



## 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 MANAGEMENT TRAINEES.

(Advt. No: KP/S/18/2025 Dt: 20.08.2025)

BEML Limited, India's leading multi-technology company under the Ministry of Defence invites ambitions, bright and career-oriented professionals to join as Management Trainees.

BEML Limited in the last 60 years has contributed to the Make-in-India campaign by manufacturing in its state-of-the-art facilities strategic products like Vade Bharath Sleeper trains, Metro Rail Coaches, High mobility & Armoured recovery vehicles, high end mining equipment.

#### Details of the Positions:

1	2	3	4	5
Position Code	Position	Vacancy	Qualification	Upper Age Limit
(MT-01)	Management Trainee (Grade -II)	Mechanical	Full-time, First-Class Degree in engineering in Mechanical from a recognized University / Institution.	29 years
(MT-02)		Electrical	Full-time, First-Class Degree in engineering in Electrical from a recognized University / Institution.	

**Note:** Candidates with Degree in Engineering from **allied branches** of Mechanical /Electrical 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 engineering only.

Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
MT (Grade-II)	Mechanical	38	13	6	24	9	90
MT (Grade-II)	Electrical	6	1	0	2	1	10

60% in mandatory for all Graduates, which is relaxable by 5% for SC/ST candidates. **Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.**

#### TRAINING PERIOD

The Management Trainees (MT) will undergo training for a period of one year, from the date of their joining. On successful completion of their training period and on assessment of suitability, they will be absorbed as Officer (Grade-II) in the same pay scale with one additional increment (@3% of Basic Pay) and will be on probation for a period of one year.

#### REMUNERATION

The Management Trainees will be placed on a starting basic pay of Rs.40,000/- pm in the pay scale of Rs.40,000-1,40,000 during their training period. Besides Basic Pay, MTs will be eligible for Variable Dearness Allowance, Perquisites & Allowances @ 13.78% of the applicable Basic Pay under the Cafeteria System, Company Accommodation / House Rent Allowance. Provident Fund, Gratuity etc. will be paid as per the prevailing Company Rules. The executive will also be eligible for Performance related Pay (PRP). At locations where Company accommodation is not available, applicable HRA in lieu of the place of posting will be provided.

#### SERVICE BOND



The Management Trainees are required to execute a Service Bond to serve the Company for a period of 4 years including training period, failing which candidates are liable to pay the liquidated damages amounting to Rs.2,00,000/-. An amount of Rs. 4000/-pm will be recovered for 47 months and the balance amount will be recovered in the last instalment for liquidated damages of Rs.2,00,000/-. After successful completion of the bond period, the security deposit will be refunded with interest.

In case of breach of the service agreement during the bond period, the security deposit will be forfeited.

### **MODE OF SELECTION**

- i. 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 (i.e. Mechanical (or) Electrical Engineering respectively as applied for) and test of reasoning including English ability. The paper will be for 2 hours.
- ii. 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 Career 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
- iii. 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. Based on performance in the computer based written test, candidates will be shortlisted for subsequent assessment which will also include personal interview. The candidates will be provisionally shortlisted for selection based on the final Merit list which will be drawn based on the performance of the candidates in the written test and performance of candidates who have been shortlisted and have attended the 2nd assessment.
- iv. The provisionally shortlisted candidates will have to undergo pre-employment medical examination. On receipt of medical clearance from the Company's Doctor as per the medical standards prescribed by BEML, Final Offer of Appointment will be issued as per the rules of the Company.

### **GENERAL CONDITIONS**

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **12<sup>th</sup> 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% (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. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send their online application through proper channel and should produce "No Objection Certificate" from their employer at the time of assessment, failing which they will not be permitted to appear for the assessment and their candidature will not be entertained.
- xi. 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.
- xii. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xiii. Based on assessment (which will include written test followed by interview of shortlisted candidates), the provisionally 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
- xiv. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xv. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion
- xvi. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xvii. Intimation regarding Assessments (at various stages), 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 online application should remain valid for at least one year.
- xviii. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.
- xix. 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.
- xx. 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.
- xxi. 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 12<sup>th</sup> 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 all Semester 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.*)
4. Engineering 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)

vii. For any queries on the matter, candidates may e-mail : [recruitment@bemltd.in](mailto: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 <sup>th</sup> Standard marks card– self attested
6.	12 <sup>th</sup> Standard marks card– self attested
7.	Engineering Degree Certificate – self attested
8.	All Semester marks card, along with CGPA Conversion formula (as applicable)
9.	Post-Graduation Degree/ Diploma Certificate – self attested
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.	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.

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

**Date:20.08.2025**

**(Advt. No.KP/S/18/2025)**

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

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