



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 EXECUTIVES FOR DEFENCE BUSINESS

(Advt. No: KP/S/26/2025 Dt. 26.11.2025)

BEML 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 decade, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, 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, BEML Ltd welcomes interest from career-oriented professionals who wish to achieve great future with us and explore infinite opportunities.

Details of the Positions:

1	2	3	4	5	6
Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(101)	Deputy General Manager (Defence) (Gr-VII)	2	Army personnel with a full time Degree from a recognized University / Institution or an equivalent degree from the Defence academies and should have undergone courses/ training in the field of material / inventory management from designated institute of defence services.	For DGM : Min 16 Yrs. Exp. in their respective Arms of Indian Army. For AGM: Min 13 Yrs. Exp. in their respective Arms of Indian Army. The candidate should be a Serving / Retired Col (for DGM) (or) A Serving / Retired Lt Col (for AGM) from Indian Army with experience in handling spares of A and B Category vehicles.	The incumbent will be responsible for Defence Sustenance Business and will require to co-ordinate with various stake holder such as Service HQ, Ordnance Corps, EME Directorate, PSUs for generation of sustenance business. Further, he/she will be required to handle business development and sales promotion initiatives, revenue generation, bid submissions, negotiations post contract management, vendor development, inventory management, trade receivables among others.
(102)	Asst. General Manager (Defence) (Gr-VI)		(or) Full time Degree in Engineering in Mechanical/ Electrical/ Electronics & Communications from a recognized University / Institution.	Desirable: Experience of commanding Sub Depot at COD/ Armoured Field Workshop/ Division ordnance unit/ Ordnance Depot/ Armoured Workshop is desirable.	Place of Posting : Pune (or) as may be decided by BEML based on Business requirement.
(103)	Deputy General Manager (Gr-VII) Planning / Marketing	2	Full time Degree in Engineering in Mechanical/ Electrical/ Electronics & Communications from a recognized University / Institution.	For DGM : Min 16 Yrs. Exp. in their respective Arms of Indian Army. For AGM: Min 13 Yrs. Exp. in their respective Arms of Indian Army. The candidate should be a Serving /Retired Col (for DGM)	The candidate will be responsible for development/ manufacture of Armoured and Infantry Combat Vehicles. Must be able to guide the R&D on the requirements of Combat Vehicles being manufactured and suggest improvements as



(104)	Assistant General Manager (Gr-VI) Planning / Marketing		Desirable : Qualified in OAME/ Tank Technology course or equivalent combat vehicle courses.	(or) A Serving/ Retired Lt Col (for AGM) from Indian Army with experience in handling Armoured platforms with associated technologies. BEML is looking for a candidate having been involved in Procurement / formulation of GSQRs for Combat vehicles for Armoured / mechanized Infantry with knowledge in Armoured Vehicles and associated technologies. Desirable : Experience in Project Management Group (PMG) activities Of combat vehicle projects is desirable. Experience in handling/ overhauling/ medium reset of armoured vehicles at base workshops/ advance base workshop/ corps zone workshop/ armoured workshops etc.	per requirements of the field Army. Candidate must be willing to travel and will be responsible for carrying out/Conduct of all internal and external trials of combat equipment being manufactured. Place of posting: KGF (or) as may be decided by BEML based on Business requirement.
(105)	Deputy General Manager (Gr-VII) Planning / Marketing	2	Full time Degree in Engineering in Mechanical/ Automobile/ Electrical/ Electrical & Electronics / Electronics & Communications from a recognized University / Institution.	For DGM : Min 16 Yrs. Exp. in their respective Arms of Indian Army. For AGM: Min 13 Yrs. Exp. in their respective Arms of Indian Army. The candidate should be a Serving /Retired Col (for DGM) (or) A Serving/ Retired Lt Col (for AGM) from Indian Army with experience / exposure in Defence Acquisition processes, defence products, formation of SQRs, field operations. Exposure on acquisition / operation/ sustenance of armoured vehicles / Infantry combat vehicles / specialist	The candidate will be responsible for identifying and finalising the short- & long-term business opportunities, Market Research and Risk Analysis etc.
(106)	Assistant General Manager (Gr-VI) Planning / Marketing				The candidate shall interact and coordinate with the Ministry of Defence, DPSUs, DRDO establishments, Defence Industries, Indian Armed Forces/ Services for business opportunities Monitor Project deliverables and coordinate for timely fulfilment of contractual obligations including sales, trade receivables & co-ordination activities. Organize / participate in business promotion events,



				vehicles (A and B vehicles) will be an added advantage.	exhibitions & conferences Manage & develop relationships with existing, new customers and Stakeholders. Place of Posting : Delhi / Palakkad/ Mysore (or) as may be decided by BEML based on Business requirement.
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Eligibility, Pay Scale & Remunerations:

Grade	Position	Post Qualification Experience (PQE)* ¹ (in Years)	Upper Age Limit (in Years) ^{#2,3}	BEML Pay Scale
Grade – VI	Asst.General Manager	13	42	Rs.80,000 – 2,20,000
Grade – VII	Dy.General Manager	16	45	Rs.90,000 – 2,40,000

Note

***1:** PQE is the **minimum** relevant experience the candidate should possess after obtaining the qualification, calculated from the completion of Engineering as advertised.

#2: 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.

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.

#3: The upper age limit can be relaxed (*for candidates under all category*) subject to equivalent years of excess post qualification experience prescribed (For this purpose, only the experience from the Indian Army will be considered). However, the maximum age with relaxation shall not exceed 57 years.

4. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 13.78% of the applicable Basic Pay under the Cafeteria System*), Company Accommodation / House Rent Allowance. Besides Provident Fund, Gratuity etc. will be paid as per the prevailing Company Rules. The executive will also be eligible for Performance related Pay (PRP).

5. The pay fixation will be guided by the extent rule of BEML Limited, applicable at the time of issuance of Offer of appointment.

GENERAL CONDITIONS

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **17.12.2025**
- The reservations for SC/ST/ OBC/EWS/PwD will be as per the Government of India Guidelines.
- Candidate is permitted to apply only for one position for which he/she is most suitable.** In case a candidate submits multiple applications including multiple positions, only the application received first will be



considered. In case of multiple applications, only the application first submitted by the candidate will be considered.

- 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. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send their application through proper channel (**or**) should produce specific "No Objection Certificate" referring to the "Advertisement and the position applied for" from their employer at the time of assessment.
- x. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU who fail to abide by the above clause (i.e. ix). will be **not be permitted** to attend the assessment.
- xi. While filling the application Experienced Candidates are required to provide details (**a pen picture**) of each experience in the Application Form.
- xii. 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.
- xiii. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection
- xiv. Based on assessment, shortlisted candidates will have to undertake pre-employment medical examination and original document verification. This will not necessarily mean selection. Any shortcoming at the time of document verification such as falsification of documents, wrong declaration of age/ category/ qualifying marks etc., non-production of original records including Category certificate will lead to rejection of candidature. Appointment of selected candidates is subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer
- xv. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xvi. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion
- xvii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xviii. Management reserves the right to convert the position into contract engagement if necessitated.



- xix.** Intimation regarding Assessments, 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 application should remain valid for at least one year.
- xx.** Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PWD (as applicable) need to apply.
- xxi.** 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.
- xxii.** Any request for change in category, address, e-mail, mobile number, Test centre location etc, as declared in the on-line application will not be entertained.
- xxiii.** Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

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 17th of December, 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. Qualifying Degree (*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.*)
 4. Degree Certificate
 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. OBC/EWS/SC/ST/PwD certificate (as applicable)
 10. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment.
 11. Latest pay-slip
 12. Retired Officers will be required to enclosed copy of service discharge book (all pages), Last pay certificate and Pension pay order.
- vii. For any queries on the matter, candidates may e-mail : recruitment@bemltd.in.



KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

You are required to prepare the **SCANNED COPY** of the following:

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
6.	12 th Standard marks card
7.	Degree Certificate
8.	All marks card, along with CGPA Conversion formula (as applicable)
9.	Post-Graduation Degree/ Diploma Certificate
10.	Post-Graduation marks card, along with CGPA Conversion formula (as applicable)
11.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
12.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)
13.	Detailed resume.
14.	Latest pay-slip
15.	Service discharge book (all pages)
16.	Last pay certificate
17.	Pension pay order.

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

Date:26.11.2025

(Advt. No.KP/S/26/2025)

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

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