



BHARAT HEAVY ELECTRICALS LIMITED - ENGINEER TRAINEE RECRUITMENT THROUGH GATE-2017

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, Water 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 turnover of Rs 26,587 Crores in 2015-16.

BHEL offers a challenging and rewarding career to young and dynamic graduates in the disciplines of Mechanical and Electrical Engineering to contribute towards Nation building in the fields of Power, Industry, Transmission, Transportation, Renewable Energy, Oil & Gas, Defence & Water.

Position - Engineer Trainee

Mechanical – 30* No.s

Electrical – 20* Nos.

Total – 50* Nos.

** The number of vacancies indicated above is tentative and actual requirement may vary based on further assessment. The category wise reservation will be as per govt. guidelines issued in this regard. The above requirement is for BHEL's project sites and Manufacturing units spread across the country.*

Job Specifications:

Position	Educational Qualifications #	Upper Age Limit (years) (as on 01/09/2016)
Engineer Trainee (Mechanical/ Electrical)	Full-Time Bachelor's Degree in Engineering /Technology <u>or</u> Five year integrated Master's degree <u>or</u> Dual Degree programme in Engineering or Technology in the disciplines of Mechanical or Electrical Engineering from a recognized Indian University/ Institute*	<p>27 Years (Candidates born before 01/09/1989 are not eligible to apply)</p> <p>29 years for candidates having two years' full time Post Graduate in Engineering or Business Administration/ Management</p>

IMPORTANT NOTE:

Candidates should be in a position to produce their Degree/Final year marks sheets by 1st June, 2017 or at the time of Interview, whichever is earlier.

*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 or 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 -2017 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 take GATE-2017 paper 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 take GATE-2017 paper only in EE code, if they wish to be considered for Electrical Discipline in BHEL</p>

RESERVATION & RELAXATION:

1. **For PH candidates:** Reservation for PH candidates will be in accordance with Government directives.
2. Upper age limit is relaxable for candidates belonging to the following categories as under:-
 - SC/ST: - by 5 years
 - OBC (NCL): – by 3 years

For getting the reservation benefits under OBC category:

- i. The name of caste and community of the candidate must appear in the Central list of Other Backward Classes and the candidate must not belong to creamy layer. (to see list of approved OBC caste/community name in the central list, log on to <http://ncbc.nic.in/centrallistifobc.html/>)
 - ii. The candidates need to furnish their OBC – non creamy layer (NCL) certificate (not more than one year old from the date of advertisement as per the format prescribed by Government of India (this format can be downloaded from BHEL careers website <http://careers.bhel.in/>)
- Physically Challenged Candidates :
 - by 10 years for General
 - by 13 years for OBC (NCL)
 - by 15 years for SC/ST.
 - Relaxation in age for Ex-Servicemen will be as per extant Govt. rules.
 - 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.

SELECTION PROCESS:

a) Candidates interested in joining BHEL as Engineer Trainee will have to appear for **Graduate Aptitude Test in Engineering (GATE) – 2017**. Based on the GATE-2017 Marks and requirement, candidates will be shortlisted for Interview in order of merit in the ratio of 1:5 to the number of vacancies in each discipline and Category. Physically Challenged candidates will be accorded upto 50 % relaxation below the cut-off marks in their respective categories for being shortlisted for interview. Please note that GATE Scores of 2017 will only be valid.

For shortlisting as per 1:5 ratio, initially, all UR candidates of each discipline of Engineering along with such reserved category (i.e. OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of GATE-2017 marks (marks out of 100) and candidates shall be called for interview in the ratio of 1: 5 in UR category.

After this, candidates belonging to OBC/SC/ST categories, who are not shortlisted for interview under UR category, shall be regrouped with their respective categories for further consideration and candidates will be called for interview in prescribed ratio of 1:5 in their respective categories

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

b) The final merit list shall be prepared on the basis of 75% weightage to Written Test (GATE-2017) Score & 25% weightage to Interview Stage.

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 114.8% 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 for ETs.

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 – hosted on the BHEL careers website.

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 for the benefit of reservation.

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.