



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 ADVISOR (STRATEGY & STAKEHOLDER RELATIONS)

(Advt. No: KP/S/24/2025 Dt: 05.11.2025)

BHEL Limited, India's leading multi-technology Schedule "A" Company under the Ministry of Defence, Government of India, invites applications from eminent professionals for the post of **Advisor (Strategy & Stakeholder Relations)** on contract basis.

Details of the Position:

1. Vacancy: 01

2. Qualification:

- The applicant should be graduate from a recognised University/ Institute.
- Post Graduate Diploma or Degree in Personnel Management/ Human Resource Management/ Marketing Management or Masters in Business Administration (MBA)/ Post Graduate Diploma/ Programme in Management (PGDM/ PGPM) from a recognized University/ Institute is desirable.

3. Post Qualification Experience (PQE):

- The candidate should have superannuated at the level of Executive Director (ED)/Chief General Manager (CGM) Position from a Schedule-A CPSE with minimum 30 years of experience.
- Among the total experience the candidate should have at least five (5) years of cumulative experience/ exposure during the last 10 years in various aspects of HR / strategy / Business Development / Industrial relations/ personnel management.

4. Indicative Job Description:

To provide advisory support on Strategy and Stake holder relations to Chairman and Managing Director (CMD) on the following;

- To analyse organizational needs to develop comprehensive business and Human resource strategies and operational improvements
- By providing strategic insights on organizational design, leadership succession, and talent management frameworks, while fostering culture development and driving change management initiatives to ensure continuity, competitiveness, and successful transformation.
- Analyse key internal and external stakeholders to understand their needs, influence, and potential impact on projects and the organization.
- Monitor implementation of key strategic initiatives and provide periodic performance reviews and recommendations.
- Proactively identify potential conflicts or issues among stakeholders and manage them effectively to find common ground and ensure amicable solutions
- Evaluate and advise on executive compensation, incentive structures, and performance frameworks in line with market best practices and governance standards.
- Guide the organization on Diversity, Equity and Inclusion (DEI) strategies to strengthen culture and ensure alignment of people policies and practices with governance frameworks, regulatory requirements and ethical standards for sustained compliance and organizational integrity.



- Provide objective, external insight on executive performance evaluation and board–management alignment

5. Remuneration & Benefits:

Compensation will be fixed commensurate with qualifications, experience, and suitability of the candidate. Other benefits/perks will be as per BEML's guidelines.

6. Reporting To:

Chairman & Managing Director (CMD), BEML Limited

7. Location:

The incumbent has to work remote/On site (Bengaluru and also to travel as and when required).

8. Job Type:

Contractual in nature (One Year)

9. Age Limit:

Not more than **62 years** as on 11th of November, 2025

10. TENURE:

Appointment will be on **contract basis for an initial period of One year**. However, the tenure may be extended depending on the requirement.

11. GENERAL CONDITIONS:

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **11th of November, 2025**.
- 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 respects. 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.
- The candidate will have to declare if any of their relatives are working in BEML or in other Companies/Firms with which BEML has business relationship or enjoying patronage.
- 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.
- Out-station candidate 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.



12. HOW TO APPLY:

- i. Interested candidates may apply in the prescribed application format (available on the BEML website – www.bemlindia.in) along with a detailed resume and supporting documents.
- ii. The last date for submission of the applications on-line would be **11th of November, 2025**.
- iii. The following documents need to be uploaded at the time of submission of applications on-line:
 1. Identity card issued by Government of India (for e.g. Aadhar, Passport, Driving License, PAN Card, etc.)
 2. X-th Marks card
 3. Qualifications certificates & Marks Card (Both Graduation and post-graduation programs)
 4. All Experience Certificates/ Documents **indicating start & end dates** of each employment.
 5. Detailed Resume.
- iv. Applications not received within the stipulated date or Applications received without photograph/ signature/ attachments/ proper documents, will not be considered. (Please keep a scanned copy of passport size photo and signature handy to upload in the application)
- v. For any queries in the matter, candidate may contact Recruitment Cell Mail Id: recruitment@bemltd.in

Incomplete applications without uploading documents as mentioned above will be summarily rejected.

Date: 05.11.2025

(Advt. No. KP/S/24/2025)

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

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