



बीईएमएल लिमिटेड BEML LIMITED

(भारत सरकार का उपक्रम) (A Govt of India Undertaking)

CIN: L35202KA1964GOI001530

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

RECRUITMENT OF EXECUTIVES FOR FPI & IC, COMMUTER RAIL, MARITIME & AEROSPACE BUSINESS

(Advt. No: KP/S/02/2026 Dt: 11.03.2026)

BEML Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products over the last six decades; mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. BEML is exploring opportunities to expand its production facilities towards building country's promising projects, namely – High Speed Rail, Vande Bharat Sleeper trains, Metro Rail Coaches, High Mobility & Armoured Recovery Vehicles, Special application Engines for Defence, AI-based High-end Mining Equipment, etc. Aligned with these expansion initiatives, BEML Ltd., invites motivated and career-oriented professionals to partner with the organisation and explore diverse opportunities across its growing technology domains.

Details of the Positions:

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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(101)	Head Futuristic Product Innovation and Incubation Centre (FPI&IC) In the level of Executive Director (Gr X) (or) Chief General Manager (Gr-IX)	1	Full time First Class Degree in Mechanical/ Mechatronics Engineering with M.Tech /MS in Design from a recognized University/ Institution. Certification in Project Management will be an added advantage.	Mandatory: a(i) The candidate should have minimum 25 years of professional experience for the post of Executive Director (Gr X) (or) a(ii) 21 years of professional experience for the post of Chief General Manager(Gr IX). b. Further, the candidate should have at least 5 years of Cumulative post-qualification Experience in last 12 years of service at a senior level of Engineering Design and Research in an organisation of repute. c. He/ She should have headed a versatile team from engineering & science background in an Engineering Design and Research company with a turnover of above Rs. 1000Cr.	The incumbent will head BEML's Futuristic Product Innovation and Incubation Centre (FPI&IC) team and will be responsible for: - Developing a long-term technology roadmap spanning 15–20 years to align future innovations and capabilities with the organisation's vision. - Adopting concurrent engineering and rapid prototyping methodologies to ensure timely product development in aligning to customer-defined key dates. - Conducting homologation of prototypes to validate design performance and facilitate transition to mass production. - Undertaking homologation data analytics, including RAMS, failure analysis, and hazard analysis, to identify improvements and enhance the reliability and performance of prototypes. - Guiding a versatile team of engineers through activity-based planning, overseeing the entire development cycle from concept stage to homologation. - Effective project management



1	2	3	4	5	6
Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
				BEML is looking for personnel with experience in the areas of : a) High mobility & Armoured vehicles, UAVs, UGVs, Autonomous Systems, Passenger Rolling Stocks/EMUs, AI, robotics, sensors, power systems, propulsion systems, mining equipment. b) Rapid prototyping/homologation(testing & certification)/ field data analytics in the field of Defence platforms, Mining equipment and Rail technology will be an added advantage. c) EN/ IEC/ ISO/ UIC/ TSI/ MIL standards and other international standards applicable for respective domains.	and execution to ensure timely completion of development initiatives. - Publishing research papers in highly acclaimed and reputed journals - Facilitating the filing of intellectual property rights (IPR) for developed designs to protect the organisation's innovations and technological advancements Place of Posting – Bengaluru
(102)	Asst General Manager (Gr. VI) Maritime Business	1	Full time First Class Degree in Mechanical/ Electrical/ Electronics/ Naval Architecture Engineering from a recognized University / Institution. Marine Engineering qualification / Postgraduate degree / diploma in technology / management will be an added advantage.	The candidate should have a minimum 13 years of relevant Post Qualification Experience (PQE). BEML is looking for personnel with experience in the areas of handling acquisitions / perspective planning/ provisioning/ formulation of SQRs/ RFI/ RFP/ CNCs/Post contract management. Desirable : Navy personnel in the rank of Commander or equivalent from the Coast guard.	The incumbent shall interact and coordinate with the Ministry of Defence (Indian Navy), Ministry of Ports, Shipping & Waterways, DPSUs, DRDO, Coast Guard establishments. The incumbent will be responsible for - Identifying and finalizing the opportunities & projects in Maritime business for revenue generation. - Establishing technologies & technology partners & modalities of technology transfers & Modernization. - Business Development, Marketing and after sales services to end customers. Place of posting: New Delhi



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(103)	Asst Manager (Gr III) Design, Aerospace	2	Full-Time, First-Class Engineering Degree in Mechanical from a recognized university.	The candidate should have minimum of 4 years of professional experience in Aerospace Domain for the post of Asst Manager (Gr III). Mandatory: Project Management with Design & Development skill sets. Hands-On Catia V5 exp. Desirable: Design, Analysis, 3D Modelling and Drafting of Aircraft Structures + Composite Material Analysis + Tool design + Hydraulics	The incumbent will be responsible for - Design & Development activities of various Aircraft structures, Ground supporting equipment, testing jigs for aircraft systems etc. - CAD related engineering activities of aerospace design team. The incumbent will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation and integration of the product. Place of Posting - Bangalore
(104)	Manager (Gr IV) Aerospace - Electrical	1	Full-Time First-Class Engineering Degree in Electrical from a recognized university.	The candidate should have a minimum of 8 years of professional experience in Aerospace Domain. Mandatory: Hands on experience on electrical system design & preparation of circuit diagrams is mandatory for Electrical engineer in Aerospace Domain. Desirable : Electrical System Design + Electrical Harness design using AutoCAD Electrical & CATIA V5 Electrical Design	The incumbent will be responsible for Design & Development activities of various Electrical and Electronic systems of Aircraft components, Ground supporting equipment etc. The incumbent will be responsible for Electrical & Electronics related engineering activities of aerospace design team. He/ she will also support the manufacturing, materials and Lab team for product & systems solution towards successful realisation and integration of the product. Place of Posting - Bangalore
(105)	Asst Manager (Gr III) Analysis- Aerospace (or) Manager (Gr IV) Analysis- Aerospace	1	Full-Time First-Class Engineering Degree in Mechanical from a recognized university.	The candidate should have a minimum of : 4 years of professional experience in Aerospace Domain for the post of Asst Manager (Gr III) (or) 8 years of professional experience in Aerospace Domain for the post of Manager (Gr IV)	The incumbent will be responsible for Design & Development activities of various Aircraft structures, Ground supporting equipment, testing jigs for aircraft systems etc. The incumbent will be responsible for CAE/CFD related engineering activities of aerospace design team. Candidate will also support the manufacturing, materials and Lab team for product & systems



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
				Mandatory: Hypermesh & Nastran or equivalent exp. is mandatory for Analysis Desirable : Design, Analysis, 3D Modelling and Drafting of Aircraft Structures +Composite Material Analysis + Tool design + Hydraulics + FEA + CFD	solution towards successful realisation and integration of the product. Place of Posting - Bangalore
(106)	Engineer (Gr II) Planning, Aerospace (or) Asst Manager (Gr III) Planning, Aerospace	1	Full-Time First-Class Engineering Degree in Mechanical / Aerospace from a recognized university.	The candidate should have hands on experience in Mechanical / Aerospace industry. He/ She should have a minimum experience of : 2 years for the post of Engineer(Gr II) (or) 4 years for the post of Asst.Manager (Gr III). Mandatory: The candidate should have, Knowledge on reading Engineering drawing, machining, sheet metal forming, materials processes, Creation of BOM, Quality Management systems like ISO 9001, ASQMS, AS9100D etc. Experience on CAD, SAP, planning activities like making Purchase Requisitions (PRs), Bill of materials, Process sheets, route cards, etc Experience in stores activities like handling of materials, identification and traceability, Making kit of parts, shipping / co-ordination with transport department for vehicles etc Desirable: Good communication skills, Interaction with inter departments, vendors, customers etc.	The incumbent will be responsible for production control, Planning, scheduling, project management activities such as co-ordination with Purchase, Manufacturing Departments, Methods He/ She will be responsible for achieving the monthly / yearly sales plan, Manufacturing, ERP based Planning and Production Control activities of Aerospace structures & Ground support / Ground handling equipment Planning, Tooling, Store, vendors, customers etc to ensure in time of products and services Place of Posting - Bangalore



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Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(107)	Engineer (Gr II) Production, Aerospace (or) Asst Manager (Gr III) Production, Aerospace	1	Full-Time First-Class Engineering Degree in Mechanical /Aerospace from a recognized university.	The candidate should have hands on experience in Mechanical / Aerospace industry. He/ She should have a minimum experience of : 2 years for the post of Engineer(GrII) (or) 4 years for the post of Asst.Manager (Gr III) <u>Mandatory:</u> The candidate should have, Knowledge in reading Engineering drawings, machining, sheet metal forming, materials and processes, inspection methodologies, tooling etc. Experience in different manufacturing process like welding, machining, sheet metal, riveting, assembly, co-ordinating with the technicians for shop floor activities, GD&T, CNC programming, Knowledge on Heat treatment / surface treatment process, knowledge on primer / painting process etc Knowledge of Quality Management systems like ISO 9001, ASQMS, AS9100D etc Should have experience on CAD, Analysis, SAP software, assembly, Co-ordinating with internal departments, Jigs & Fixtures etc <u>Desirable:</u> Should have experience in shop floor activities, follow up with the vendors, follow up with the internal department, customer interaction etc	The incumbent will be responsible for Manufacturing, Assembly and testing of Aerospace structures, assemblies, Ground support / Ground handling (GHE / GSEs) equipment, the specified Quality parameters. The candidate will be responsible for production, planning, manufacturing and quality assurance of Aerospace components, structures and Ground support / Ground handling (GHE / GSEs) equipment. Place of Posting - Bangalore



1	2	3	4	5	6
Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Indicative Job Description
(108)	Engineer - Mechanical (Grade – II) Commuter Rail	3	Full Time First-Class Engineering Degree in Mechanical from a recognized university.	Mandatory: The candidate should have a minimum 2 years of post qualification experience in Rolling Stock Maintenance. Desirable: Candidate should have experience in carrying out effective upkeep/ maintenance of rail coaches w.r.t interior furnishing items like Panels, Partitions, Seats and Berths, Brakes etc.	The incumbent will be responsible for strategic oversight, engineering supervision and optimization of mechanical maintenance systems to ensure operational efficiency and compliance with safety standards. Place of Posting – Dynamic place of posting based on Customer Requirement.
(109)	Engineer - Electrical (Grade – II) Commuter Rail	2	Full-Time First-Class Engineering Degree in Electrical from a recognized university.	Mandatory: The candidate should have a minimum 2 years of post-qualification experience in Rolling Stock Maintenance. Desirable: Candidate should have experience in carrying out upkeep/ maintenance and interfacing with various aggregate vendors of rail coaches w.r.t interior furnishing items like lights, RCS, lavatory system and other electric systems etc.	The incumbent will be responsible for electrical maintenance systems, performance monitoring and technical coordination to achieve service reliability. Place of Posting – Dynamic place of posting based on Customer Requirement.

Note: Candidates shall apply for single position which is most suitable. (In case of multiple applications, only the most relevant application will be considered)

Candidates from allied branches can apply, however they should have the requisite post qualification experience mentioned against respective positions.

Category wise vacancy break-up: Reservation for SC/ST/OBC(NCL)/ EWS/PwD candidates will be as per applicable Rules.

Eligibility & Service conditions:

Grade	Position	Post Qualification Experience (PQE) (in Years)	Upper Age Limit (in Years)	BEML Pay Scale
Grade-II	Engineer	2	29	Rs.40,000 – 1,40,000
Grade – III	Assistant Manager	4	30	Rs.50,000 – 1,60,000
Grade – IV	Manager	8	34	Rs.60,000 – 1,80,000
Grade-VI	Asst.General Manager	13	42	Rs.80,000 – 2,20,000
Grade – IX	Chief General Manager	21	51	Rs.1,20,000 – 2,80,000
Grade – X	Executive Director	25	57	Rs.1,50,000 – 3,00,000



Note

- 1: PQE is the minimum relevant experience the candidate should possess after obtaining the qualification. Only the employment after obtaining the requisite qualification will be considered.
- 2: The upper age limit indicated is relaxable as per the Govt. of India guidelines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.
- 3: For PwD Candidates, the upper age limit is relaxable by additional 10 years. This would be over and above the admissible age relaxation for candidates belonging to SC/ST/OBC(NCL). Relaxation of age limit would be permissible to candidates with minimum 40% disability.
- 4: The upper age limit can be relaxed (*for candidates under all category*) subject to equivalent years of excess post qualification experience prescribed. However, the maximum age with relaxation shall not exceed 57 years.
5. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances as applicable (*which is currently 13.78% of the applicable Basic Pay under the Cafeteria System*), Company Accommodation / House Rent Allowance, Provident Fund, Gratuity, PRP etc.(as per the prevailing Company Rules).
6. The pay fixation will be guided by the extant rules of BEML Limited, applicable at the time of issuance of Offer of appointment.
8. Internal candidates of BEML Ltd (Executive cadre) meeting the advertised criteria will be eligible, provided their application(Print out of Online application form) is received through proper channel. The candidate should have at least a minimum of 3 years of residual service as on closing date of the advertisement. (The instruction at point no viii under General conditions will be applicable)

GENERAL CONDITIONS

- i. Only Indian Nationals may apply.
- ii. Age, Qualification & Experience stipulated above should be as on **30.03.2026**
- iii. Under qualifying marks, first class is reckoned at 60% (as an aggregate of marks of all the Semesters/ years). Qualifying marks are relaxable by 5% for SC/ST & PwD candidates. Candidates with CGPA/ Credit have to mandatorily provide the conversion to percentage.
- iv. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- v. OBC candidates** are required to submit Other Backward Class Certificate ('Non-Creamy Layer*') (Certificate should be in the format as applicable for appointment to posts under Government of India). OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non-Creamy Layer) by filling and signing the self-undertaking in the format provided along with the application format.

[Note:

- a. **OBC Candidates: Candidates belonging to those Communities which are recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 08.09.1993.
- b. *Non- Creamy Layer : The gross annual income of parents of the candidate should not be more than Rs.8 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 13.09.2017.]
- c. Candidates belonging to OBC (NCL) category are required to submit OBC certificate not older than six months as on the last date of application submission online.
- vi. PwD candidates are required to submit PwD Certificate in the format as applicable for appointment to posts under Government of India.
- vii. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections.



- viii. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should forward their application through proper channel (the print out of online form) within 10 days from closing date of the advertisement addressed to Sr.Manager, Recruitment Cell, BEML Soudha, BEML Limited, 23/1, 4th Main, S.R.Nagar, Bengaluru 560027
(or)
Should produce "No Objection Certificate" specific to the position applied for, from their current employer at the time of assessment,
Not complying to the above, such candidates will not be permitted to appear for the assessment and their candidature will not be entertained.
- ix. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should have worked for at least one (1) year in the immediate lower scale.
- x. Private sector candidates applying for the positions must be employed in a regular capacity in company registered under Company's Act and will be required to submit experience certificate in the Letter Head of the Company while applying. They have to clearly provide their Reporting Structure of the current position held. BEML will not consider freelance experience as part of Post Qualification experience.
- xi. Private sector candidates applying for the position of Executive Director, Chief General Manager and General Manager must be employed in a regular capacity where the annual turnover of the Company has to be Rs.1000 crore or more. (The average audited annual turn-over of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits). Preference will be given to Candidates from listed companies.
- xii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience in the Application Form.
- xiii. The candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement as on the specified dates and that the particulars furnished are correct in all respect. In case, it is detected at any stage of the recruitment process that a candidate doesn't fulfill the eligibility norms and/ or that he/ she has furnished any incorrect/ false information or has suppressed any material/ fact(s), his/ her candidature shall stand automatically cancelled. If any of the above shortcoming(s) is/ are detected even after appointment, his/ her services are liable to be terminated without notice.
- xiv. Merely meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xv. Eligible candidates will be shortlisted for assessment. Based on assessment, Shortlisted candidates will have to undertake pre-employment medical examination and original document verification. This will not necessarily mean selection. Any shortcoming at the time of document verification such as falsification of documents, wrong declaration of age/ category/ qualifying marks etc., non-production of original records including Category certificate will lead to rejection of candidature. Appointment of selected candidates is subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer
- xvi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.
- xvii. Management also reserves the right to cancel the advertisement in full or in part and / or the selection process at its discretion.
- xviii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xix. Intimation regarding Assessments, issuance of provisional offer/ final offer etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website. BEML will not be responsible for any loss/ non-delivery of e-mail or any associated communications sent, due to invalid/ incorrect e-mail id. The e-mail id and mobile number provided in online application should remain valid for at least one year.
- xx. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste/ PwD (as applicable) need to apply.
- xxi. Eligible and interested GEN / EWS / OBC candidates applying for the above positions (Not applicable for SC/ST/ PwDs) need to pay a **non-refundable fee of Rs.500/-** by clicking the "Pay Application Fee Online" at the end of the application form.



- xxii. Any request for change in category, address, e-mail, mobile number, etc, as declared in the on-line application will not be entertained.
- xxiii. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

HOW TO APPLY

- i. The candidates are required to apply ONLINE only (which is mandatory) after going through the prescribed guidelines and ensuring correctness of the data entered in the portal / form.
 - ii. The candidates can access the on-line application form in our career page at **www.bemlindia.in**. **The on-line registration site would be available till 18.00 Hrs on 30.03.2026 (Monday)**.
 - iii. Towards accessing the On-line application, the candidate should have a valid e-mail and mobile number for Registration. These contact details will also be utilized for further correspondence by BEML Limited. The change for e-mail and mobile number will not be entertained by BEML during the course of the Recruitment process.
 - iv. The 'Registration number' generated may be noted for all future correspondences.
 - v. While filling in the On-line application, **the experience section may be filled by first providing the latest experience followed by previous**. All such experiences should be captured by the candidate. In the space provided against the experience a **pen picture of the experience relevant to the position applied to must be written**. These will be used at the time of scrutinizing the applications received.
 - vi. Along with the Online application, the candidates are required to upload the following without which their applications will be incomplete and rejected.
 1. X-th Marks card
 2. XII-th Marks card
 3. Degree Marks cards (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
 4. Degree Certificate as applicable.
 5. Post-Graduation Marks cards as applicable (*In case of CGPA or credits system of assessments, candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.*)
 6. Post-Graduation Certificate as applicable.
 7. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc)
 8. Detailed Resume
 9. OBC/EWS/SC/ST/PwD certificate (as applicable)
 10. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment in the letter head of the employer.
 11. Latest pay-slip
 12. Current reporting structure. (For candidates from private sector)
 13. Company credentials proving the average turnover (applicable for candidates applying for ED/ CGM)
 - vii. For any queries on the matter, candidates may e-mail: recruitment@bemltd.in.
- Incomplete applications without uploading documents as mentioned above will be summarily rejected.**

Date:11.03.2026

(Advt. No.KP/S/02/2026)

Corrigendum/ Addendum, if any will be hosted in BEML Website only.

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