Codes)		No. of Vacancies	Qualification	Post Qualification Experience (PQE)	Department/ Area of Posting	Upper Age Limit (Years)
Junior Executive- Mechanical/ Production/ Industrial Engineering	(R001)	25 (4-year tenure positions) (UR-13, SC-03, ST-01, OBC-06, EWS-02)	BE/B.Tech (with aggregate 60% Marks) in: Mechanical / Production/ Industrial Engineering	0-2 years relevant experience for 4- year tenure positions.	Production/Pr oduction Control/R&D/ Planning/Pro curement/Qu ality/Mainten ance	29
	(R002)	06 (1-year tenure positions) (UR-05, OBC-01)	<i>(Relaxable by 5% for SC/ST/PwD)</i>	<i>Preference will be given to the candidates with relevant experience in Manufacturing/ Production/Produc tion Control/ R&D/ Planning/Procure ment/ Quality</i>		
Junior Executive- Electrical Engineering	(R003)	27 (4-year tenure positions) (UR-13, SC-04, ST-01, OBC-07, EWS-02)	BE/B.Tech (with aggregate 60% Marks) in: Electrical & Electronics Engineering (EEE)	Fresh engineering graduates / with no experience can apply for 1-year tenure positions.		
	(R004)	06 (1-year tenure positions) (UR-05, OBC-01)	<i>(Relaxable by 5% for SC/ST/PwD)</i>			



VACANCIES AT MANUFACTURING UNIT, BANGALORE COMPLEX, BENGALURU

Job Position (Job Codes)		No. of Vacancies	Qualification	Post Qualification Experience (PQE)	Department/Ar ea of Posting	Upper Age Limit (Years)
Junior Executive- Electronics & Tele- communication/ Instrumentation Engineering	(R005)	10 (4-year tenure positions) (UR-06, SC- 01, OBC-02, EWS-01)	BE/B.Tech (with aggregate 60% Marks) in: Electronics & Tele- communication Engineering (ETC)/ Instrumentation Engineering	0-2 years relevant experience for 4-year tenure positions. <i>Preference will be given to the candidates with relevant experience in Manufacturing /Production /Production Control/ R&D/Testing/ /Furnishing</i>	Manufacturing/ Furnishing & Testing	29
	(R006)	04 (1-year tenure positions) (UR-03, OBC-01)	(Relaxable by 5% for SC/ST/PwD)	Fresh engineering graduates / with no experience can apply for 1-year tenure positions		

Fixed Tenure Engagement	Vacancies
One-Year Contract	16
Four-Years Contract	62

Note :

- Should be willing to work in 2nd shifts & 3rd shift (in case of exigencies of work as per work requirements)
- Should be willing to travel to supplier/vendor premises (on short notice as required).
- **Candidates can apply for one JOB POSITION ONLY.**
- **The Venue for document verification and written test shall be notified on the BHEL Career portal in due course.**

TERMS & CONDITIONS OF ENGAGEMENT

- The engagement will be on fixed tenure basis for a period of one year or four years depending on the preference for particular tenure given by the candidate.
- Minimum qualifying marks for one-year fixed tenure applicants shall be as follows:

Fixed Tenure engagement of Executives for 1 year	GEN/OBC/EWS	SC/ST/PwD
Qualifying exam (BE/BTech percentage)	60%	55%

- Minimum qualifying marks for four-years fixed tenure applicants shall be as follows:

Fixed Tenure engagement of Executives for 4 years	GEN/OBC/EWS	SC/ST/PwD
Qualifying exam (BE/BTech percentage)	60%	55%
Qualifying Marks in Written Test (percentage)	45%	40%



- iv. The four-years fixed tenure engagement will be renewable every year based on performance parameters, conduct and business requirements. Such engagement shall stand terminated after completion of the contractual period.
- v. One-year tenure engagement will not be renewable beyond the first year of contract.
- vi. The locations of Job Postings would be tentative and is transferrable during the 4 years of contract, subject to Company requirements.
- vii. Based on the company's requirements, the offer of engagement may be issued on need basis from time to time or in a phased manner.
- viii. The consolidated pay during the period of engagement will be as under:

1 st Year	2 nd Year	3 rd Year	4 th Year
Rs.35,000	Rs.37,500	Rs.40,000	Rs.43,000

GENERAL CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **7th April, 2026**.
- iii. The upper age limit indicated is relax able as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC candidates. For PwD Candidates the upper age limit is relax able by additional 10 years over and above the relaxation admissible for candidates belonging to SC/ST/OBC – NCL. Relaxation of age limit would be permissible to candidates with minimum 40% disability.
- iv. For PwD Candidates, the upper age limit is relaxable by additional 10 years. This would be over and above the admissible age relaxation for candidates belonging to SC/ST/OBC – NCL. Relaxation of age limit would be permissible to candidates with minimum 40% disability.
- v. SC/ST candidates are required to submit SC/ST Caste Certificate. in the format as applicable for appointment to posts under Government of India.
- vi. 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.]
- vii. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.
- viii. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections
- 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 for Appointment.
- xi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.



- xii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- xiii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xiv. Intimation regarding Assessments (at various stages), issuance of provisional offer/ final offer etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website. BEML will not be responsible for any loss/ non-delivery of e-mail or any associated communications sent, due to invalid/ incorrect e-mail id. The e-mail id and mobile number provided in online application should remain valid for at least one year.
- xv. Management reserves the right to fill the advertised positions in phased manner based on requirement.
- xvi. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, Experience, age, caste/ PWD (as applicable) need to apply.
- xvii. Eligible and interested GEN / EWS / OBC 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.
- xviii. Any request for change in category, address, e-mail, mobile number, test center location etc, as declared in the on-line application will not be entertained.
- xix. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.
- xx. **Based on the number of candidates, you may be required to stay back for one more day (by your own means) towards completing the assessment (Only for 4-year tenure positions).**

SELECTION PROCEDURE

- i. Candidates applying for one-year positions shall be selected solely on the basis of their average marks obtained across all semesters of the qualifying degree (8 semesters for 4-year Engineering Graduates & 6 semesters for Diploma + 3 years graduates). Candidates applying for four-year positions shall be selected on the basis of marks obtained in the written test conducted by BEML.
- ii. Selection process for the four-year positions will be a Written Test of 1-hour duration. The written test will be comprising of 60 Multiple-Choice Questions (MCQs) to test technical ability. The questions will carry 1 mark each and there will be no negative marks.
- iii. The minimum qualifying marks for the written test will be 45% which will be relaxed by 5% for candidates from SC/ST/ PwD category. However, management reserves the right to restrict the number of candidates shortlisted.
- iv. The second phase of the selection process for the JEs appearing of 4 years tenure position will be document verification for the shortlisted candidates. All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage, and those candidates who are found to be meeting the advertised criteria only would be considered.
- v. Final selection will be made on the basis of performance in the written test and meeting minimum eligibility standards.

HOW TO APPLY / REGISTER

- i. The candidates are required to register ONLINE only (mandatory) 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 registration form in our career page at www.bemlindia.in (under the Advt. No. KP/S/03/2026). The on-line registration site would be available till 1800 Hrs of 7th April, 2026.
- iii. Towards accessing the On-line registration, the candidate should have a valid e-mail and mobile number. These contact details will also be utilized for further correspondence by BEML Limited. The change for e-mail and mobile number will not be entertained by BEML during the course of the Recruitment process.
- iv. The 'Registration number' generated may be noted for all future correspondences.
- v. While filling in the On-line registration, the experience section may be filled by first providing the latest experience followed by previous. All such experiences should be captured by the candidate. In the space provided against the experience a pen picture of the experience relevant to the position applied to must be written.
- vi. A copy of the registration form has to mandatorily be carried while appearing for the walk-in recruitment event.



Documents to be carried for verification and written test

- i. All candidates applying for the advertised posts must appear in person for document verification (and written test as applicable).
- ii. Candidates are required to carry self-attested copies of following certificates along with Originals (as applicable) to the venue on the above dates:
 - a. Print out of the BEML Registration Form filled on-line.
 - b. Identity (any Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.))
 - c. SSLC marks card
 - d. 12th standard marks card (Diploma Marks card & Certificate as applicable)
 - e. Caste/ Category/ PwD Certificate as applicable.
 - f. BE / BTech marks sheets (all semester marksheets are mandatory)
 - g. BE / BTech degree certificate (provisional/course completion certificate)
 - h. CGPA Conversion certificate/formula (as applicable)
 - i. **Experience Documents [for R001, R003 & R005] (clearly indicating start & end date at each Organisation served) along with letter of appointment & relieving letter/ experience certificate of each employment (if any).**
 - j. Detailed Resume.
 - k. 3 Passport size photos
- xxi. Queries may be addressed to bc.rectt@bemltd.in
- xxii. Only candidates meeting all eligibility criteria mentioned herein viz, Qualification, age, caste/category (as applicable) need to appear for the document verification (and written test as applicable).

Date: 25.03.2026

(Advt. No. KP/S/03/2026)

Corrigendum/ Addendum, if any will be hosted in BEML Careers page.

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