

**GOVERNMENT OF INDIA  
MINISTRY OF HEAVY INDUSTRIES & PUBLIC ENTERPRISES  
DEPARTMENT OF HEAVY INDUSTRY**

**ADVERTISEMENT FOR THE POST OF CMD, BHARAT HEAVY ELECTRICALS LIMITED (BHEL)**

NAME OF THE PSU : Bharat Heavy Electricals Limited (BHEL)  
NAME OF THE POST : Chairman and Managing Director (CMD)  
DATE OF VACANCY : 01.03.2008  
SCHEDULE OF THE POST : "A"  
SCALE OF THE POST : Rs. 27750-750-31500 (pre-revised)

**1. COMPANY PROFILE:**

Bharat Heavy Electricals Limited (BHEL) - a Navratna Company, is the largest engineering enterprise of its kind in India. BHEL caters to the needs of core sectors like power, transmission, transportation (including railways), defence, telecommunications and various industries like petrochemicals, refineries, steel, cement, fertilizers etc. It has 14 manufacturing plants, 8 service centres and 4 power sector regional centres besides a large number of regional offices and project sites spread all over India. BHEL's operations are organised along three business sectors namely, Power, Industry and International Operations. It has an employee strength of over 45000 persons.

Its Registered & Corporate Office is located at New Delhi.

The current authorized and paid-up capital of the company is Rs. 2000 crore and Rs. 489.52 crore respectively.

**2. JOB DESCRIPTION AND RESPONSIBILITIES:**

The CMD is the Chief Executive of the Corporation and accountable to its Board of Directors and Government. He is responsible for the efficient functioning of the Corporation for achieving its corporate objectives and performance parameters.

**3. ELIGIBILITY**

**I. AGE: As on 1<sup>st</sup> July, 2009:**

- (i) Minimum 45 years.
- (ii) Not more than 58 years for internal candidates and not more than 57 years for others.

The age of superannuation is 60 years.

**II. QUALIFICATION AND EXPERIENCE AS ON 1<sup>ST</sup> JULY, 2009:**

The applicant should be a graduate with good academic record from a recognized university/institution. He should possess adequate experience at a senior level of management in a large organization of repute.

Persons with Technical/ MBA qualifications and having experience in management and familiarity with Finance, Marketing/Production will have added advantage. Knowledge/experience in activities/sectors in which BHEL is operating as indicated at Para 1 above will be desirable.

### **III. PAY SCALE**

#### **(a) Central Public Sector Executives.**

Executives holding posts in the pre-revised pay scale of:

- |       |                                      |   |                          |
|-------|--------------------------------------|---|--------------------------|
| (i)   | Rs.8250-9250/-(pre 1.1.1992 scale)   | } | with<br>industrial<br>DA |
| (ii)  | Rs.11500-13500/-post 1.1.1992 scale) |   |                          |
| (iii) | Rs. 23750-28850 (post 1.1.97 scale)  |   |                          |
|       | OR                                   |   |                          |
| (iv)  | Rs.22400-24500 with Central DA.      |   |                          |

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as **on 01. 07. 2009.**

#### **(b) Government Officers**

Provided that notwithstanding the qualifications and experience prescribed, officers of the level of Additional Secretary in Government of India or on equivalent scale of pay or Lieutenant General in the Army or equivalent rank in Navy/Air Force, **on 1<sup>st</sup> July, 2009** with adequate experience in the relevant field will be eligible for consideration on immediate absorption basis.

### **IV. TURNOVER**

#### **(a) State Public Sector Executives**

In addition to eligibility criteria at I & II above, Executives should be working in State Public Sector Enterprises where the annual turnover is in excess of Rs. 250 crore.

#### **(b) Private Sector Executives**

In addition to eligibility criteria at I & II above, Private Sector Executives must fulfill all the three criteria listed below:

- (i) they should be working in companies where the annual turnover is in excess of Rs.250 crore;
- (ii) they should be working in companies listed on the Stock Exchange; and
- (iii) they should be working at a Board level position or one level below Board reporting directly to a Director on the Board.

### **4. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years or upto the date of superannuation whichever is earlier.

## **5. SUBMISSION OF APPLICATIONS**

- (a) Prospective candidates from the Central Public Sector and Government officers shall send their applications, through proper channel, in the format at **Annexure I**.
- (b) State Public Sector Executives/Private Sector Executives shall submit their applications, in the format at **Annexure II**, along with
  - (i) a write up on the significant contributions made by them during their present/past assignments and their suitability for the post.
  - (ii) the Annual Report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO.

In addition to the above, Private Sector Executives must submit the following documents along with the application form.

- (i) Attested copies in support of age and qualifications;
  - (ii) Annual Reports of the Company for the last 5 years;
  - (iii) Evidence of listing on the Stock Exchange;
  - (iv) Evidence of working at Board level or reporting directly to a Director on the Board i.e. one level below Board level;
  - (v) The details of Job handled in the past with details/particular references.
- (c) The applications for various categories of the officers are to be routed through proper channel as follows:
- a. for Government Servants: through Cadre Controlling authority.
  - b. for CMD/MD/Director in Central PSE: the concerned Administrative Ministry.
  - c. for below Board level in Central PSE: the concerned CPSE.
  - d. for CMD/MD/Director in State PSE: the State Government.
  - e. for below Board level State PSE: the concerned PSE

**Annexure-I and Annexure-II are enclosed.**

**Last date of receipt of applications is 10<sup>th</sup> August 2009.** No application shall be entertained under any circumstances after the stipulated date. Incomplete applications are liable to be rejected.

Applications are to be addressed to the **Member Secretary, "Search-cum-Selection Committee for the post of CMD, BHEL", C/o Secretary (Department of Heavy Industry), Ministry of Heavy Industries & Public Enterprises, Udyog Bhavan, Rafi Marg, New Delhi – 110 011.**

**ANNEXURE I**

**APPLICATION FORM FOR CENTRAL PUBLIC SECTOR EXECUTIVES/GOVT.OFFICERS**  
**[THROUGH PROPER CHANNEL]**

1. Name of the post applied for: \_\_\_\_\_

2. Name & Designation of the Applicant (in full) with office  
Address: \_\_\_\_\_

3. Date of Birth \_\_\_\_\_

4. Address \_\_\_\_\_

5. Telephone No: Office \_\_\_\_\_ Residence \_\_\_\_\_ FAX No./Mobile No. \_\_\_\_\_

6. Eligibility Criteria:

	As per job description	Possessed by the officer	Whether eligible or not
Educational/professional Qualifications			
Age on 1.7.2009			
Pay Scale of the post held			
Length of service in eligible pay scale			

7. Position held during the preceding ten years:-

Sl. No.	Designation, and place of posting	Organisation	From	To	Pay scale
1.					
2.					
3.					

8. In case the candidate is holding the present post on deputation basis:-

- a) Name of the organisation in which the lien held and
- b) the date from which the lien is held

9. Whether any punishment awarded to the applicant during the last 10 years and also whether any action or inquiry is going on against him as far as his knowledge goes.

(Name and Signature of the applicant)

Date:

**(To be filled by the PSU/Ministry /Department concerned)**

Certified that the particulars (especially w.r.t. para 9 above) furnished above by the candidate are found to be correct as per official records.

Signature & Designation of  
the Competent Forwarding  
Authority with Telephone No. & Office seal.

**ANNEXURE II**

**APPLICATION FORM FOR STATE PUBLIC SECTOR EXECUTIVES/EXECUTIVES FROM THE PRIVATE SECTOR**

1. Name of the post applied for: \_\_\_\_\_

2. Name & Designation of the Applicant (in full) with office address: \_\_\_\_\_  
\_\_\_\_\_

3. Date of Birth \_\_\_\_\_

4. Address \_\_\_\_\_

5. Telephone No: Office \_\_\_\_\_ Residence \_\_\_\_\_ FAX No. \_\_\_\_\_

Mobile No. \_\_\_\_\_

6. Educational/Professional qualifications: \_\_\_\_\_

7. Positions held during the preceding ten years:-

Sl. No.	Designation, Organisation and place of posting	From	To	Pay scale
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8. Annual Turnover of the Company where the candidate is employed (Certified copy to be attached): Turnover Rs. \_\_\_\_\_ for the year \_\_\_\_\_.

**Declaration**

I ..... son of ..... and resident of ..... hereby certify that I have not been disqualified to act as a Director under Section 274 or any other relevant sections of the Indian Companies Act, 1956.

I also certify that I am not facing any charge of, nor have ever been convicted for, any act of moral turpitude or economic offence.

(Name and signature of the applicant)

Enclosure (i) the annual report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO.

Enclosure (ii) a write up on the significant contributions made by them during their present/past assignments and their suitability for the post.