



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

**Advt. No. CE-05/2021**

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 **01 post of Lead Consultant for Operations Management Function.** Position will be based at Corporate Office, New Delhi and shall report to Director (E, R&D).

**1. Period of Engagement:**

The period of engagement shall be for one year or till the completion of assignment (whichever is earlier). However, the maximum tenure shall be limited to five years or 65 years of age (whichever is earlier).

**2. Job Profile for Lead Consultant (Operations Management).**

- To guide the top management in managing the operations of the company with a holistic project centric approach taking into account optimal utilisation of resources available with the organisation;
- Focussing primarily on delivery of project commitments from manufacturing units and ensuring a seamless integration with Region requirements;
- Facilitating material cost reduction initiatives across the organisation;
- Imbibing the culture of productivity;
- Timely identification and intimation of early warning signals and suggesting course corrections to the top management; mentoring the budget exercise;
- Facilitating formulation of strategies, policies and guidelines for material sourcing with an aim of reducing material cost reduction;
- Ensuring leverage of technology for efficient and cost effective procurement

### 3. Eligibility Criteria:

Applicants meeting the following eligibility criteria can apply:

- (i) **Age (as on 01<sup>st</sup> July, 2021):** The applicant should not be more than 64 years of age.  
Note: Applicants retired under VRS Scheme shall be considered only after attaining 60 years of age.
- (i) **Qualification:** Applicant should possess Bachelor degree in Engineering from a recognized institution.
- (ii) **Experience (as on 01<sup>st</sup> July, 2021):**  
Any retired executive (BHEL equivalent grade of E9 Level) from PSUs/ Autonomous Organizations/ Central/ State Government/ members of National Level Professional Institutions or any other organizations including Private Sector (Listed Company) meeting following eligibility criteria can apply.
  - a) The applicant should have minimum of the thirty years of experience post attaining Graduation in Large Manufacturing set-ups in the areas of operations/ commercial.
  - b) Applicant should preferably have the product/ technical knowledge and experience in handling operations of any manufacturing units of large manufacturing set-ups.

**Note:**

Applicants in the rank of ED & above (BHEL equivalent grade of E9 Level), who have handled operations/ commercial function in PSUs will be given preference.

### 4. Selection Process:

The applications, received against the advertisement, 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 Air:** Economy Class or **By Rail:** AC-First Class or **By Road:** Actuals, limited to Train fare

### 5. Emoluments:

The Lead Consultant will be paid a consolidated fee of Rs. 1,00,000/- per month. It shall be further negotiable for candidates of exceptional suitability. In addition to the monthly compensation, reimbursement of mobile phone charges, Company transport for official use, HRA/ Company accommodation etc. shall also be admissible as per the laid down guidelines.

Further, Senior/Lead Consultant shall be eligible for TA/DA on official tours, as per rules.

### 6. 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 only apply online at <https://careers.bhel.in>. The application submission is in two stages. In the first stage, applicant has to fill in the required details as per form. Thereafter, a private login on the link "Latest Status" would be created, wherein the applicant would be required to upload the necessary documents.  
The complete application form should comprise of the following:
  - a) Letter of Interest (LoI) for the said position.
  - b) Necessary documents to substantiate Eligibility details as referred in Application form, including DOB Proof, Graduation & PG Qualification and Experience Certificate(s).
6. The applicant must ensure that the status of both the stages of application form is reflected as "COMPLETED". Only then, the application form will be considered for candidature.
7. Responsibility of uploading the necessary documents shall be with the Applicant. The applicant can view the documents uploaded in their login. Maximum Size of the document to be uploaded has been described against the upload link.
8. BHEL does not take responsibility of attaching the documents separately or receiving them in any subsequent mail.
9. The uploaded documents shall be in legible form- i.e. the contents should be readable. Upload of blurred/edited images will lead to disqualification of the candidature.
10. No hard copy application shall be entertained.
11. 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.

**7. IMPORTANT DATES:**

<b>Milestones</b>	<b>Scheduled Date</b>
<b>Last date of receipt of Complete Application with necessary attachments</b>	<b>06/07/2021</b>