



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

(Advt. No: KP/S/12/2026 Dt: 08.07.2026)

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	Head Futuristic Product Innovation and Incubation Centre (FPI&IC) In the level of Executive Director (Gr X) (or) Chief General Manager (Gr-IX)	1	Mandatory: Full time, First Class Degree in Mechanical/ Mechatronics/ Electronics/ EEE Engineering with M.Tech /MS in Design from a recognized University/ Institution. Desirable: Certification in Project Management.	Mandatory: a) The candidate should have minimum 25 years of professional experience for the post of Executive Director (Gr X) (or) 21 years of professional experience for the post of Chief General Manager (Gr IX). b) Further, the candidate should have at least 5 years of Cumulative post-qualification Experience in last 12 years of service at a senior level of Engineering Design and Research in an organisation of repute. c) He/ She should have headed a versatile team from engineering & science background in an Engineering Company with a turnover of above Rs.1000Cr. Desirable: Experience in • High mobility & Armoured vehicles, UAVs, UGVs, Autonomous Systems	The incumbent will head BEML's Futuristic Product Innovation and Incubation Centre (FPI&IC) team and will be responsible for: - Developing a long-term technology roadmap spanning 15–20 years to align future innovations and capabilities with the organisation's vision. - Adopting concurrent engineering and rapid prototyping methodologies to ensure timely product development in aligning to customer-defined key dates. - Conducting homologation of prototypes to validate design performance and facilitate transition to mass production. - Undertaking homologation data analytics, including RAMS, failure analysis, and hazard analysis, to identify improvements and enhance the reliability and performance of prototypes. - Guiding a versatile team of engineers through activity-based planning, overseeing the entire development cycle from concept stage to homologation. - Effective project management and execution to ensure timely completion of development initiatives.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
				Passenger Rolling Stocks/EMUs, AI, robotics, sensors, power systems, propulsion systems, mining equipment. • Rapid prototyping/ homologation (testing & certification)/ field data analytics in the field of Defence platforms, Mining equipment and Rail technology will be an added advantage. • EN/ IEC/ ISO/ UIC/ TSI/ MIL standards and other international standards applicable for respective domains.	• Publishing research papers in highly acclaimed and reputed journals • Facilitating the filing of intellectual property rights (IPR) for developed designs to protect the organisation's innovations and technological advancements Place of Posting – Bengaluru
102	Chief General Manager (Gr-IX) Head Armoured Business	1	Mandatory: Brigadier from Indian Army with a Degree in Engineering from a recognized University/ Institution or its equivalent from Indian Army. Desirable: PG degree / diploma in technology / management (especially Armoured vehicle technology).	Mandatory: The candidate should possess knowledge in the Infantry Combat Vehicles, Armoured Fighting Vehicles, Armoured Recovery Vehicle and technologies associated with modern combat vehicles for Indian Defence forces. The candidate should also have thorough understanding & knowledge of Original Equipment (OE) and Overhauling (OH) activities like Planning, Procurement, Manufacturing, Assembly, Quality clearance with minimum experience of 10 years. Desirable: Experience with MCEME / EME School / ABW's (especially 505 & 512 ABW's) The candidate should have skills to co-ordinate with Army HQ and various Army units.	The incumbent will Head the Armoured Business Unit and will be responsible for the Business Development and deliverables including for production and OH activities of Armoured Business. Place of Posting: KGF
103	Chief General Manager	1	Mandatory: Full time, First Class Degree in	Mandatory: The candidate shall possess minimum 20 years'	The incumbent will be responsible for :



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
	(Gr-IX) Head Engine R&D		Mechanical Engineering from a recognized University / Institution.	experience in Research & Development (R&D) department of an automobile company(out of 21 years of PQE) and should have - Hands-on experience in engine development across many projects. - Sound knowledge and practical experience in combustion development. Desirable: - Knowledge of GT-Power and engine simulation software such as AVL, including engine system modelling and emission control modules. - Good understanding of engine systems and emission – related components - Knowledge of design standards with ability to interpret engineering drawings. - Knowledge of Engine testing, simulation/ performance optimization - Knowledge of engineering materials & manufacturing processes.	- Development of Engine aggregate strategy, Long term plan and yearly business plan for Engine design aggregate in consultation with senior management. - Preparation of yearly budgetary requirements, monitoring and control of Budget for the Engine aggregate. - Design and Development for new engines in line with yearly business plan and long term plan. - Upgradation of existing engines for performance enhancement, CRE, field problem resolution, new emission norms etc. - Development/Adaptation of technology as per the aggregate strategy. - Interaction with suppliers/ technology partners for project execution and performance achievement. - Ensuring adherence to project schedules in project execution. Provide inputs to service, manufacturing, quality to incorporate best practices for increased product reliability. - Knowledge of CRDI and After Treatment Systems. Place of Posting – Mysore, Karnataka
104	General Manager (Gr-VIII) Construction Equipment Business	1	Mandatory: Full time, First Class Degree in Mechanical/ Automobile Engineering from a recognized University / Institution. Desirable: PG Degree/ Diploma in Management/ MBA.	Mandatory: The candidate should have a minimum 19 years of post qualification experience in Construction equipment, Mining equipment, Heavy engineering manufacturing industry with exposure in Business operations/ Manufacturing, Marketing/ Product Development. Desirable: Experience in driving business growth, technology partnerships, market	The incumbent will be responsible for : - Developing and implementing short-term and long-term strategic business plans for the construction equipment segment. - Identifying growth opportunities in markets, product lines, and customer segments. - Building strong customer relationships and ensuring high customer satisfaction. - Dealership management and expansion.



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				expansions and in dealerships.	- Ensuring efficient supply chain, inventory control, and on-time delivery of equipment and parts. - Collaborating with production and logistics teams for smooth operations. - Managing the financial performance of the Business unit, drive revenue growth, cost optimization and margin improvement. Place of Posting–Mysore / Bengaluru / KGF Complex
105	Deputy General Manager (Gr-VII) Engine Assembly	1	<u>Mandatory:</u> Full time, First Class Degree in Mechanical/ Thermal / Automobile Engineering from a recognized University / Institution.	<u>Mandatory:</u> The candidate should have a minimum 16 Years of Post Qualification Experience in - Diesel Engine Assembly Area of an automobile company. - New Engine technologies. - Knowledge of design related standards, understanding of drawings. <u>Desirable:</u> a) Knowledge and experience in Engine Component manufacturing. b) Knowledge of Engine testing, optimization. c) Knowledge of engineering materials & manufacturing processes.	The incumbent will be responsible for - Assembly of Engines aggregate as per plan. Long term plan and yearly business plan for Engine assembly facilities. - Preparation of yearly budgetary requirements, monitoring and control of Budget for the Engine aggregate. - Production plan for design Mining and Defence engines in line with yearly business and long term plan. - Upgradation of existing engines manufacturing facilities for performance enhancement, field problem resolution, new emission norms etc. - Development/adaptation of new manufacturing technology as per the business strategy. - Interaction with suppliers/technology partners/ Quality/ Materials team for timely completion of Engines. - Ensuring adherence to project schedules in project execution. - Providing inputs for service, manufacturing & quality to incorporate best practices for increased product reliability. Place of Posting – Mysore, Karnataka



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
106	Deputy General Manager (Gr-VII) Production Planning (Rolling stock)	1	<u>Mandatory:</u> Full time, First Class Degree in Engineering in Mechanical / Automobile / Electrical / Discipline from a recognized University / Institution. <u>Desirable:</u> PG Degree/ Diploma in Engineering / Management.	<u>Mandatory:</u> The candidate should have prescribed post qualification experience in planning/ production / manufacturing. Among the experience a minimum of 5 years during the last 10 years must be in the production/ planning of Rail products in any organisation of repute.	The candidate will be responsible for the following as the head of production planning for manufacturing of Rail products: • Material & Methods Planning. • Preparation of Master Production Schedule. • Tool Planning. • Facilities Planning Dept for finalization of Capex Budget for Rail Projects • Knowledge of OHSMS ISO 45001:2018, ISO 3834, EN 15085 and other international standards w.r.t Rolling stock manufacturing. Place of Posting – Bangalore.
107	Deputy General Manager (Gr VII) Marketing & Bid Management	1	<u>Mandatory:</u> Full time, First Class Degree in Electrical/ Electronics/ Mechanical Engineering from a recognized University / Institution <u>Desirable:</u> PG Degree/ Diploma in Management.	<u>Mandatory:</u> The candidate should have minimum 16 Years of post qualification experience in • Preparing, evaluating, and submitting techno-commercial bids/ tenders through Government or other e-procurement platforms. • Coordinating with cross-functional teams for preparation of technical and commercial proposals. • Understanding of pricing strategies, cost estimation, and bid evaluation. <u>Desirable:</u> • Familiarity with ERP/SAP or other enterprise systems for sales and contract management. • Strong analytical, communication, presentation, and negotiation skills. • Proficiency in MS Office, particularly Excel and PowerPoint.	The incumbent will be responsible for : • Developing and maintaining market intelligence. • Reviewing of tender documents, commercial conditions, technical specifications & preparing bid strategies to enhance win probability. • Bid management including preparation of competitive bids & Manage customer relationship. • Knowledge on cost management & conduct pre-bid meetings with various suppliers. • Co-ordinating with Engineering team, Project management, Finance to ensure timely submission of bids & compliance with tender requirements. • Identifying export business opportunities. Place of Posting – Bangalore.



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
108	Assistant General Manager (Gr VI) Project/ Contract Management	1	<u>Mandatory:</u> Full time, First Class Degree in Electrical/ Electronics/ Mechanical Engineering from a recognized University / Institution. <u>Desirable:</u> PG Degree/ Diploma in Management.	<u>Mandatory:</u> The candidate should have minimum 13 Years of post qualification experience in Project Management / Contract Management of Rolling Stock, Railway, Metro, Heavy Engineering, Defence, or similar large engineering projects, including experience in customer interface, project execution, contract administration, and cross-functional team management.	The incumbent will act as a Primary interface for clients like ICF, Indian Railways, Metro corporations, etc and will be responsible for: • Leading a team of Executives/ Engineers and guiding them in the field of Project Management/ Contract Management of Rolling Stock/M&Ps. • Developing detailed project execution plan, risk mitigation plan and track project progress with any project management tools. • Knowledge on Lean concept, Six Sigma, Line balance technique & new layout design for rolling stock plant • Co-ordinating with design, manufacturing, procurement, quality & testing teams. • Managing contract variations, claims, project financials. Place of Posting – Bangalore.
109	Assistant General Manager (Gr VI) Testing & Commissioning	1	<u>Mandatory:</u> Full time, First Class Degree in Electrical/ Electronics/ Mechanical Engineering from a recognized University / Institution	<u>Mandatory:</u> The candidate should have minimum 13 Years of post qualification experience. Among the total post-qualification experience the candidate must have experience in Testing, Commissioning, Service & Maintenance activities pertaining to Rolling Stock.	The incumbent will be responsible for: • Testing & Commissioning and maintenance activities at the site included management of all types of comprehensive Maintenance including major overhaul of Rolling stock, Plant & machinery of Depot. • Logistic arrangements towards handling of Rolling Stock or Simulators/ M&Ps/ Wayside Equipment pertaining to Rolling Stock at Depots, Static & Dynamic Testing & Commissioning of Trains, Completion of type tests & routine factory tests. Timely Troubleshooting of Mainline/ Depot faults of Revenue Trains/ M&Ps under DLP/DLMP & ensure availability of healthy Trains for revenue operations on daily basis. • Planning and procuring the required spares, consumables, etc.



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					- Ensuring all aspects of the Project Safety Plan are upheld at all sites at all times. Accountable for all Safety Health and Environment matters and shall prepare an OSHE audit score report, inspection reports, procedures, plan etc. - Developing maintenance strategy, coordination with planning, scheduling with OCC (Operational Control center) for revenue Operations and DCC (Depot Control center) for Maintenance activity including preventive and corrective maintenance. - Knowledge of RAMS, Failure investigation reports, root cause analysis of faults of Rolling stock. - Coordinating with Customer and to make binding decisions on all aspects of the work. Place of Posting – Bangalore.
110	Assistant General Manager (Gr VI) Material Management	2	<u>Mandatory:</u> Full time, First Class Degree in Electrical/ Electronics/ Mechanical Engineering from a recognized University / Institution	<u>Mandatory:</u> The candidate should have 13 years of cumulative post qualification experience in the areas of Material Management functions such as purchase, stores, vendor development etc, and among the post qualification experience a minimum of 5 years during the last 10 years must be from an Organisation from Rail & Metro sector. <u>Desirable:</u> - Experience on working with ERP (SAP) based procurement tools like SCM, SRM etc. - Good negotiation skills, knowledge on Inco terms, Logistics requirements, establishment of long-term contract. - Knowledge of custom clearance, indigenization of import items, wide	The incumbent will be responsible for : - Making or buying strategic decision, procurement of products for Rolling stock among others and for inventory planning and control for the assigned areas . - Materials Management functions with due compliance to applicable CVC guidelines of Public Sectors/ Govt. organizations. Place of Posting – Bangalore.



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				vendor base for Rolling stock aggregates.	
111	Senior Manager (Gr V) R&D - FEA / CAE	1	<u>Mandatory:</u> Full time, First Class Degree / M.Tech in Mechanical / Thermal engineering Engineering from a recognized University / Institution	<u>Mandatory:</u> The candidate should have minimum 11 years of experience in Structural Simulation / Finite Element Analysis with at least 10 years of hands-on experience using Hyper Mesh, ANSYS, Abaqus, Nastran, Opti-Struct, or LS-DYNA. Experience in Locomotives and passenger rolling stock, Automotive, Heavy Engineering, or Defence industries. <u>Desirable :</u> • Strong knowledge of international standards such as EN-12663 & EN-15227, UIC-566, ASME, ISO, or customer-specific design standards. • Proficiency in CATIA tool • Expertise in Linear & Nonlinear Structural Analysis. • Modal, Dynamic, Fatigue (HCF, LCF) analysis. • Mesh generation, model idealization & convergence studies. • Proficiency in Hyper Mesh, ANSYS, Abaqus/Nastran or equivalent FEA tools. • Strong understanding of engineering standards and structural design. • FEA automation using Python/APDL/TCL is an added advantage.	The incumbent will be responsible for: • Leading complex structural simulation projects from concept to validation. • Performing advanced FEA and providing design recommendations & Physical testing. • Reviewing and approving simulation models and reports. • Mentoring and guiding the simulation team. • Collaborating with design, testing, and customers for technical solutions. • Obtaining approvals from RDSO/Indian Railways/Metro corporation Place of Posting – Bangalore.
112	Manager (Gr IV)	1	<u>Mandatory:</u> Full-Time, First-Class Degree in Electrical Engineering from	<u>Mandatory:</u> The candidate should have a minimum of 8 years of professional experience in Aerospace Domain.	The incumbent will be responsible for Design & Development activities of various Electrical and Electronic systems of Aircraft components, Ground supporting equipment etc.



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	Aerospace (R&D)-Electrical		a recognized university.	Hands on experience on electrical system design & preparation of circuit diagrams is mandatory for Electrical engineer in Aerospace Domain. Desirable : Electrical System Design + Electrical Harness design using AutoCAD Electrical & CATIA V5 Electrical Design	The incumbent will be responsible for Electrical & Electronics related engineering activities of aerospace design team. He/ she will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation and integration of the product. Place of Posting – Bangalore / Mysore
113	Manager (Gr IV) R&D - HVAC system	1	Mandatory: Full-Time, First Class Degree / M.Tech in Electrical/ Mechanical Engineering from a recognized University / Institution.	Mandatory: The candidate should have minimum 8 years of post qualification experience in engineering the HVAC system for railway application. The candidate should also have: • Experience in thermal load calculation, design of air ducts, interfaces • Strong knowledge of international standards such as EN-14750 & EN-1312. Desirable : The candidate should have good understanding of: • HVAC fundamentals (Heating, ventilation and air conditioning principles) and refrigeration cycle and components • Technical terms associated with HVAC design • ASHRAE and Railway Standards requirement • Psychrometrics • HVAC Control Logic • Heat Load calculation for metro/railway coaches (cooling and heating load estimation) • Air distribution and duct design	The incumbent will be responsible for • Leading the HVAC design team to engineer the air-condition system to meet thermal comforts meeting EN standard • Evaluating the critical parameters affecting the specific energy consumption • Setting the logics for HVAC system operation • Interfacing HVAC system with TCMS. Place of Posting – Bangalore.



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				- Electrical basics related to the HVAC systems - Car Level HVAC System Performance Test (Type Test and Routine Test) - CFD analysis of air flow and thermal comfort - Testing, commissioning and troubleshooting	
114	Manager (Grade -IV) Car body Structure - for HSR Project	2	Mandatory: Full-time, First-Class Degree in Mechanical or Automobile Engineering from a recognized University/Institution. Desirable: M.E / M.Tech in relevant areas.	Mandatory: The candidates should have minimum 8 years of post qualification experience in design field in Railway rolling stock companies in Design & Development of Car body Structures Desirable: - Experience in Catia V5 (Assembly module, part design module and drafting modules) and AUTOCAD. - Experience in welding standards and different welding methodologies. - Experience in stainless steel, Corten steel and dissimilar metal welds used in rail vehicle or rolling stock for car body structure.	The incumbent will be 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. - 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. Place of Posting – Bangalore.
115	Assistant Manager (Gr III) T&C -Rolling stock	1	Mandatory: Full-time, First Class Degree in Electrical/ Electronics/ Mechanical Engineering from a recognized University / Institution.	Mandatory: The candidate should have minimum 4 years of post qualification experience in Depot maintenance and Testing & Commissioning activities in mainline of Railway industry.	The incumbent will be responsible for: - Planning & executing static & dynamic testing of rolling stocks in main line. - Basic Knowledge on plant & machinery used in rolling stock depots. - Performing commissioning of traction, braking, HVAC, Doors & auxiliary system integration with TCMS. - Maintaining Defect Liability status with start & End date till completion of the project. - Supporting Factory acceptance test (FAT) & Site acceptance test



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					(SAT) during final commissioning. - Ensuring compliance with customer specifications, Railway standards & quality requirements. - Preparing & maintaining test procedures, commissioning records, test reports. - Monitoring safety practices during testing protocols and provide technical support during warranty period. - Knowledge of RAMS, Failure investigation reports, root cause analysis of faults of Rolling stock. - Coordinating with Customer and to make binding decisions on all aspects of the work. Place of Posting – Bangalore.
116	Assistant Manager (Gr III) R&D - TCMS, Propulsion system	1	Mandatory: Full-time, First Class Degree in Electrical/ Electronics/ Mechanical Engineering from a recognized University / Institution.	Mandatory: The candidate should have minimum 4 years of post qualification experience with basic knowledge on tractions & system integration with familiarity of Railway standards.	The incumbent will be responsible for: - Defining system architecture, interface control documents (ICDs) & functional requirements. - Supporting software configuration & communication protocols (eg. Ethernet, MVB, CAN) - Knowledge on Software -level fault diagnosis. - Conducting Root cause analysis (RCA) for system failures & improve system reliability. - Co-ordinating with other aggregate suppliers of HVAC, Door, PAPIS, signaling team for system integration. - Providing technical support during production, commissioning, warranty & maintenance. Place of Posting – Bangalore.
117	Asst Manager (Gr III)-R&D Maritime	1	Mandatory: Full-time, First Class Degree in Mechanical / Naval	Mandatory: The candidate should have minimum 04 Years of Post Qualification Experience.	The incumbent shall be responsible for The development of initial concepts and detailed designs for Dredger vessels, Marine structures and other floating



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			Architecture/ Ocean Engineering from a recognized University / Institution.	The candidate should also have experience in • Design of Ships/ Submarines/ Dredgers / Warships, in performing reverse engineering studies of Sea borne systems, structures and components etc. • Preparation of technical specifications, Design evaluation and validation of reports, and R&D proposals & ability to handle prototype development, performance trials and testing. Desirable: Knowledge & proficiency in the following: • Computational fluid dynamics (CFD) tool for internal and external flow. • Specialized software viz SIEMENS NX, ANSYS, ABAQUS, ALTAIR HYPERWORKS and other FEA tools for structural simulation, IMO conventions, SOLAS, MARPOL, classification society rules.	structures, including the hull form design, hydrostatics, stability analysis, resistance & propulsion and internal systems. • Structural design and scantling calculations as per relevant classification societies (e.g., ABS, DNV, BV, IRS). Place of Posting–Mysore /Bengaluru
118	Assistant Manager (Gr III) Raj Bhasha Official Language	1	Mandatory: Full-time, First Class Master's Degree in Hindi/ Hindi Translation with English as a subject at the Bachelor's Degree level; (or) Full-time, First Class Master's Degree in English with Hindi as a subject at the Bachelor's degree level along with Post graduation diploma in translation	Mandatory: The candidates should have post qualification experience of Minimum of 04 Years. Experience in Hindi and/or translation work from English to Hindi and vice versa. Desirable: Experience in translation of technical or scientific literature, Terminological work, etc.	The incumbent will be responsible for ensuring compliance with the provisions of the Official Languages Act and the rules including translation from English to Hindi or vice – versa of technical, contractual documents/ literature etc. Place of Posting: Bangalore, Karnataka.



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			(or) Full-time, First Class Master's Degree in both English and Hindi/ Hindi Translation from a recognized University / Institute. (or) Full-time, First Class Master's Degree in Sanskrit/English/ Economics/Commerce with Hindi as a subject along with Post Graduation Diploma in Translation Desirable: Preference will be given to candidates having PhD in Hindi.		
119	Engineer (Gr II) Tooling	1	Mandatory: Full-time, First Class Degree in Mechanical / Production Engineering with M.E. / M.Tech Post Graduation in "Tool Engineering" or "Tool, Die and Mold Design" or "Tool Design" from recognized University / Institution.	Mandatory: The candidate should have minimum 2 years of post qualification experience in Tool Engineering in Auto/ Rail/ Aerospace/ Heavy Engineering / Manufacturing Industry background	The incumbent will be responsible for: • Design, Development, Validation and cost estimation of tools, dies, jigs and fixtures, Gauges and checking fixtures to support manufacturing processes. • Collaborating with design, production, and quality teams to ensure tool compatibility and effectiveness. • Performing regular maintenance and troubleshooting of tools to minimize downtime. • Ensuring compliance with safety and quality standards in tool design and usage. • Providing technical support and training to production teams on the proper use of tools. Place of Posting: KGF, Karnataka



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120	Engineer (Grade -II) (Rollingstock - Doors, Mechanical Engineer)	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> M.E / M.Tech in relevant areas .	<u>Mandatory:</u> The candidates should have minimum 2 years of experience in • Design of Door system of Railway Rolling stock. • 3D/2D Catia V5 (Assembly module, part design module and drafting modules) and AutoCAD.	The incumbent will be responsible for: • Design and development of all type doors viz., Exterior entrance door, interior doors, fire end wall doors as per applicable railway standards. • 3D models and 2D drawings using CATIA V5 and AUTOCAD. • Technical Design documents, Operation and maintenance manuals. • Supporting and ensuring overall functionality of the aggregates at train level. • 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.

Note:

- Candidates with Degree in Engineering from allied branches of Mechanical /Electrical/ Electronics can also apply for the relevant positions as applicable provided they possess the requisite Post Qualification Experience mentioned.
- **Candidates shall apply for single position which is most suitable.**
- Category wise vacancy break-up: 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	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
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
Grade – VIII	General Manager	19	48	Rs.1,00,000 – 2,60,000
Grade – IX	Chief General Manager	21	57	Rs.1,20,000 – 2,80,000
Grade – IX	Chief General Manager Head Armoured Business	21	58	Rs.1,20,000 – 2,80,000
Grade – X	Executive Director	25	57	Rs.1,50,000 – 3,00,000



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. (58 years in case of job code 102.
6. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 15.12% of the applicable Basic Pay 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 their application (Print out of Online application form) is received 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 point 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 **01.08.2026**.
- 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 forward their application through proper channel (the print out of online form) within 10 days from closing date of the advertisement addressed to Sr.Manager, Recruitment Cell, BEML Soudha, BEML Limited, 23/1, 4th Main, S.R.Nagar, Bengaluru 560027

(or)



Should produce “No Objection Certificate” specific to the position applied for, from their current employer at the time of assessment,

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.

- ix. 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.
- x. Candidates applying for the position **(102)** should have served as Brigadier from Indian Army. The maximum age cap will be 58 years.
- 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. Private sector candidates applying for the position of Executive Director, Chief General Manager and General Manager must be employed in a regular capacity where the annual turnover of the Company has to be Rs.1000 crore or more. Preference will be given to Candidates from listed companies.
- xiii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details **(a pen picture, minimum 150 words)** of each experience in the Application Form, **relevant to the position he/ she wishes to apply for. Unclear or irrelevant information provided in this section will lead to rejection of candidature.**
- xiv. 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.
- xv. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xvi. 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
- xvii. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xviii. Management reserves the right to cancel the advertisement in full or in part and / or the selection process at its discretion.
- xix. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xx. Management reserves the right to offer appointment in a lower grade if found suitable, subject to eligibility and organizational requirement.
- xxi. 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.
- xxii. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.
- xxiii. 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.



xxiv. Any request for change in category, address, e-mail, mobile number, etc, as declared in the on-line application will not be entertained.

xxv. 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 01.08.2026.
- 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 (minimum of 150 words) of the experience relevant to the position applied to, must be written.** These will be used at the time of scrutinizing the applications received. **Unclear or irrelevant information provided in this section will lead to rejection of candidature.**
- 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 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.*)
 4. Post-Graduation Marks cards as applicable
 5. Post-Graduation Certificate as applicable.
 6. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc)
 7. Detailed Resume
 8. OBC/EWS/SC/ST/PwD certificate (as applicable)
 9. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment.
 10. Latest pay-slip
 11. Current **reporting structure.** (For candidates applying for DGM/ GM/CGM positions)
 12. Company credentials proving **turnover** (General T&C, Clause xii, applicable for candidates applying for GM, CGM & ED)
- vii. 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:08.07.2026

(Advt. No.KP/S/12/2026)

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

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