



BHEL OFFERS CAREERS IN CORE ENGINEERING

THE ORGANISATION

BHEL is country's premier engineering organization and one of the NAVARATNA PSUs and caters to core sectors of Indian economy viz Power Generation and Transmission, Industry, Transportation, Oil & Gas, Renewable Energy, having 14 Manufacturing Divisions, 08 Service Divisions, 15 Regional Offices, 04 Power Sector Regional Centres and over 100 Project Sites spread all over the Country. The financial turnover during the year 2007-08 was **Rs.21,401 Crores** and Current Order Book is of around **Rs. 90,000 Crores**. BHEL plans to be a **Rs. 45,000 Crores** Company by 2011-12 and a **Rs. 90,000 Crores** by 2016-17. BHEL is the only PSU among the 12 Indian Companies to figure in "Forbes Asia Fabulous 50" list.

THE POSITIONS & REQUIREMENT

Discipline	No. of Vacancies	
	Engineer Trainee	Supervisor Trainee
Mechanical Engg	400	400
Electrical Engg.	200	200
Electronics Engg.	50	50
Civil Engg.	100	100
Total	750	750

The number of vacancies indicated above is tentative. Actual requirement may, however, vary based on further assessment.

The above requirement is for BHEL's various Manufacturing Units and Project Sites spread all over India.

QUALIFICATIONS

Engineer Trainee

Full time regular Bachelor's Degree in Engineering or Technology from a recognized Indian University/ Institute in the disciplines of MECHANICAL/ ELECTRICAL/ ELECTRONICS/ CIVIL ENGG. with minimum **60% marks** in the aggregate of marks of all years/ semesters.

Supervisor Trainee

Full time regular three years Diploma in Engineering from a recognized Indian University/ Institute in the disciplines of MECHANICAL/ ELECTRICAL/ ELECTRONICS/ CIVIL with minimum 60% marks in the aggregate of marks of all years / semesters.

NOTE:

- Aggregate of marks of all years/ semesters in all the above posts, means average of marks/GPA/ of all the years/ semesters without taking into account the weightage, if any, given to any particular year/ semester by the Institute or University. (Further explanation given on recruitment web-site)
- List of equivalent qualifications / disciplines, which will be considered against the above positions, is provided on our recruitment web-site.

UPPERAGE LIMIT

Engineer Trainee : 27 years for Graduates (Candidates born before 01/06/1981 are not eligible to apply)

29 years for Post Graduates of Engg. or Business Admn. / Management (Candidates) born before 01/06/1979 are not eligible to apply

Supervisor Trainee: 27 years (Candidates born before 01/06/1981 are not eligible to apply)

Note : Age relaxation is available to experienced candidates applying for the post of Supervisor Trainee. Refer our recruitment web-site for further details.

RESERVATION & RELAXATION

- Following vacancies are reserved for Engineer Trainees for different categories after adjustment of shortfall/ excess available on the roster :

UR	OBC	SC	ST	Total
381	199	114	56	750

Out of the above vacancies, 35 vacancies 22 current and 13 backlog are reserved for Physically Challenged (Ph.Ch.) candidates having Locomotor Disability or Hearing Impairment.

The above no. of reserved vacancies may vary in accordance with the Govt. Directives in this regard and in the event of any change in the number of vacancies on further assessment of actual requirement / joining of the current batch of candidates.

As regards the vacancies of Supervisor Trainee, since the number of vacancies advertised is tentative in nature and there could be fluctuation in number of vacancies for different Units/ Divisions, Unit/ Division-wise distribution of reserved vacancies will be arrived at after review of number of vacancies. **However, Reservation Directives for various categories will be strictly complied with (including applicable State-wise reservation).**

Vacancies reserved for OBC category are meant **only** for candidates coming under 'Non-Creamy Layer'. 'Non-Creamy Layer' under OBC means 'The gross annual income of parents of the candidate should not be more than Rs.2.5 lakhs in last three consecutive years in line with DOPT OM No. 36033/3/2004-Est.(Res) dated 9th March,2004.'

- For the post of **Supervisor Trainees**, qualifying percentage of marks for SC/ST candidates in the relevant Engineering Diploma is minimum 55% in aggregate of all years/ semesters.
- Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC candidates and for Ph.Ch. 10 years for General, 13 years for OBC and 15 years for SC/ST category.
- SC/ST/ Ph.Ch. candidates are exempted from payment of processing/ examination fee.
- Relaxation for Ex-Servicemen will be as per extant Govt. Rules. All Ex-Servicemen, who are eligible as per job specifications prescribed for them, shall be invited for written test.
- Category (SC/ ST/ OBC/ Ph.Ch.) 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.
- 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

Selection process will consist of Written Test and Personal Interview.

The Written Test papers will be objective type in nature and will be bilingual i.e. in Hindi & English.

Eligible candidates will be shortlisted for being invited for objective type written test at their own expense in the ratio of **1:20 to the number of vacancies**.

For the purpose of application of above criteria, initially, all UR candidates of each

discipline of Engineering, alongwith such reserved category candidates of that discipline, who do not avail age relaxation prescribed, are to be grouped together and then arranged in descending order of merit (percentage of aggregate of marks of all years/ semesters of professional course, as described in our recruitment website) and only the required number according to the above mentioned ratio for UR, starting from the top will be called for written test in each discipline of Engineering. In case of tie at cut-off marks, all the candidates scoring cut-off marks will be called for written test.

All reserved category candidates, who are initially considered in the UR category and who do not make it to Written Test level, then shall be regrouped with their respective categories for further consideration and candidates will be called for Written Test in the prescribed ratio.

In addition, Phy.Ch. candidates shall be invited for Written Test by according 5 percentage point relaxation in the cut-off percentage determined for each position. (e.g. if cut-off percentage is 75, then for Phy.Ch. candidates cut-off percentage will be arrived by according relaxation of 5 percentage points i.e. 75-5=70).

However, all departmental candidates (BHEL employees) and Ex-Servicemen, who are eligible as per job specifications prescribed for them, shall be invited for written test.

After the Written Test, candidates are to be arranged in merit order of Written Test marks, first for all the candidates, who appeared under UR category and shortlisted in the ratio of 1:3 to the no. of vacancies for being called for Interview. In case of a tie at cut-off marks, all the candidates scoring cut-off marks will be called for interview. From this list, reserved category candidates, who took the Written Test under UR category and fail to make it to the interview level, are to be then taken to their respective categories for consideration for being called for interview as per the criteria of 1:3. It means these candidates will then be considered as reserved category candidates. Later on, at the time of final selection, the same exercise is to be carried out for all those reserved category candidates considered so far under UR category.

WRITTEN TEST

Tentative Date of Written Test : - 10th August, 2008

WRITTEN TEST CENTRES

Written Test for the above positions will be conducted at following 12 Centres :

- | | | | |
|--------------|--------------|-------------|--------------|
| 1. Bangalore | 2. Bhopal | 3. Chennai | 4. Delhi |
| 5. Haridwar | 6. Hyderabad | 7. Kolkata | 8. Mumbai |
| 9. Nagpur | 10. Silchar | 11. Tiruchy | 12. Varanasi |

Candidates will have to choose one of the Test Centres and no change will be allowed subsequently.

BHEL reserves the right to change or add or cancel any of the above mentioned Test Centers, at its discretion.

TRAINING & EMOLUMENTS

Engineer Trainee - The Selected Candidates will be placed on training for one year. During training, basic pay of Rs.10750/- in the scale of pay of Rs.10750-430-16750/- will be paid. After successful completion of training, the trainees will be absorbed as Engineer in the scale of pay of Rs.11225-450-17525/- with a basic pay of Rs.11225/-.

The average total Cost to the Company for the post of **Engineer Trainee** including Basic Pay, DA and other allowances and benefits provided by the Company during the tenure in above two scales would be around **Rs. 4.5 Lakhs** per annum.

Supervisor Trainee - The Selected Candidates will be placed on training for one year. During training, basic pay of Rs.5600/- in the scale of pay of Rs.5600-150-8600/- will be paid. After successful completion of training, the trainees will be absorbed as **Assistant Engineer Gr.III** in the same scale of pay with basic pay fixed at next higher stage.

The average total Cost to the Company for the post of Supervisor Trainee would be around Rs. 2.5 Lakhs per annum.

For the above posts, besides the Basic Pay, Industrial Dearness Allowance will also be paid. Other allowances and benefits such as Leave, Medical Treatment, Leave Travel Concession, Provident Fund, Gratuity, Conveyance Reimbursement, HRA etc. will be admissible as per Company Rules in force from time-to-time during training/after absorption.

The Pay Scales mentioned above are due for revision with effect from 01.01.2007.

SERVICE AGREEMENT BOND

Selected candidates will have to execute a service agreement bond of Rs.1,00,000/- (Rupees One Lakh only) for **Engineer Trainee** and Rs.50,000/- (Rupees fifty thousand only) for **Supervisor Trainee** 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.

HEALTH

Applicants should have sound health. Before joining, selected candidates will have to undergo medical examination by the Company's Authorized Medical Officer and the appointment will be subject to meeting the health standards prescribed by the Company. **No relaxation in health standards is allowed.** Refer our recruitment website: www.bheletr.co.in for details about BHEL's Medical Standards.

The definition of Locomotor Disability and Hearing Impairment for Physically Challenged candidates is as per 'The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995'.

The Ph.Ch. candidates are required to furnish duly stamped Medical Certificate in relation to their disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicap.

GENERAL

- The submission of applications will only be through our recruitment website www.bheletr.co.in.
- Our recruitment website will provide necessary details regarding examination fee, how to apply, general instructions, last date of submission of applications, written test etc.
- Fee** - The processing/ examination fee is payable as under :

Position	Payable at the time of	
	Submission of application	Written Test
Engineer Trainees	Rs.100/-	Rs.300/-
Supervisor Trainees	Rs.100/-	Rs.200/-

- SC/ST/ Physically Challenged candidates are exempted from payment of above fee.
- Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs shall be required to submit '**No-Objection Certificate**' at the time of interview from their employer, if they qualify upto the stage of interview.
- 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 six months 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.