



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 VARIOUS SYSTEMS OF HIGH-SPEED RAIL - R&D DOMAIN

(Advt. No: KP/S/06/2026 Dt: 29.04.2026)

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 decades; mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. BEML is exploring opportunities to expand its production facilities towards building 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, etc. Aligned with these expansion initiatives, BEML Ltd., invites motivated and career-oriented professionals to partner with the organisation and explore diverse opportunities across its growing technology domains.

Details of the Positions:

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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(101)	Senior Manager (Interface-Rollingstock) (Gr-V)	1	Mandatory: Full-time, First-Class Degree in Engineering (Preferably Electrical/ Mechanical) from a recognized University/ Institution.	Mandatory: a) The post qualification experience should be: (i) Minimum of 11 years for Senior Manager, Grade V. (ii) Minimum of 2 years for Engineer, Grade II. b) Experience in interface coordination and integration for major rail/ metro projects. c) Knowledge of systems integration- especially rolling stock, signalling, and train control.	Prepare and Manage Interface Plans:- Prepare or update the interface matrix and detailed interface documentation. Develop the Interface Management Plan and maintain interface documentation (specifications, matrices, test requirements). Coordinate Stakeholders: - Chair multidisciplinary interface meetings to resolve technical issues. Act as the main point of contact between rolling stock, system-wide contractors, signalling engineers, telecom, power, track, PSD etc., and end clients. Lead interface management meetings and ensure interface agreements are met. Integration Oversight: - Oversee and coordinate testing, field integration, and commissioning between rolling stock and signalling,
(102)	Engineer (Interface-Rollingstock) (Grade -II)	1		Desirable:	



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
				a) Experience with project documentation tools, interface management, and system lifecycle standards (e.g., ISO/IEC/IEEE 15288). b) Additional desired experience with driverless (GOA4) projects. c) Stakeholder management & negotiation skills. d) Strong leadership, communication, and organizational skills.	integration of signalling, telecom, and power supply systems with rolling stock. Coordinate and support system integration, testing, and commissioning activities. Issue Resolution: - Manage changes to the system or project scope, reviewing impacts across interfaces. Ensure timely identification, communication, and resolution of interface issues to keep projects on track. Monitoring and Reporting: - Liaise with clients, contractors, and regulatory authorities to ensure compliance and smooth project delivery. Track the status of interface milestones and provide updates to project management. Monitor the interface management tool (IMT) and maintain records of interface agreements. Documentation and Compliance: - Ensure design documents, interface control documents (ICDs), and interface matrices are always up-to-date and reflect actual project status. Risk and Safety Management:- Identify and mitigate interface-related risks, ensuring all parties comply with standards and safety requirements.
(103)	Manager (System Engineering) (Grade -IV)	1	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical, Electrical, Electronics, Industrial, or related	Mandatory: a) The post qualification experience should be: (i) Minimum of 8 years for Manager, Grade IV.	Define and establish RAMS plans to ensure systems meet reliability, availability, maintainability, and safety requirements. Perform RAMS analyses including prediction, FMEA (Failure Mode and Effects Analysis), FMECA, FTA (Fault



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(104)	Engineer (System Engineering) (Grade -II)	1	fields (Preferably Electrical) from a recognized University/ Institution. Desirable : M.E / M.Tech in relevant areas will be an advantage.	(ii) Minimum of 2 years for Engineer, Grade II. b) Experience in RAMS engineering, safety engineering, or similar roles dealing with complex and safety-critical systems. c) Prior involvement in projects requiring safety and reliability assurance, testing, validation and regulatory compliance is essential. Desirable: a) Relevant certifications or coursework in RAMS engineering or system safety. b) Strong technical knowledge of RAMS methodologies and tools such as Reliability Block Diagrams (RBD), Failure Mode Effects and Criticality Analysis (FMECA), Fault Tree Analysis (FTA), and statistical reliability methods. c) Experience with life cycle costing (LCC) analysis and maintenance planning. d) Familiarity with industry standards and safety regulations like IEC 61508, EN50126-29, ISA, IEC, IEEE, and CENELEC. e) Proven analytical skills and ability to perform detailed risk assessments and	Tree Analysis), and hazard analysis to identify risks and improve system design. Conduct life cycle cost (LCC) evaluations to optimize system operation and maintenance costs over its lifespan. Develop and maintain safety plans, hazard logs, and safety cases to demonstrate compliance with safety standards such as EN 50126, EN 50128, EN 50129, IEC 61508. Support system engineering activities including requirement definition, validation and traceability. Collaborate with cross-functional teams, clients, suppliers, and regulatory authorities to ensure compliance with safety and quality standards. Participate in safety and reliability reviews, testing, validation, and commissioning of systems. Provide technical guidance and training within the organization on RAMS and system safety practices. Manage documentation and ensure traceability of RAMS and safety activities throughout the project lifecycle. Lead or contribute to system safety programs and safety assurance activities.



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				hazard analyses. f) Good communication skills for reporting and collaborating with stakeholders at different levels g) Experience with software tools for RAMS analysis and data management. h) Practical experience in safety-critical environments of railways is preferred. Other domains such as aerospace, automotive, or nuclear sectors will be considered. i) Ability to work effectively in teams, lead projects, and manage complex development schedules.	
(105)	Manager (Rollingstock-Signalling interface) (Grade -IV)	1	Mandatory: Full-time, First-Class Degree in Engineering in Electrical ,Mechanical, Industrial Engineering or related discipline from a recognized University/Institution.	Mandatory: a) The post qualification experience should be: (i) Minimum of 8 years for Manager, Grade IV (ii) Minimum of 2 years for Engineer, Grade II. For Manager, Grade-IV: Experience in Signalling systems (e.g., CBTC, conventional railway signalling), train detection systems, and system integration between rollingstock and signal infrastructure. For Engineer, Grade-II: Experience in Signalling interface coordination and integration for major rail/ metro projects. Desirable:	Manage all technical interfaces between rolling stock and signaling systems. Develop, maintain, and manage Interface Control Documents (ICDs), Interface Requirement Specifications (IRS), and Interface Management Plans pertaining to RS-Sig interface. Facilitate communication and coordination between internal engineering teams, external contractors, clients, and suppliers to resolve interface issues promptly. Ensure interface designs comply with relevant railway standards, safety regulations and project specifications.
(106)	Engineer (Rollingstock-Signalling interface) (Grade -II)	1			



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
				a) Familiarity with urban railway systems, CBTC (Communication-Based Train Control) signalling, and industry standards like EN50126/8/9 is must for senior role. b) Strong technical skills in system integration, interface testing, and commissioning. c) Good communication and coordination skills, with an ability to work across multidisciplinary teams. d) Experience preparing and managing interface documentation for senior role. e) Problem-solving skills and ability to work under stringent timelines. f) Communication skills in English required. g) Demonstrated involvement in testing, commissioning, and certification for compliance with industry and safety standards. h) Knowledge of train control systems, propulsion, traction equipment, braking performance, electromagnetic compatibility, and related rail technologies. i) Experience in preparing or reviewing Interface Control Documents (ICDs).	Support integration testing, validation, and commissioning of rolling stock with signaling systems. Proactively identify interface-related risks and address conflicts or design mismatches to avoid project delays. Support modifications and integrated design decisions related to RS-Sig interfaces. Lead or participate in design reviews and interface workshops. Ensure timely resolution of interface issues to meet project schedules.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(107)	Assistant Manager (Rollingstock-Mech, Bogie-02) (Grade -III)	2	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical /Production/ Railway Engg. from a recognized University/Institution. Desirable : M.E / M.Tech in relevant areas will be an advantage.	Mandatory: - The post qualification experience should be minimum of 4 years - Experience in rolling stock (metro, high-speed or mainline trains) with at least 2–3 years of experience related to bogie design, manufacturing, testing & maintenance. Desirable: - Experience in CATIA V5 (Assembly module, part design module and drafting modules) & AutoCAD. - Experience in stainless steel, Corten steel and dissimilar metal welds used in rail vehicle or rolling stock or bogie frame. - Knowledge of FEA, multibody simulation tools (e.g., SIMPACK, Vampire), and vibration analysis (desirable).	Responsible for design, development & testing of Bogie frames & Bogies for High-Speed Train. Responsible to adopt best Rolling stock practises, design principles, vehicle stability, safety against derailment & comforts. Responsible for developing detailed 3D CAD models and 2D manufacturing drawings, part drawings, Installation drawings of Bogie frames & Bogie items using Catia V5 and AUTOCAD and adopting GD&T, design annotations, stack up analysis and DFMA. Responsible for preparation of technical specification for procurement of bogie items and technical documentation viz., design documents & calculations, type test protocols, O & M manuals, inspection check sheets, etc. Responsible for carrying out vehicle level Bogie type tests, Oscillation trails (main line testing) and Bogie Frame static & Fatigue Testing. Should have familiarity with international standards such as EN 15085 , ISO 3834 EN 14363, EN 13749, UIC 515, 615. Safety certification and homologation processes
(108)	Manager (Carbody Structure) (Grade -IV)	2	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical or Automobile from a recognized University/Institution.	Mandatory: - The post qualification experience should be: - Minimum of 8 years for Manager, Grade IV. - Minimum of 2 years for	Responsible for Design and Development of Car body Structures of Railway / Metro Rolling Stock, 3D Modelling, detailing, and Drafting using CATIA V5. Preparation of Manufacturing Drawings, installation drawings with welding details.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(109)	Engineer (Carbody Structure) (Grade -II)	1	Desirable : M.E / M.Tech in relevant areas will be an advantage.	Engineer, Grade II. b) Experience in design field in Railway rolling stock companies in Design & Development of Car body Structures Desirable: a) Experience in Catia V5 (Assembly module, part design module and drafting modules) and AUTOCAD. b) Experience in welding standards and different welding methodologies. c) experience in stainless steel, Corten steel and dissimilar metal welds used in rail vehicle or rolling stock for car body structure.	Preparation of WPS, WPQR and define weld different joints. Application of GD & T, EN 12663, EN 15227 & EN15085 standards and railway industry design practices and standards. Preparation of Technical documentation (Design Reports & Calculations), NDT testing and other welding validation methodologies.
(110)	Engineer (Rollingstock-, FEA Engineer) (Grade -II)	1	Mandatory: Full-time, First-Class Degree in Engineering Mechanical or Automobile Engineering from a recognized University/ Institution. Desirable : M.E / M.Tech in relevant areas will be an advantage.	Mandatory: a) The post qualification experience should be Minimum of 2 years in simulation field in railway rolling stock. b) Experience in the field of FEA and testing of car body structure. Desirable: a) Experience in FEA simulation activities especially in the field of railway rolling stock /High speed rail / Metros. b) Experience in FEA tools Altair hyperwork/ HyperMesh/ hyperLife/ hyperWeld, Optistruct/ Radioss/ Nastran, etc.	Responsible for structural analysis, both static and fatigue analysis meeting to requirements defined by EN 12663 and DVS 1612. Responsible for building numerical models, complete input deck preparation, carrying out simulations and post processing the results and delivering high-quality reports. Responsible for preparation of technical specification and technical documentation viz., design description document, carbody type test protocols, carbody type test reports, etc., Responsible for simulations of Structural strength analysis, Fatigue analysis, Modal analysis, buckling analysis, etc. to ensure the structural integrity of the carbody structure.



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				c) Knowledge of Catia V5 (Assembly module, part design module and drafting modules) and AUTOCAD is preferred.	Responsible for physical test of the carbody structure (Vehicle body shell type test) to validate the structural strength of carbody as per the International Railway Standards . Responsible for applying the international Railway standards like, EN 12663, EN15663, DVS 1612, EN 15085, IEC 61373 .
(111)	Engineer (Rollingstock-, CRASH Simulation engineer) (Grade -II)	1	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical or Automobile Engineering from a recognized University/Institution. Desirable : M.E / M.Tech in relevant areas will be an advantage.	Mandatory: The post qualification experience should be Minimum of 2 years in in railway rolling stock companies in the field of Crashworthiness and crash energy management. Desirable: a) Shall be expertise in Crash simulation activities especially in the field of railway rolling stock/High speed rail/Metros. b) Shall be expertise in FEA tools/Altair hyperworks/ HyperMesh/ Optistruct/ Radioss/LS-Dyna, etc.	Responsible for crash energy management and defining specification for passive safety elements to meet the crashworthiness requirements and for Crashworthiness analysis as per EN 15227. Responsible for building numerical models, complete input deck preparation, carrying out crash simulations and post processing the results and delivering high-quality reports. Responsible for preparation of technical specification and technical documentation viz., design document, carbody type test protocols, carbody type test reports, etc., Responsible for simulations of collision scenarios, and propose design corrections for crash absorbing devices and supporting structures. Responsible for applying the international Railway standards like, EN 15227, EN 12663, EN15663, DVS 1612, EN 15085, IEC 61373. Knowledge on Catia V5 (Assembly module , part design module and drafting modules) and AUTOCAD is preferred.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(112)	Assistant Manager – CFD (Aerodynamics & HVAC airflow) (Grade -III)	1	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical or Rail vehicle Technology from a recognized University/Institution Desirable : M.E / M.Tech in Design will be an advantage.	Mandatory: The post qualification experience should be Minimum of 4 years in any CFD packages with moving mesh CFD software preferably Star-CCM+. Desirable: - Design Experience for interior aggregates of Railway / Rolling stock / Aerospace / Passenger Automobile. - Experience in 3D/2D CAD software Catia V5 for creation of Fluid models. - Expertise in carrying out aerodynamic analysis of vehicles/ transportation system having speed more than 250 kmph preferably in high-speed vehicle aerodynamics, aerospace or Automotive.	Responsible for carrying out Computational Fluid Dynamics (CFD) analysis for the aerodynamic performance of high-speed rail and HVAC ducting. Responsible for design of the system as per applicable standards in rolling stock used for designing of the HVAC system, aerodynamic testing, pressure comfort limits, aerodynamic safety criteria, pressure variations inside the tunnels, slip stream effect, etc. Carrying out detailed CFD analysis with cross wind effect, two trains crossing inside the tunnel, etc. Preparing analysis reports, validating simulation results, and coordinating with design and testing teams. Responsible for Technical Design documents, Design Reviews and supporting Project Design requirements and obtaining final customer approval. Support and ensure overall functionality at train level. Performing detailed analysis of source requirements (customer requirements, norms, laws) within the operability context.
(113)	Assistant Manager (Rollingstock-Mechanical Design, Integration) (Grade -III)	1	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical or Automobile Engineering from a recognized University/Institution	Mandatory: - The post qualification experience should be: - Minimum of 4 years for Asst. Manager, Grade III. - Minimum of 2 years for Engineer, Grade II. - Experience in mechanical design, with significant exposure to system integration,	Develop and integrate mechanical and electro-mechanical products for rail vehicles, ensuring alignment with quality, cost, and delivery (QCD) commitments. Perform 3D modelling and create detailed 2D deliverables using AutoCAD & Catia V5. Design and validate key rolling stock subsystems, including frames, bogies, couplings, pneumatic systems, and mechanical interfaces with electrical and electronic components.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(114)	Engineer (Rollingstock-Mechanical Design, Integration) (Grade -II)	1	Desirable : M.E / M.Tech in relevant areas will be an advantage.	3D modelling (CAD) and design validation in rail vehicle rolling stock. Desirable: Experience in 3D/2D CAD software (AutoCAD, Catia V5).	Conduct mechanical stack-up analysis, digital mock-up and integration of subsystems/components to prevent clashes/gaps/flush and ensure design consistency with respect to maintainability and operability. Technical documentation, design specifications, and change management reports. Support prototype development, type testing, system validation, and continuous improvement processes throughout the vehicle life cycle. Mechanical systems integration protocols and application of railway standards, pertinent to rail vehicle design.
(115) 116	Manager (Rollingstock-Mech. Furnishing) (Grade -IV) Engineer (Rollingstock-Mech. Furnishing) (Grade -II)	1 3	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical or Automobile Engineering from a recognized University/Institution Desirable : M.E / M.Tech in relevant areas will be an advantage.	Mandatory: a) The post qualification experience should be: (i) Minimum of 8 years for Manager, Grade IV. (ii) Minimum of 2 years for Engineer, Grade II. b) Experience in design field in railway rolling stock companies in Interior furnishing aggregates viz., interior panels, driver cabin interiors, windows glass, floors, AC air ducting, coupler system, gangway system etc. Desirable: a) Experience in Catia V5 (Assembly module, part design module and drafting modules) and AUTOCAD.	Responsible for design and development of Interiors aggregates viz., Interior panels, window glass, floors , driver cabin interiors, coupler system and gangway system, etc., Responsible to adopt best Rolling stock Interior design principles, ergonomics principles, passenger amenities and comforts. Responsible for developing detailed 3D CAD models and 2D manufacturing drawings, part drawings, Installation drawings of Rolling Stock furnishing items using Catia V5 and AUTOCAD and adopting GD&T, stack up analysis and DFMA. Responsible for preparation of technical specification for procurement of mechanical furnishing items and technical documentation viz., design description document, type test protocols, O & M manual , inspection check sheets, etc.,



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				b) Familiar with EN 45545, Indian Anthropometric standard, EN 12663, EN 50126 and other railway industry design practices and standards. c) Knowledge on Bonding technology (EN 17460) will be an added advantage.	Shall be able to adopt different materials and manufacturing processes for Interior aggregates.
117	Manager (Mechanical Systems Design-Rollingstock) (Grade -IV)	1	<u>Mandatory:</u> Full-time, First-Class Degree in Engineering in Mechanical or related discipline from a recognized University/Institution <u>Desirable :</u> M.E / M.Tech in relevant areas will be an advantage.	<u>Mandatory:</u> Minimum of 8 years of experience in mechanical systems design in railway rolling stock <u>Desirable:</u> a) Experience in design of rolling stock system, structural analysis and relevant railway standards. b) Experience in AutoCAD, CATIA V5 and experience in CAE/FEA tools is preferable. c) Experience in a leadership or managerial capacity overseeing design teams and multidisciplinary projects.	Lead the design and development of mechanical systems for rolling stock, ensuring performance, reliability, and compliance with relevant standards and regulations. Manage the design approval process, including detailed review of technical drawings and specifications. Oversee testing, validation, and commissioning of mechanical systems and components. Lead project management activities including planning, budgeting, resource allocation, and risk management. Provide technical expertise and problem-solving support for complex mechanical issues. Manufacturing processes, quality control, and maintenance procedures related to rolling stock.
118	Engineer (Rollingstock-Doors, Mechanical Engineer) (Grade -II)	2	<u>Mandatory:</u> Full-time, First-Class Degree in Engineering in Mechanical or rail vehicle technology from a recognized University/Institution <u>Desirable :</u>	<u>Mandatory:</u> a) Minimum 2 years of experience in Design of Door system of Railway Rolling stock. b) Experience in 3D/2D Catia V5 (Assembly module, part design module and drafting modules) and AutoCAD.	Responsible for Design and development of all type doors viz., Exterior entrance door, interior doors, fire end wall doors as per applicable railway standards Responsible for 3D models and 2D drawings using CATIA V5 and AUTOCAD. Responsible for Technical Design documents, Operation and maintenance manuals. Support and ensure overall functionality of the aggregates at train level.



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			M.E / M.Tech in relevant areas will be an advantage.		Responsible for system Failure Mode Effect Analysis (FMEA) and Preliminary Hazard Analysis (PHA) together with the RAMS engineer. Coordinating with suppliers and other designated system contractor for interface activities.
119	Engineer (Rollingstock-HVAC, Mechanical Engineer) (Grade -II)	1	<u>Mandatory:</u> Full-time, First-Class Degree in Engineering in Mechanical or rail vehicle technology from a recognized University/Institution <u>Desirable :</u> M.E / M.Tech in relevant areas will be an advantage.	<u>Mandatory:</u> a) Minimum 2 years of Experience in the Design of HVAC system for Railway Rolling stock. b) Experience in 3D/2D Catia V5 (Assembly module, part design module and drafting modules) and AutoCAD. <u>Desirable:</u> Experience in any CFD packages with moving mesh. High-speed rail project experience is preferred	Responsible for Design and development of HVAC system and CFD analysis of HVAC duct as per applicable railway rollingstock standards. HVAC and heat load calculations. Developing detailed 3D CAD models and 2D manufacturing drawings, part drawings, Installation drawings using CATIA V5 and AUTOCAD. Responsible for Technical Design documents, Operation and maintenance manuals. Support and ensure overall functionality of the aggregates at train level. Responsible for system Failure Mode Effect Analysis (FMEA) and Preliminary Hazard Analysis (PHA) together with the RAMS engineer. Coordinating with suppliers and other designated system contractor for interface activities.
120	Engineer (Rollingstock-outfitting Engineer) (Grade -II)	1	<u>Mandatory:</u> Full-time, First-Class Degree in Engineering in Mechanical or rail vehicle technology from a recognized University/Institution	<u>Mandatory:</u> a) Minimum 2 years of Experience in the Design of Railway Rolling stock subsystems. b) Experience in 3D/2D in Catia V5 (Assembly module, part design module and drafting modules) and AutoCAD. c) Experience in system integration and digital mock-up processes and tools.	3D modelling, design annotations and 2D deliverables in compliance with established processes. Modelling and storing allocated volumes and interfaces for sub-systems, components in 3D. Digital mock-up (e.g., no clashes) and compliance with requirements such as allocated volumes, weight, and interfaces.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
			Desirable: M.E / M.Tech in relevant areas will be an advantage.		Responsible for Technical Design documents, Operation and maintenance manuals. Support and ensure overall functionality of the aggregates at train level. Responsible for system Failure Mode Effect Analysis (FMEA) and Preliminary Hazard Analysis (PHA) together with the RAMS engineer. Coordinating with suppliers and other designated system contractor for interface activities
121	Assistant Manager (Rollingstock-Air Supply & Brake System) (Grade -III)	2	Mandatory: Full-time, First-Class Degree in Engineering in Mechanical from a recognized University/ Institution	Mandatory: a) Minimum 4 years of relevant experience in design of Air Supply & Brake System of railway rolling stock. b) Experience in Catia V5 (Assembly module, part design module and drafting modules) and AUTOCAD.	Design and develop brake systems (mechanical, pneumatic and/or electropneumatic) for new and existing rolling stock platforms. Responsible for developing detailed 3D CAD models and 2D manufacturing drawings, part drawings, Installation drawings of Rolling Stock furnishing items using Catia V5 and AUTOCAD and adopting GD&T, stack up analysis and DFMA. Responsible for technical specification for procurement, Design documents, Design calculations, O&M Manuals for air supply & Brake system and its aggregates. Responsible for obtaining customer approvals, Brake system schematics & layout drawings, Collaborate with cross-functional teams including vehicle design, control systems, safety, and manufacturing to ensure full integration of brake system. Lead or support testing and validation of brake systems. Application of various railway standards, EN and UIC standards related to brake system

Note:

- Candidates with Degree in Engineering from allied branches of Mechanical /Electrical can also apply for the relevant positions as applicable provided they possess the requisite Post Qualification Experience mentioned.



2. **Candidates shall apply for single position which is most suitable.**
3. Reservation for SC/ST/OBC/ EWS candidates will be as per applicable Rules.

Eligibility & Service conditions:

Grade	Position	Post Qualification Experience (PQE) (in Years)	Upper Age Limit (in Years)	BEML Pay Scale
Grade-II	Officer/Engineer	2	29	Rs.40,000 – 1,40,000
Grade – III	Assistant Manager	4	30	Rs.50,000 – 1,60,000
Grade – IV	Manager	8	34	Rs.60,000 – 1,80,000
Grade – V	Senior Manager	11	39	Rs.70,000 – 2,00,000

Note

- 1: PQE is the minimum relevant experience the candidate should possess after obtaining the qualification. Only the employment after obtaining the requisite qualification will be considered.
- 2: The upper age limit indicated is relaxable as per the Govt. of India guidelines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.
- 3: 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.
- 4: The upper age limit can be relaxed (*for candidates under all category*) subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years.
5. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*under the Cafeteria System*), Company Accommodation / House Rent Allowance, Provident Fund, Gratuity, PRP etc.(as per the prevailing Company Rules).
7. The pay fixation will be guided by the extant rules of BEML Limited, applicable at the time of issuance of Offer of appointment.
8. Internal candidates of BEML Ltd (Executive cadre) meeting the advertised criteria will be eligible, provided they apply through proper channel. The candidate should have at least a minimum of 3 years of residual service as on closing date of the advertisement. (The instruction at points no viii under General conditions will be applicable)

GENERAL CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **14.05.2026** (Thursday).



- iii. 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.
- iv. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- v. 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.
- vi. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.
 - vii. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections.
 - viii. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send the print out of online application through proper channel. Such application forwarded through proper channel has to reach Sr.Manager, Recruitment Cell, BEML Soudha, BEML Limited, 23/1, 4th Main, S.R.Nagar, Bengaluru 560027 within 10 days from closing date of the advertisement.

(or)

Should produce "No Objection Certificate" specific to the position applied for, from their current 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.

- ix. Candidate from Central/ State Government, Autonomous bodies, Quasi-Government and PSU applying without proper channel or NOC, shall be permitted to attend the interview, provided the candidate must be in a position to submit a proper relieving letter from the current Organization at the time of joining. However, the candidate will not be eligible for pay protection or carry – forward of past service benefits in such a case.
- x. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should have worked for at least one (1) year in the immediate lower scale. This is however not applicable to Grade-II positions.
- xi. Private sector candidates applying for the positions must be employed in a regular capacity in company registered under Company's Act and will be required to submit experience certificate in the Letter Head of the Company while applying. They have to clearly provide their Reporting Structure of the current position held. BEML will not consider freelance experience as part of Post Qualification experience.
- xii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience (at least 200-300 words) in the Application Form.
- xiii. 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.

- xiv. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xv. Eligible candidates will be shortlisted for assessment. 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
- xvi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xvii. Management also reserves the right to cancel the advertisement in full or in part and / or the selection process at its discretion.
- xviii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- 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 online 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, 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 14th of May, 2026. (Thursday)
- 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. Candidates shall apply only for single position which is most suitable.
- vi. 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.



vii. Along with the Online application, the candidates are required to upload (legible copies) the following without which their applications will be incomplete and rejected.

1. X-th Marks card
2. XII-th Marks card
3. Qualifying Degree Marks cards (*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.*) (To arrive at First class, all the semester marks cards have to be mandatorily uploaded)
4. Qualifying 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. (Will lead to rejection in not adhered to)
11. Latest pay-slip

NOTE : Candidate has to ensure that legible copies are uploaded. The inability to read the uploaded copies could cause rejection of candidature.

viii. For any queries on the matter, candidates may e-mail: recruitment@bemltd.in.

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

Date:29.04.2026

(Advt. No.KP/S/06/2026)

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

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