



BHARAT HEAVY ELECTRICALS LIMITED

SPECIAL RECRUITMENT DRIVE FOR PERSONS WITH DISABILITIES

The advertisements published in National dailies on 8th/9th September, 2015, in Employment News on 12th September, 2015 and the Online Advertisement on Company's website for the position of Engineer Trainee under Special Recruitment Drive for Persons with Disabilities (PWD) has been modified to comply with the directives from the Department of Heavy Industry and in order to speed up the process of selection, to the extent as detailed below:

“BHEL will now consider GATE-2015 Scores for Engineer Trainee position in place of utilization of GATE-2016 scores.”

Interested candidates are advised to go through this online Advertisement carefully and proceed for application to BHEL.

COMPANY PROFILE

Bharat Heavy Electricals Limited (BHEL) was incorporated in 1964 under the Indian Companies Act, 1956. BHEL, a Schedule- 'A' Maharatna CPSE, is today the largest engineering enterprise of its kind in India. BHEL caters to the needs of core sectors like Power, Transmission, Industry, Transportation (including Railways), Defence, and various industries like Petrochemicals, Petroleum, Steel, Cement, Fertilizers etc. It has 17 Manufacturing plants, 8 Service centers and 4 Power Sector regional centers besides a large number of regional offices and project sites spread all over India.

The company has its footprint in more than 70 countries all over the world and has achieved a net profit of Rs 1314 Crores and turnover of Rs 30806 Crores in 2014-15.

BHEL invites bright and dynamic Candidates in Persons with Disabilities (PwD) Category to join as Engineer Trainees(Mechanical/ Electrical) in a Special Recruitment Drive.

**Position - Engineer Trainee (Mechanical) & Engineer Trainee (Electrical)
Requirement - 24 Nos.**

Post	Discipline	No of Vacancies	Breakup of vacancies reserved for following PwD	
			OH	HH
Engineer Trainee	Mechanical	16	03	13
	Electrical	08	01	07

The above requirement is for BHEL's Manufacturing Units and various divisions spread across the country.

Job Specifications:

Position	Educational Qualifications #	Upper Age Limit (years) (as on 01/09/2015)*
Engineer Trainee (Mechanical/ Electrical)	Full-Time Bachelor's Degree in Engineering /Technology or Five year integrated Master's degree or Dual Degree programme in Engineering or Technology in the disciplines of Mechanical/ Electrical Engineering from a recognized Indian University/ Institute**	37 Years* (Candidates born before 01/09/1978 are not eligible to apply) 39 years* for candidates having two years' full time Post Graduate in Engineering or Business Administration/ Management

IMPORTANT NOTE:

Candidates should be in a position to produce their final year PG degree/Diploma marks sheets at the time of Interview, which is tentatively scheduled in January, 2016.

* Upper Age Limit is based on Age Relaxation given to a UR – Person with Disability Candidate. Age limit is further relaxable by 5 years for SC/ST and 3 years for OBC (Non Creamy Layer) candidates.

**University incorporated by an Act of the Central or State Legislature in India or other Educational Institutions established by an Act of Parliament or declared to be deemed as Universities under Section 3 of the University Grants Commission Act, 1956

Equivalent Qualifications in Mechanical/ Electrical Engineering

For the above two disciplines of Engineering (i.e. Mechanical and Electrical) candidates with Engineering Degree in other disciplines considered equivalent by BHEL as below may also apply.

BHEL Discipline	GATE -2015 Code	Disciplines of Engineering considered by BHEL for position of Engineer Trainee
Mechanical	ME	<ol style="list-style-type: none"> 1. Industrial and Production Engineering 2. Industrial Engineering 3. Mechanical Production and Tool Engineering 4. Production Technology Manufacturing Engineering (NIFFT Ranchi) 5. Mechatronics 6. Manufacturing Process and Automation 7. Power Plant Engineering 8. Production Engineering 9. Production and Industrial Engineering 10. Thermal Engineering 11. Manufacturing Technology 12. Power Engineering <p>Note : Candidates having qualification in above Engineering disciplines should have GATE-2015 scores only in ME code, if they wish to be considered for Mechanical Discipline in BHEL</p>

Electrical	EE	<ol style="list-style-type: none"> 1. Electrical & Electronics 2. Electrical, Instrumentation & Control 3. High Voltage Engg. 4. Power Systems & High Voltage Engg 5. Electrical Machine 6. Electronics & Power 7. Power Electronics 8. Power Plant Engineering. 9. Energy Engineering 10. Power Engineering <p>Note : Candidates having qualification in above Engineering disciplines should have GATE-2015 scores only in EE code, if they wish to be considered for Electrical Discipline in BHEL</p>
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RESERVATION & RELAXATION:

- a) Relaxation in age limit for Ex-Servicemen will be as per extant Govt. Rules.
- b) Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.
- c) Category (SC/ ST/ OBC) and Type of Disability should be carefully filled-up in the application form, as the same will normally not be allowed to be changed later. Also, in the event of finally being appointed, if it is found that such a statement was wrong, the candidate will be liable for suitable actions including termination and prosecution.

SELECTION PROCESS:

a) BHEL will be utilizing scores of **Graduate Aptitude Test in Engineering (GATE) – 2015** Examination for the Engineer Trainee position under Special Recruitment Drive. Based on the GATE-2015 Marks and requirement, candidates will be shortlisted for Interview in order of merit in the ratio of 1:3 to the number of vacancies in each discipline and Type of disability. Please note that GATE Scores of 2015 will only be valid. Thus, only those candidates who have appeared in GATE-2015 Examination and interested in joining BHEL as Engineer Trainee should apply

b) This being a Special Recruitment Drive for Persons with Disabilities, the shortlisting for interview will be only on the basis of the type of disability in the ratio as detailed below:

Discipline	Vacancies	Reserved For		To be called for Interview	
		HH	OH	HH	OH
Mechanical	16	13	03	39	09
Electrical	08	07	01	21	03
Total	24	20	04	60	12

For this purpose, a merit list of all eligible candidates Discipline wise/ Disability type wise shall be drawn up irrespective of the category to which they belong (such as OBC/SC/ST) and the candidates will be shortlisted accordingly.

All the candidates obtaining same cut-off marks in respective Disability groups shall also be called for interviews.

In case, the number of candidates available against a particular disability is less than the required numbers as per ratio in the particular discipline, the deficit will be made good by taking candidates in the other disability, if available. In the final selection also, if required number in a particular disability is not found suitable then selection from the other disability shall be made, to fill the vacancies in that discipline.

c) The final merit list shall be prepared on the basis of 75% weightage to GATE-2015 Score & 25% weightage to Interview.

TRAINING & EMOLUMENTS:

Candidates joining BHEL as Engineer Trainees will undergo training for one year. During training period, basic pay of Rs 20600/- in the scale of pay of Rs 20600-46500/- will be paid. After successful completion of training, the trainees will be absorbed as Engineers in the scale of pay of Rs 24900-50500/- with a basic pay of Rs 24900/-

Besides Basic Pay, Dearness Allowance (Currently 102.6% of Basic Pay), Perks and other Allowances (46% of Basic Pay) and benefits such as Leave, Leave Encashment, Medical facilities for self and dependent family members, Provident Fund, Gratuity, Performance Related Pay, Uniform, Subsidized Canteen Facilities, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time. The approximate CTC is Rs 8.0 Lakhs per annum as Engineer Trainees.

SERVICE AGREEMENT BOND:

Selected candidates will have to execute a service agreement bond of Rs 2,00,000/- (Rupees Two Lakh only) to serve the Company (or any Government Department or Undertaking at the discretion of the Company) for a period of three years after successful completion of training. Candidates will also be required to furnish a Surety Bond executed by parents/ guardian/ reliable surety.

No request for transfer or change in place of posting shall be entertained for the first five years of service including the training period, unless transferred by the Company in Organizational interest. In case any outside influence is brought upon any superior authority in this matter, it will be construed as a misconduct as per Rule 17 of the BHEL Conduct, Discipline and Appeal Rules, 1975.

MEDICAL STANDARDS:

Applicants should possess sound health. Before Joining, selected candidates will have to undergo medical examination by the Company's Authorized Officer and the appointment will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards is allowed. The company's Medical Examination rules in brief can be accessed @ BHEL's Medical Examination Rules.

The definition of Locomotor Disability and Hearing Impairment for Persons with disability is as per 'The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995'. Persons with not less than 40% of the relevant disability shall alone be eligible to apply. The Physically Challenged candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

HOW TO APPLY:

Candidates are advised to follow the instructions as given below for completing the BHEL application process for the Engineer Trainee position:

1. Candidates who wish to apply for the position of Engineer Trainee in BHEL should be in possession of a valid GATE-2015 Score Card.

Note:

Candidates applying for BHEL Engineer Trainee position should have Score Card for GATE-2015 exam paper code as "ME" for Mechanical and equivalent disciplines & "EE" for Electrical and equivalent disciplines only. Candidates having GATE - 2015 exam score card in codes other than "ME" or "EE" will not be considered.

2. Candidates will have to apply on-line to BHEL for which BHEL recruitment website <http://careers.bhel.in/> is tentatively scheduled to be activated from 4th November, 2015 to 26th November, 2015, and they will be required to send their applications in Hard Copy to BHEL, latest by 3rd December, 2015.

3. In the online application form, candidates will be required to enter their GATE – 2015 Registration No. and GATE-2015 Marks. Candidates may read the instructions given on the website <http://careers.bhel.in/> carefully and fill-in the on-line application form giving accurate information. BHEL will not be responsible, if candidates fill up their details wrongly.

4. The candidates should submit their application ONLINE only. After submitting the application ONLINE, a unique Acknowledgement Number will be allotted to the candidate and he/she will then be required to download the acknowledgement slip.

- On downloading, candidate will get two copies of acknowledgement slip and one copy of address slip to which acknowledgement slip is to be sent.

- Candidate may retain the Applicant copy of Acknowledgement Slip for future reference and send the BHEL copy with photograph alongwith a copy of the following documents:

1. Tenth Class (High School) Certificate as DOB proof
2. PH certificate
3. GATE-2015 Score Card
4. Qualifying Degree Certificates, i.e B.E/B Tech (All Semesters Mark sheets, along with Provisional Degree)
5. Category Certificate (If Applicable)
6. J&K Domicile Certificate/ Ex-Servicemen Certificate (If claiming age relaxation)

These documents have to be sent to the address as below:

**The DGM /HR (Recruitment & MPP)
HR Department/ Bharat Heavy Electricals Limited
BHEL House, Siri Fort
New Delhi – 110049**

5. In case the candidate is shortlisted for interview, he/she should bring with him/her the GATE-2015 score card, along with other relevant documents which will be mentioned in the interview call letter.

6. BHEL will not be in a position to process applications, where the GATE-2015 Registration Number is missing/ invalid/ or wrongly entered.

GENERAL INSTRUCTIONS:

1. Candidates should be able to furnish their Degree/ Final Year Mark sheets at the time of Interview.
2. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit 'No Objection Certificate' at the time of interview from their employer, if they are invited for interview.
3. Furnishing of wrong / false information will be a disqualification & BHEL will not be responsible for any consequence of furnishing of such wrong / false information. Candidature is liable to be rejected at any stage during the recruitment process or after recruitment or joining if any information provided by the candidate is found to be false or candidate is not fulfilling the eligibility criteria mentioned in the advertisement.
4. The admission of candidates at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions. Mere issue of unique acknowledgement number / Interview call letter to the candidate will not imply that his/her candidature has been finally cleared by BHEL. BHEL takes up verification of eligibility conditions with reference to original documents only once the candidate has been invited for interview.
5. Candidates are advised to possess a valid e-mail ID, which is to be entered in the on-line Application Form. They are also advised to retain this e-mail ID active for atleast one year as any important intimation to the candidates shall be provided by BHEL through e-mail. They are further requested to check regularly their e-mail for any communication from BHEL in this regard.
6. BHEL recruitment website <http://careers.bhel.in> will provide necessary details regarding, how to apply/general instructions/important dates / Interview call letters etc. No separate admit cards / Interview call letters shall be sent to the candidate by post. The responsibility of downloading and printing of Interview call letter shall be that of the candidate. Candidates are advised to visit the website <http://careers.bhel.in> regularly for updates.

IMPORTANT DATES

Milestones	Scheduled date
For BHEL Engineer Trainee – Special Recruitment Drive for PH	
On-line submission of applications commences	4 th November, 2015 at 10: 00 AM
Closing of On-line Submission of application	26 th November, 2015 at 5:00 PM
Last date for receipt of copy of Acknowledgement. Slip at BHEL Corporate Office	2 rd December, 2015 (9 th December, 2015 - for candidates in North East and far flung areas)