



**BHARAT HEAVY ELECTRICALS LIMITED -  
SPECIAL RECRUITMENT DRIVE FOR PERSONS WITH DISABILITIES**

**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 <b>or</b> Five year integrated Master's degree <b>or</b> Dual Degree programme in Engineering <b>or</b> Technology in the disciplines of Mechanical/ Electrical Engineering from a recognized Indian University/ Institute**	<b>37 Years*</b> (Candidates born before 01/09/1978 are not eligible to apply)  <b>39 years*</b> for candidates having two years' full time

		Post Graduate in Engineering or Business Administration/ Management
<b>IMPORTANT NOTE:</b>		
<b>Candidates should be in a position to produce their Degree/Final year marks sheets at the time of Interview</b>		

\* 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 -2016 Code	Disciplines of Engineering considered by BHEL for position of Engineer Trainee
<b>Mechanical</b>	<b>ME</b>	<ol style="list-style-type: none"> <li>1. Industrial and Production Engineering</li> <li>2. Industrial Engineering</li> <li>3. Mechanical Production and Tool Engineering</li> <li>4. Production Technology Manufacturing Engineering (NIFFT Ranchi)</li> <li>5. Mechatronics</li> <li>6. Manufacturing Process and Automation</li> <li>7. Power Plant Engineering</li> <li>8. Production Engineering</li> <li>9. Production and Industrial Engineering</li> <li>10. Thermal Engineering</li> <li>11. Manufacturing Technology</li> <li>12. Power Engineering</li> </ol> <p><b>Note : Candidates having qualification in above Engineering disciplines should take GATE-2016 paper only in ME code, if they wish to be considered for Mechanical Discipline in BHEL</b></p>
<b>Electrical</b>	<b>EE</b>	<ol style="list-style-type: none"> <li>1. Electrical &amp; Electronics</li> <li>2. Electrical, Instrumentation &amp; Control</li> <li>3. High Voltage Engg.</li> <li>4. Power Systems &amp; High Voltage Engg</li> <li>5. Electrical Machine</li> <li>6. Electronics &amp; Power</li> <li>7. Power Electronics</li> <li>8. Power Plant Engineering.</li> <li>9. Energy Engineering</li> <li>10. Power Engineering</li> </ol>

**Note : Candidates having qualification in above Engineering disciplines should take GATE-2016 paper only in EE code, if they wish to be considered for Electrical Discipline in BHEL**

### **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) Candidates interested in joining BHEL as Engineer Trainee will have to appear for **Graduate Aptitude Test in Engineering (GATE) – 2016**. Based on the GATE-2016 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 2016 will only be valid.

b) This being a Special Recruitment Drive for Persons with Disabilities, the shortlisting for interview will be done 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
<b>Total</b>	<b>24</b>	<b>20</b>	<b>04</b>	<b>60</b>	<b>12</b>

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 in the vacancies in that discipline.

c) The final merit list shall be prepared on the basis of 75% weightage to Written Test (GATE-2016) 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 20600/- in the scale of pay of 20600-46500/- will be paid. After successful completion of training, the trainees will be absorbed as Engineers in the scale of pay of 24900-50500/- with a basic pay of 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 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:

Application for the Engineer Trainee position is a three stage process:

- A) Applying for Gate – 2016 Examination
- B) Applying to BHEL
- C) Entering GATE–Registration No. in the Online Application to BHEL

- Candidates who wish to apply for the position of Engineer Trainee in BHEL will be required to take the Graduate Aptitude Test in Engineering - 2016 (GATE-2016).

- Candidates will then have to separately apply on-line to BHEL for which BHEL recruitment website <http://careers.bhel.in/> is tentatively scheduled to be activated from 26<sup>th</sup> October, 2015 to 20<sup>th</sup> November, 2015, and send in their applications in Hard Copy to BHEL, latest by 27<sup>th</sup> November, 2015.

- After this, candidates once again have to access the BHEL Recruitment Website and will be required to enter their GATE Registration Number in the Online Application Window in <http://careers.bhel.in/> which will open from 15<sup>th</sup> December, 2015 to 26<sup>th</sup> December, 2015.

### **A) APPLYING FOR GATE-2016 Examination:**

- For detailed information on GATE- 2016 and on-line submission of application for GATE-2016, interested candidates may log on to: <http://www.gate.iitsc.ac.in/gate2016/> or Websites of following IITs: - Bombay, Delhi, Guwahati, Kanpur, Kharagpur, Madras and Roorkee.

- Candidates should fill-in and submit the GATE-2016 application form as instructed by the GATE authorities and wait for the admit card to get the GATE-2016 registration number.

- For the vacancies in the disciplines of Mechanical and Electrical Engineering advertised by BHEL, the GATE-2016 exam is scheduled between 30<sup>th</sup> January to 7<sup>th</sup> February 2016. However candidates are advised to visit GATE-2016 website for any changes. BHEL has no role in case of any changes in GATE-2016 schedules.

### **Note:**

Candidates who wish to apply for BHEL Engineer Trainee position should choose their GATE-2016 exam paper code “ME” for Mechanical and equivalent disciplines & “EE” for Electrical and equivalent disciplines only. Candidates taking GATE - 2016 exam in codes other than “ME” or “EE” will not be considered.

### **B) APPLYING FOR BHEL:**

1. 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.

2. Only those candidates who have applied for appearing in GATE-2016 in the relevant Engineering discipline as advertised by BHEL should apply. Candidates should also be meeting other eligibility criteria as mentioned in our recruitment website <http://careers.bhel.in/>

3. 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 their PH certificate to the address as below.

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

4. In case the candidate is shortlisted for interview, he/she should bring with him/her the GATE-2016 admit card and score card, along with other relevant documents which will be mentioned in the interview call letter.

### **C) Entering GATE–Registration No. in the Online Application to BHEL:**

1. The Candidates may check the status of their hard copy application in the “Latest Status”, Link on <http://careers.bhel.in/> website from 10<sup>th</sup> December, 2015 onwards.

2. BHEL’s on-line application window will open again for Candidates from 15<sup>th</sup> December, 2015 to 26<sup>th</sup> December, 2015, for furnishing their GATE-2016 registration Number which will be available on GATE-2016 Admit Card.

3. Only those Candidates, whose hard copy of application have reached us and got verified shall be allowed to enter their GATE-2016 Registration Number.

4. BHEL will not be in a position to process applications, where the GATE-2016 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/important dates / FAQs/ Interview call letters etc. The responsibility of downloading and printing of Interview call letter shall be that of the candidate. No separate Interview call letters shall be sent to the candidate by post. Candidates are advised to visit the website <http://careers.bhel.in> regularly for updates.

### **IMPORTANT DATES**

<b>Milestones</b>	<b>Scheduled date</b>
<b>For BHEL Engineer Trainee – Special Recruitment Drive for PH</b>	
On-line submission of applications commences	26 <sup>th</sup> October, 2015 at 10: 00 AM
Closing of On-line Submission of application	20 <sup>th</sup> November, 2015 at 5:00 PM
Last date for receipt of copy of Acknowledgement. Slip at BHEL Corporate Office	27 <sup>th</sup> November, 2015 (04 <sup>th</sup> December, 2015 - for candidates in North East and far flung areas)
Opening of “Latest Status” link for checking Application Status	10 <sup>th</sup> December’ 2015
Opening of Application Update Window for entering GATE-2016 Registration Number	15 <sup>th</sup> December, 2015
Closing of Application Update Window for entering GATE-2016 Registration Number	26 <sup>th</sup> December, 2015