



BHEL is country's premier engineering organization and one of the NAVARATNA PSUs and caters to core sectors of Indian economy viz., Power Generation and Transmission, Industry, Transportation, Oil & Gas, Renewable Energy, having 14 Manufacturing Divisions, 08 Service Divisions, 15 Regional Offices, 04 Power Sector Regional Centres and over 100 Project Sites spread all over the Country and Overseas. The financial turnover during the year 2009-10 was **Rs. 34,050 Crores** and has a challenging order book position. BHEL plans to be Rs.45,000 Crores Company by 2011-12 and Rs.90,000 Crores Company by 2016-17.

We are looking for Experienced Law Professionals for the following position:

Position/ Scale of Pay/ No. of Vacancies	Qualification	Post Qualification Experience (Years)	Upper age Limit (Years)
		As on 01/06/2010	
Executive (E1) Rs. 24,900 - 50,500/- 9 Nos*	Essential: BL or LLB Degree from Colleges approved by Bar Council of India. Note : Candidates with above Degrees obtained through Distance Education Programme or through Correspondence will not be eligible Desirable: Post Graduate Degree / Diploma in Commercial/ Labour/ Taxation Laws	1	30

*The number of vacancies are tentative in number and may vary on review.

Work Experience

Candidates should have one year post qualification experience in dealing with legal matters as an **Executive in a Govt. / Semi-Govt. / PSU / Nationalised Banks / Listed Companies** mainly in the following areas:

- Drafting / scrutinizing / vetting various legal documents viz. plaints, written statements, affidavits, deeds, agreements, contracts, indemnity bonds, bank guarantees, collaboration agreements, export documents etc.
- Familiarization of Civil / Industrial / Commercial / Criminal / Taxation / Excise / Customs / Labour / Property / Cyber laws.
- Dealing with Advocates' / Solicitors' firms / Statutory Authorities.
- Compliance with statutory requirements under various Acts.
- Conducting/appearing in adjudication, arbitration, conciliation, domestic enquiry proceedings, legal cases including service matters, labour cases in courts/tribunals and various statutory authorities.
- Handling of matters relating to RTI and various other functions.
- Commercial dispute, recovery actions by engagement of Counsels & briefing them properly.
- Rendering legal opinion/advice on various matters.
- Sound knowledge of latest decisions in Supreme Court and High Court cases, forthcoming legislations and amendments
- Legal Auditing for ensuring legal compliances of various laws.

Note:

1. Other things being equal, eligible candidates with additional relevant professional qualifications will be given preference.
2. The posting for the above law professionals would tentatively be for BHEL units at Trichy, Chennai, Ranipet -Tamil Nadu, Haridwar, Hyderabad, Bangalore, Delhi.
3. Knowledge of Tamil would be desirable for candidates considered for posting to Trichy, Ranipet and Chennai, Kannada for Bangalore, Telugu for Hyderabad and Hindi for other places.
4. No. of vacancies and posting locations indicated above are tentative and may vary on review. Accordingly, reserved vacancies may also vary.

SELECTION PROCESS: Selection process will comprise interview only.

In case the number of applications received from eligible candidates is more than six times the number of vacancies, candidates will be shortlisted for being called for interview in the ratio of 1:6 to the number of vacancies on the basis of aggregate marks of all semesters/ years secured in BL/LL.B.

REMUNERATION AND OTHER BENEFITS

Besides the Basic Pay, Industrial Dearness Allowance, HRA, other perks and allowances upto a maximum of 46% of basic pay, Performance Related Payment (PRP) and other benefits like PF, Gratuity, Medical Facilities for self and family, Company assisted accommodation, Uniform, Subsidised Canteen Facilities, Leave/ Leave Encashment shall be admissible as per Company rules.

RESERVATION AND RELAXATION

1. The tentative reservation for these vacancies is as under:

UR	OBC	SC	ST	Total
6	2	-	1	9

2. Upper age limit is relaxable by 3 years for OBC (Non-Creamy Layer) and 5 years for SC/ST candidates and 10 years for Physically Challenged.
3. Vacancies reserved for OBC category are meant only for candidates coming under 'Non-Creamy Layer', 'Non-Creamy Layer' under OBC means 'The gross annual income of parents of the candidate should not be more than Rs.4.5 Lakhs/annum in line with DOPT OM No. 36033/3/2004-Estt.(Res) dated 14th October, 2008.'
4. The Physically Disabled candidates are required to furnish duly stamped Medical Certificate in relation to their disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicap.

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

Locomotors Disability - (Orthopaedically Handicapped) -means minimum 40% disability of the bones. Joints or muscles leading to substantial restriction of the movement of the limbs.

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

Blindness - "Blindness" refers to a condition where a person suffers from any of the following conditions, namely:-

- Total absence of sight, or
- Visual acuity not exceeding 6/60 or 20/200 (snellen) in the better eye with correcting lenses, or
- Limitation of the field of vision subtending an angle of 20 degree or worse.

Low Vision - "Person with low vision" means a person with impairment of visual functioning even after treatment or standard refractive correction but who uses or is potentially capable of using vision for the planning or execution of task with appropriate assistive device.

5. Reservation and relaxation for Ex-Servicemen will be as per extant Government Rules.
6. Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu and Kashmir during the period from 1.1.80 to 31.12.89.

GENERAL INSTRUCTIONS

1. Candidates called for interview will be reimbursed 2nd class sleeper to-and fro train fare from their starting station or mailing address, whichever is nearer to the place of interview, by the shortest route, on production of proof of journey.
2. Management reserves the right to raise the standard of specifications to restrict the number of candidates to be called for interview.
3. Though the vacancies are tentatively at the locations mentioned, the selected candidates can be transferred/posted at any of the Company's offices/divisions anywhere in India or abroad.
4. In deserving cases, selection committee may recommend a higher start.
5. The appointment of selected candidates will be subject to meeting health standards prescribed by the Company.
6. The Candidates should ensure that they fulfill the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of recruitment process that the candidate does not meet the eligibility criteria and/or the candidate has furnished any incorrect/false information or has suppressed any material fact(s), the candidature of such a candidate is liable to be rejected. If any of the above shortcoming(s) is/are detected, even after appointment, his/her services are liable for suitable actions including termination and prosecution.
7. SC, ST, OBC (Non-Creamy Layer), physically disabled, J&K domiciled candidates and ex- servicemen should carefully mention the categories, since these details may not be allowed to be changed later.
8. Ex-servicemen candidates should enclose their experience certificate(s) showing their period of service, reason for leaving, nature of work etc.
9. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto shall be subject to jurisdiction of the Courts at Delhi.
10. The Company reserves the right to reject any application without assigning any reason whatsoever.
11. BHEL reserves the right to cancel / restricts / enlarge / reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.

HOW TO APPLY

1. The submission of applications will be online only through our recruitment website <http://careers.bhel.in> No other mode of submission of application is allowed.
2. Immediately on submission of application online, unique Acknowledgement No. will be generated for each candidate and candidates would be required to download the Acknowledgement Slip and send it to :

Sr. Manager (HR), BHEL, BAP, Ranipet, Tamil Nadu – 632406

along with following:

- a) Recent passport size photograph - duly self attested pasted on the Acknowledgement Slip.
 - b) The BHEL Challan copy of the fee deposited.
 - c) Self certified all relevant certificates.
3. **Fee:**
 - a) The candidate belonging to the General and OBC categories will have to pay a non refundable fee of Rs.250/- . The fee can be paid in any of the branches of SBI across the country to **Power Jyothi A/c No.31170378124** through Challan.
 - b) The triplicate challan (1st copy – applicant's copy, 2nd copy – BHEL copy, 3rd copy – Bank copy) for payment of fees can be downloaded from our website <http://careers.bhel.in> The **journal number** given by the bank on payment of fee needs to be filled in the online application form and the challan copy of BHEL needs to be attached with the acknowledgement slip and sent to BAP Ranipet.
 - c) SC/ST Physically Challenged candidates are exempted from payment of the fee.
 4. Candidates employed in **Govt./ Semi-Govt./ PSU/ Nationalised Banks** should send their Acknowledgement Slip to BHEL, BAP, Ranipet, 'through proper channel' or produce **NOC** at the time of interview.
 5. Candidates are advised to possess a valid e_mail id, which is to be entered in the online application form. They are also advised to retain this e_mail id active for at least one year as there is a possibility of providing all important communications by BHEL to the candidates through this e_mail id.
 6. Important dates :

Activity	Scheduled Date
Commencement of Online submission of applications	21.06.2010
Receipt of Acknowledgement Slips along with required documents from candidates at BAP Ranipet	14.07.2010

These dates are tentative and may undergo change. Any change in these dates shall be displayed on our website <http://careers.bhel.in>