



बीईएमएल लिमिटेड BEML LIMITED

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

CIN: L35202KA1964GOI001530

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

RECRUITMENT OF JUNIOR EXECUTIVES ON FIXED TERM BASIS

(Advt. No: KP/S/23/2025 Dt: 10.09.2025)

BEML Limited, India's leading multi-technology Company under Ministry of Defence producing world class products over the last 6 decades in core sectors such as Defence & Aerospace, Mining & Construction, Rail & Metro invites applications from young energetic professionals to be engaged as Junior Executives (JE) on a Fixed Tenure contract Engagement to support various Manufacturing complexes and Business locations spread across the Nation.

Details of the Positions:

1 Position Code	2 Position	3 Vacancy	4 Qualification	5 Post Qualification Experience (PQE)
JE-01	JE-Mechanical	88	Full-time, First-Class Degree (with aggregate 60% Marks) in engineering in Mechanical (for JE-01) /Electrical (for JE-02) / Metallurgy(for JE-03) from a recognized University / Institution.	Fresher or 1-2 years' experience in relevant discipline. Place of posting : BEML Facilities across the country.
JE-02	JE -Electrical	18		
JE-03	JE - Metallurgy	2		
JE-04	JE – IT	1	Full-time, First-Class Degree (with aggregate 60% Marks) in engineering in Computer Science/ Information Technology from a recognized University / Institution. (or) First Class in Master of Computer Application from a recognized University / Institution.	Fresher or 1-2 years' experience in software, hardware and networking in IT/ IT related industry. Place of posting : Palakkad, Kerala
JE-05	JE – Finance	8	CA-Inter / CMA-Inter / Two years full time first class MBA in finance (with Finance as core subject) from a recognized University / Institution.	Fresher or 1-2 years' experience in relevant discipline. Place of posting : BEML Facilities across the country.
JE-06	JE – Rajbhasha	2	Two years full-time first class Post Graduate Degree in Master of Arts (MA) in Hindi from recognized University/ College/ Institute with English as a compulsory subject or as the medium of examination at the graduation level. (or) Two years full-time first class Post Graduate Degree in Master of Arts (MA) in English from recognized University/ College/ Institute with Hindi as a compulsory subject or as the medium of examination at the graduation level. Proficiency of Hindi typing with Computer Skills is essential.	Fresher or 1-2 years' experience in the following: <ul style="list-style-type: none">• Implementations of Govt. of India's directives on Official Language.• Translations of documents from Hindi to English and vice versa.• Preparation of bi-lingual official communications (in Hindi / English).• Compilation of Quarterly / Yearly statutory Official Language returns to Ministries.• Coordination for conducting Hindi Training programmes, workshops & Seminars.• Coordination for printing of Annual Reports in Hindi. Place of posting : Hyderabad, Bangalore

Note:

(i) The Upper Age limit is **29 years** for all the above mentioned positions.



(ii) Candidates with Degree in Engineering from allied branches of Mechanical /Electrical/ Metallurgy/ Computer Science can also apply for the relevant positions as applicable. Electronics engineers too can apply under Electrical. However, the computer-based assessment exam will be under the Mechanical, Electrical & Metallurgy engineering only.

Category wise vacancy break-up:

Position	UR	SC	ST	OBC- (NCL)	EWS	Total
JE-Mechanical	38	13	6	23	8	88
JE -Electrical	9	3	1	4	1	18
JE - Metallurgy	2	0	0	0	0	2
JE – IT	1	0	0	0	0	1
JE – Finance	4	1	0	2	1	8
JE – Rajbhasha	2	0	0	0	0	2

Aggregate of 60% is mandatory for all Graduates/Post Graduates (not applicable for CA/CMA Inter) which is relaxable by 5% for SC/ST/PwD candidates. **Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.**

MODE OF SELECTION

- The shortlisted candidates will have to appear for a computer based written test which will comprise of questions to test the candidates knowledge on respective domain and test of reasoning including English ability. The paper will be for 2 hours. (Candidates appearing for Rajbhasha will have an additional typing test of 10 Minutes)
- The shortlisted candidates for Rajbhasha will have to appear for a computer based written test which will comprise of questions to test the candidates knowledge on Rajbhasha, Test of reasoning, Test of translation (Hind to English and English to Hindi) and Test of English & Hindi vocabulary. The paper will be for 2 hours including a 10 minute Hindi language typing test.
- Candidates will have to appear for Computer based Written Test at their own cost, on the date, time & venue, which will be mentioned in their Admit Card. The candidates have to download Admit Card from BEML Careers page. The online application will provide candidates with options to opt for exam locations as identified by BEML. However, exam locations will be allotted by BEML based on availability
- The pass marks for the written test will be fixed at 60% which will be relaxed by 5% for candidates from SC/ST/PwD category. The candidates will be provisionally shortlisted for selection based on the Merit list which will be drawn based on the performance of the candidates in the written test.

TERMS & CONDITIONS OF ENGAGEMENT

- The engagement will be on Fixed Tenure contract Basis for a total period of 4 years which will initially be for one-year and will be extended further by three more years based on performance, conduct and Business requirements. Such engagement shall be terminated after completion of four years or on completion of the project whichever is earlier.
- The locations of Job Postings would be tentative and is transferrable during the 4 years of contract, subject to Company requirements.
- 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.
- The consolidated pay during the period of engagement will be as under:

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

Besides, a lumpsum of Rs.11,000/- (annually) consisting of the Uniform stitching & Conveyance charges, Medical Insurance and Term plan will be paid.



GENERAL TERMS & CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **26th of September, 2025**.
- iii. The upper age limit indicated is relaxable as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.
- 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. Under qualifying marks, first class is reckoned at 60% aggregate (as an aggregate of marks of all the Semesters/ years). Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.
- vi. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- vii. 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.]
 - c. Candidates belonging to OBC (NCL) category are required to submit OBC certificate not older than six months as on the last date of application submission online.
- viii. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.
 - ix. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections
 - x. 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.
 - xi. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
 - xii. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
 - xiii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion
 - xiv. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
 - xv. Intimation regarding Assessments, issuance of offer letter and other correspondences, will be sent only through e-mail. The list of shortlisted/selected candidates 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.
 - xvi. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ category (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. The candidate will have to select any one location for attending the Written test.
- xxi. Candidates are required to Register and apply for only one position to which they find suitable for.

HOW TO APPLY

- i. The candidates are required to apply ONLINE only(which is 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 application form in our career page at **www.bemlindia.in**. **The on-line registration site would be available till 18.00 Hrs on 26th of September, 2025.**
- iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. 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 application, **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.** These will be used at the time of scrutinizing the applications received.
- vi. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.
 1. X-th Marks card
 2. XII-th Marks card
 3. Engineering Degree Certificate, CA/ CMA Intermediate Certificate, Graduation certificate (as applicable) based on the position applied for.
 4. Year/ Semester wise marks card (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
 5. Post-Graduation Marks cards as applicable.
 6. Post-Graduation Certificate as applicable.
 7. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 8. Detailed Resume.
 9. Certificate indicating proficiency of Hindi typing with Computer Skills (for the position of JE – Rajbhasha)
 10. OBC/EWS/SC/ST/PwD certificate (as applicable)
- vii. For any queries on the matter, candidates may e-mail : recruitment@bemltd.in.

KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

Sl.No	Documents
1.	Recent photograph
2.	Your Signature (on clear white background in black ink)
3.	Caste/ Category Certificate [SC/ST/OBC/EWS]
4.	PwD Certificate (as applicable)



5.	10 th Standard marks card– self attested
6.	12 th Standard marks card– self attested
7.	Engineering / Graduation /CA-Intermediate/CMA Intermediate Certificates
8.	All Year/Semester marks card along with CGPA Conversion formula (as applicable)
9.	Post-Graduation Degree Certificate – self attested
10.	Post-Graduation marks card, along with CGPA Conversion formula (as applicable)
11.	Certificate indicating proficiency of Hindi typing with Computer Skills(for position of JE – Rajbhasha)
12.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
13.	Detailed resume.

- ❖ Incomplete applications without uploading documents as mentioned above will be summarily rejected.
- ❖ Canvassing by any means at any stage of the recruitment process will lead to rejection of application.
- ❖ The recruitment process is undertaken by BEML's Recruitment Cell and the general public is advised to beware of fraudulent agencies. Visit BEML's career page under this advertisement for any updates.

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Date:10.09.2025

(Advt. No.KP/S/23/2025)

[Corrigendum/ Addendum, if any will be hosted in BEML Website only](#)

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