



**BHARAT HEAVY ELECTRICALS LIMITED**  
(A Govt. Of India Undertaking)

**Advt. No. CE-04/2020**

Bharat Heavy Electricals Limited (BHEL), India's premier engineering and manufacturing enterprise provides World class products and services and caters to core sectors of the Indian economy viz., Power Generation and Transmission, Renewable Energy, Defence, Aerospace, Oil & Gas with over 180 product offerings to meet the needs of these sectors. With a widespread network of 16 Manufacturing Facilities, 02 Repair Units, 04 Regional Offices, 08 Service Centres, 1 subsidiary, 3 active joint ventures, 15 Regional Marketing Centres, 3 overseas offices and current project execution at more than 150 project sites across India and abroad, BHEL manufactures a wide range of high quality & reliable products adhering to national and international standards.

The Company has its footprint in all the inhabited continents of the world with references in 83 countries and has achieved turnover of Rs 22,066 Crores in 2019-20.

BHEL invites applications for **One Post of Young Professional** in the area of Human Resource Management at its Corporate Office. The position shall be based at New Delhi.

**Period of Engagement:**

The period of engagement shall be for six months which can be further extended by a period of 06 months at a time or till the completion of assignment (whichever is earlier). However, the maximum tenure shall be limited to three years.

**Job Specification:**

The Young Professional shall carry out studies on different HR subjects such as Recruitment, Talent Management, Performance Management etc. as assigned from time to time, and shall assist BHEL to implement initiatives based on the studies. He / She may be asked to visit different Units and Regions of BHEL to carry out studies and collect required data.

**Eligibility Criteria:**

Applicants meeting the following eligibility criteria can apply:

- (i) **Age (as on 01<sup>st</sup> of September, 2020):** The applicant should not be more than 30 years.
- (ii) **Qualification:** Post Graduate Degree or 2-year Post Graduate Diploma in Management (Specialization in HR).
- (iii) Post-Graduate Degree/Diploma, with specialization in HR, should be attained from any of the IIMs or top 50 Management Institutes as per rankings released by MHRD under National Institutional Ranking Framework (NIRF), with minimum 70% aggregate or CGPA of 7.0 out of 10. (List of top 50 management institutes as per NIRF enclosed).

**Note:** Wherever CGPA is not of 10, the same shall be proportionately derived out of 10.

- (iv) **Experience:** The applicant should have minimum two years' work experience (**as on 01<sup>st</sup> day of September, 2020**), which can be either prior or post to attaining PG degree or two-year PG Diploma in management.

### **Selection Process:**

The applications, received against the notification, will be scrutinized by a committee and the shortlisted candidates may be then called for an interaction, if required, by a duly constituted Selection Board.

The outside candidates called for the interaction shall be reimbursed the travel expenses as given below: **By Rail:** AC-Second Class or **By Road:** Actuals, limited to Train fare

### **Emoluments:**

The Young Professionals will be paid a consolidated fee of Rs. 80,000/- per month.

In addition to the monthly consolidated fee, they shall be eligible for reimbursement of annual premium up to Rs 3500 + GST for mediclaim policy of family (i.e. self and spouse).

Further, on successful completion of the assignment, the Young Professionals shall be given a lump sum amount which shall be derived from the duration of the engagement. i.e. the amount shall be equal to Rs 10,000 x no. of months of engagement for successful completion of the assignment.

### **General Instructions:**

1. Applications that are not in conformity with requirements indicated in the advertisement/incomplete applications will not be entertained.
2. The candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions.
3. Candidates/Applicants, who have undergone any major punishment shall not be eligible.
4. BHEL reserves the right to cancel/restrict/ enlarge/reopen the engagement process, if the need so arises, without issuing any further notice or assigning any reason thereof.
5. Applicants should send their application in the prescribed format as mentioned below through e-mail at following ID: [cepsg@bhel.in](mailto:cepsg@bhel.in)  
With the following subject line: "Application for the Post of Young Professional-HR: YOUR NAME".  
Application should comprise of the following:
  - a. Letter of Interest (Lol) to Sr.DGM (HR-Recruitment and Manpower Planning), BHEL House, Siri Fort, New Delhi.
  - b. Duly filled Application form enclosed with this Advertisement.
  - c. Necessary documents to substantiate Eligibility details as referred in Application form, including DOB Proof, PG & Graduation Qualification, Final Mark sheet of PG (Mentioning %age or CGPA) and Experience Certificate(s).
6. The applicant must ensure that e-mail is sent with necessary documents/attachments.
7. Responsibility of attaching the necessary documents shall be with the Applicant. BHEL does not take responsibility of attaching the documents separately or received in any subsequent mail. Maximum Size of the attachment should not exceed 15MB.
8. The submission of applications shall be considered through e-mails received on the above mentioned e-mail id. No hard copy application shall be entertained.
9. The attached documents shall be in legible form- i.e. the contents should be readable. Attachment of blurred/edited images will lead to disqualification of the candidature.
10. Applicants must keep their E-mail ID (from which the applicant is submitted at BHEL) active for at least 6 months as any important intimation/notice with regards to this notification shall be provided by BHEL through e-Mail. They are further requested to check their e-mail for any communication from BHEL in this regard.

### **IMPORTANT DATES:**

Milestones	Scheduled Date
Last date of receipt of Complete Application with necessary attachments	<b>03/10/2020</b>



**Ref No. CE-04/2020**

**APPLICATION FOR ENGAGEMENT AS YOUNG PROFESSIONAL IN BHEL**

Please affix  
self-attested  
photograph

1. Name of the Post applied for : \_\_\_\_\_
2. Full Name : \_\_\_\_\_
3. Date of birth : \_\_\_\_\_
4. Date of Retirement : \_\_\_\_\_
5. Address for Correspondence : \_\_\_\_\_  
\_\_\_\_\_
6. Telephone No. / Mobile No. : \_\_\_\_\_
7. Email : \_\_\_\_\_
8. Previous Employment Details :

a. Experience Details: Total Experience \_\_\_\_\_ Years

S.No.	Designation	From (dd/mm/yyyy)	To (dd/mm/yyyy)	Job profile	Specific Achievement / Award

9. Qualification

S.No.	Examination passed	Name of Institution/ University	Year of passing	% of Marks / Grade	Specialization


10. Details of experience:

11. Justification for being the most suitable candidate for the Assignment

12. Details of Certification, Achievements / Awards, Copyrights / Patents, Papers / presentation in National / International Journals / Foras, if any

13. Details of Post held or Membership at National/Intl relevant professional body

14. Medical History: Whether any known major illness in the last 5 years?

15. Whether any penalty (Minor/Major) was awarded during the employment? If yes, please provide details.

16. I certify that, to the best of my knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under the contract that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. I further certify that I will continue to exercise due diligence in identifying and removing or mitigating, to BHEL's satisfaction, such conflict of interest (or apparent conflict of interest). If I perceive any possible conflict of interest in foreseeable future the same will be informed by me to BHEL.

I certify that the information given above is true and correct.

(Signature of Candidate)

\*Additional sheets for description of any item no. of this application form may be attached, if required.

Name of Institute	Location	NIRF Ranking
All Indian Institute of Management	All Locations	*
Indian Institute of Technology Madras	Chennai	1
Indian Institute of Science	Bengaluru	2
Indian Institute of Technology Delhi	New Delhi	3
Indian Institute of Technology Bombay	Mumbai	4
Indian Institute of Technology Kharagpur	Kharagpur	5
Indian Institute of Technology Kanpur	Kanpur	6
Indian Institute of Technology Guwahati	Guwahati	7
Jawaharlal Nehru University	New Delhi	8
Indian Institute of Technology Roorkee	Roorkee	9
Banaras Hindu University	Varanasi	10
Calcutta University	Kolkata	11
Jadavpur University	Kolkata	12
Amrita Vishwa Vidyapeetham	Coimbatore	13
Manipal Academy of Higher Education	Manipal	14
University of Hyderabad	Hyderabad	15
Jamia Millia Islamia	New Delhi	16
Indian Institute of Technology Hyderabad	Hyderabad	17
University of Delhi	Delhi	18
Savitribai Phule Pune University	Pune	19
Anna University	Chennai	20
Bharathiar University	Coimbatore	21
Indian Institute of Technology (Indian School of Mines)	Dhanbad	22
Indian Institute of Technology Indore	Indore	23
National Institute of Technology Tiruchirappalli	Tiruchirappalli	24
Indian Institute of Science Education & Research Pune	Pune	25
Indian Institute of Technology (BHU) Varanasi	Varanasi	26
Birla Institute of Technology & Science	Pilani	27
Vellore Institute of Technology	Vellore	28
Indian Institute of Science Education & Research Kolkata	Mohanpur	29
Homi Bhabha National Institute	Mumbai	30
Aligarh Muslim University	Aligarh	31
National Institute of Technology Rourkela	Rourkela	32
National Institute of Technology Karnataka	Surathkal	33
Institute of Chemical Technology	Mumbai	34
Indian Institute of Technology Gandhinagar	Gandhinagar	35
Andhra University	Visakhapatnam	36
Jamia Hamdard	New Delhi	37
Siksha `O` Anusandhan	Bhubaneswar	38
Indian Institute of Technology Ropar	Rupnagar	39
Indian Institute of Science Education & Research Bhopal	Bhopal	40
University of Madras	Chennai	41
Kerala University	Thiruvananthapuram	42
Indian Institute of Engineering Science and Technology	Shibpur	43
Panjab University	Chandigarh	44
Kalinga Institute of Industrial Technology	Bhubaneswar	44
National Institute of Technology Warangal	Warangal	46
Mysore University	Mysuru	47
Shanmugha Arts Science Technology & Research Academy	Thanjavur	48
Mahatma Gandhi University	Kottayam	49
King George`s Medical University	Lucknow	50