



भारत हेवी इलेक्ट्रिकल्स लिमिटेड (भारत सरकार का उपक्रम) Bharat Heavy Electricals Limited (A Govt. of India Undertaking)

NEEDS EXPERIENCED ENGINEERING PROFESSIONALS FOR ITS RESEARCH & PRODUCT DEVELOPMENT AND ENGINEERING FUNCTIONS AT VARIOUS DIVISIONS SITUATED ALL OVER INDIA (ADVT NO: R&D/HRX/EXPENGR/01/ 2011)

BHEL, country's premier Engineering Organization and one of the NAVRATNA PSUs, catering to core sectors of Indian Economy viz. Power Generation, Transmission, Industry, Transportation, Telecommunication and Renewable Energy, requires bright **Experienced Engineering Professionals** for its **Research & Product Development and Engineering functions** at Bhopal, Haridwar, Hyderabad, Ranipet, Tiruchirapalli, Corporate R&D - Hyderabad, Project Engineering Management Division - Noida, as indicated below.

Unit-wise/grade - wise Vacancies:

Unit	E2	E2/E3	E3	E4	E3/E4	E2/E3/E4	E5	E4/E5/E6	E5/E6	Total
Bhopal	3	6	5	10	0	0	3	0	1	28
Haridwar	13	4	0	1	3	2	0	0	0	23
Hyderabad	24	3	0	0	4	0	0	0	0	31
Ranipet	2	0	1	1	0	0	1	0	0	5
Tiruchirapalli	13	10	0	0	5	11	0	9	2	50
Corp R&D, Hyd	6	4	1	0	3	0	1	1	3	19
PEM, Noida	2	0	0	7	0	0	0	5	2	16
Total	63	27	7	19	15	13	5	15	8	172

Note 1: Candidates applying for an advertised position but having relevant work experience more than the prescribed experience for that position may be considered for suitable higher level upto E6 grade, if they meet the qualification requirement, length of service and age criteria prescribed for the higher level.

Note 2: Reservation of 172 vacancies is 89 Unreserved, 49 reserved for OBC (NCL-Non Creamy Layer), 25 for SC, 09 for ST. Out of these, 07 are reserved for PH candidates.

Note 3: The above vacancies are tentative and subject to revision based on final assessment. In such an eventuality, the number of posts reserved for different categories may also undergo revision.

QUALIFICATIONS, POST QUALIFICATION EXPERIENCE AND UPPER AGE LIMIT:

Sl. No.	Position / Grade / Scale	Qualifications / Experience	Minimum post qualification Experience in Number of Years (As on 01/07/2011)		Upper age limit (as on 01/07/2011)
			PhD (Engg) candidates	Non PhD (Engg) candidates	
1.	Sr. Engineer (E2) (Rs.29100-54500)	The Post wise - location wise details of qualifications and functional experience requirements are given in our website http://bhelrpdcareers.bhelrpt.co.in or http://careers.bhel.in	Nil	5	32
2.	Dy. Manager (E3) (Rs.32900-58000)		4	9	36
3.	Manager (E4) (Rs.36600-62000)		7	12	39
4.	Sr Manager (E5) (Rs.43200-66000)		10	15	42
5.	Dy Gen Manager (E6) (Rs.43200-66000)		13	18	45

NOTE: 1. Upper Age limit is relaxable by TWO years in respect of candidates having Post Graduate Degree.

2. Further age relaxation upto a maximum of 2 years will be allowed for cases where additional post qualification experience is in excess of 2 years over and above the prescribed experience requirement.

3. Depending upon the candidates' eligibility, experience and suitability, they will be placed in the grade best suited.

4. The candidates having Ph D with basic degree in Science qualification (Non-Engineering) and applying for the Post Code No RD 08 (As per details on the Website), the required post qualification work-experience will be 2 years more than the experience indicated for PhD (Engg) candidates.

DETAILS OF EXPERIENCE:

1. The Post wise – location wise details of the areas of functional experience required, are provided in our website <http://bhelrpdcareers.bhelrpt.co.in> & <http://careers.bhel.in>

2. Candidates should possess full time Bachelor's Degree in Engineering/Technology in the relevant discipline or Bachelor's Degree in Science (for Post Code No RD 08) from a recognized Indian University/Institute, with minimum 60% marks (50% for SC/ST) in aggregate of all years/semesters or equivalent CGPA.

3. In case of PhD candidates, the PhD should be in the relevant discipline/area of specialisation from recognised institute/university from India/Abroad. It should be supported by published works. Candidates, who have submitted the PhD thesis for external examination, can also apply with a proof to that extent. Their selection/appointment will however be subject to their submission of the PhD certificate.

REMUNERATION AND OTHER BENEFITS:

Selected candidates will be placed at the minimum of the pay scale.

In addition to basic pay, they would be entitled to Industrial DA (47.2% at present), Perks at 46% of the basic pay in a cafeteria approach, Performance Related Pay, Annual increment @ 3% of Basic pay, Company accommodation or HRA and benefits like Provident Fund, Insurance Cover, Gratuity, Medical Facilities for self and family, Subsidized Canteen facilities, Leave/Leave Encashment etc. as per Company rules from time to time.

RESERVATION AND RELAXATION:

1. Upper age limit is relaxable by 3 years for OBC (Non-creamy layer) and 5 years for SC/ST candidates and 10 years for Physically Challenged.

2. Vacancies reserved for OBC category are meant only for candidates coming under "Non-Creamy Layer". "Non-Creamy Layer" means the gross annual income of parents of the candidates should not be more than Rs.4.5 Lakhs or possessing wealth above the exemption limit as prescribed in the Wealth Tax for a period of three consecutive years in line with DOPT OM No.36033/3/2004-Estt (Res) dated 14th October, 2008.

3. The Physically Challenged candidates are required to furnish Medical Certificate in relation to their disability from Medical Board of a Government Hospital.

4. Disabilities : under 'Persons with Disability Act' are defined as:

Loco motor Disability (Orthopaedically Handicapped) - means minimum 40% disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs.

Hearing Impairment - means loss of sixty decibel or more in the better ear in the conversational range of frequencies.

5. Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu and Kashmir during the period from 01.01.1980 to 31.12.1989.

GENERAL INSTRUCTIONS:

- Candidates employed in Govt / Semi Govt / PSU / Nationalized Bank / Autonomous Body are required to send acknowledgement slip through proper channel. However, in the event of difficulty, they may send the acknowledgement slip directly and produce relieving order from their organization in the event of selection.
- Only Indian Citizens are eligible to apply.
- Candidates called for interview will be reimbursed up to AC 2 Tier to and fro train fare from their starting station or mailing address, within India, whichever is nearer to the place of interview, by the shortest route, on production of proof of journey. For candidates travelling from abroad, to & fro train fare would be reimbursed upto AC 2 Tier from the port of disembarkation in India to the interview venue by the shortest route on production of proof of journey.
- Management reserves the right to raise the standard of specifications to restrict the number of candidates to be called for interview.
- Though the vacancies are at the location mentioned, the selected candidates can be transferred to any of the Company's offices/divisions anywhere in India or abroad.
- Applications that are not in conformity with the requirements indicated in this advertisement, incomplete applications and those received after the last date will not be entertained.
- The appointment of selected candidates will be subject to being found medically fit by the Company's Medical Officer as per the prescribed health standards of the company and they will be required to undergo medical examination by the Company's Medical Officer prior to the appointment after due selection.
- The Candidates should ensure that they fulfill the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of recruitment process that the candidate does not meet the eligibility criteria and /or the candidate has furnished any incorrect/false information or has suppressed any material fact(s), the candidature of such a candidate is liable to be rejected. If any of the above shortcoming(s) is/are detected even after appointment, his/her services are liable for suitable actions including termination and prosecution.
- SC, ST, OBC (Non-creamy layer), physically challenged and J&K domiciled candidates should carefully mention the categories, since these details will not be allowed to be changed later.
- The candidates will be called for interview based on self certified information furnished by them. They should produce the supporting documents in original at the time of interview. Failing which, such candidate will not be permitted to appear for the interview and fare will not be reimbursed to him.
- Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto shall be subject to jurisdiction of the Courts of Hyderabad only.
- The Company reserves the right to reject any application without assigning any reason whatsoever.
- BHEL reserves the right to cancel/restrict/enlarge the recruitment process, if the need so arises, without issuing any notice or assigning any reason thereof.
- Candidates who have left a PSU after availing voluntary retirement, if selected, will be required to return the VRS compensation received to the PSU concerned.
- Candidates are advised to regularly visit our website as all the information regarding the selection process etc will be available on our recruitment website.
- No correspondence will be entertained with the candidates not selected for interview or thereafter.

SELECTION PROCESS:

Selection Process will comprise personal Interview of eligible candidates.

HOW TO APPLY:

- The applications for selection to above posts will be accepted only ONLINE through our recruitment website.
 - Interested and eligible candidates should refer to the detailed advertisement available at website <http://bhelrpdcareers.bhelrpt.co.in> or <http://careers.bhel.in> for all information relating to guidelines for filling and submission of Application form and act accordingly.
 - The website will remain open for submission of applications till midnight of the last date.
 - After submitting the application ON-LINE, a unique Acknowledgement No. will be allotted to the candidate. This number will be displayed on Acknowledgement Slip with certain other details. Candidates are required to take two print-outs of the Acknowledgement Slip.
 - retain one copy of Acknowledgement Slip with them.
 - send the other copy of Acknowledgement slip by ordinary post along with enclosures in a cover superscribing.
- Application for the Post Code _____ Grade _____
to Dy General Manager (HR), BHEL Corporate R&D, Vikasnagar, Hyderabad - 500093, Andhra Pradesh so as to reach before **04.00 pm** on the last date.
- Attested copies of certificates in proper and valid formats, are to be enclosed, in support of the following
 - Date of Birth (Xth mark sheet)
 - Qualification – Graduation, Post Graduation mark sheets of all semesters with certificate, PhD certificate
 - Experience certificates - Job Experience certificates from current / previous employers. In case the candidate is unable to provide this at the time of application, Appointment Letter from the Employers along with Last Pay slip can be enclosed. However, appointment is subject to producing Experience Certificate at the time of reporting for joining.
 - Caste/Community certificate (if applicable)
 - In case of OBC candidates, a self declaration in the prescribed format.
 - Disability certificate (if applicable)
 - Discharge Certificate for Ex-Servicemen (if applicable)
 - J&K Domicile Certificate (if applicable)
 - Latest payslip copy
 - Post code applied for and the grade should be written on the envelope carrying the above documents.
 - BHEL is not responsible for any postal loss/ postal delay in receipt of applications.
 - Applications sent directly by post or sent without the acknowledgement slip generated after online submission of application form, or without all enclosures as indicated will be rejected. Incomplete application forms will not be entertained in this regard.

Important: Please do not send any original certificates along with the Acknowledgement Slip. Original Certificates are to be produced at the interview only, if called.

Important Dates:

Start of online submission of applications	15/07/2011
Close of online submission of applications	06/08/2011
Last date for receipt of acknowledgement slip	13/08/2011
Last date for receipt of acknowledgement slip from far flung areas	20/08/2011