

Dce Placement Cell Update: BHEL Recruits

Engineer Trainee

Location : Across India

Eligibility: BE.B.Tech(MECH/EEE/ECE/CSE)

BHARAT HEAVY ELECTRICALS LIMITED

(A Government of India Undertaking)

Calls for Fresh Engg. Trainees

THE POSITIONS & REQUIREMENT

1. Engineer Trainee :

- **Mechanical Engineering** (90)
- **Electrical Engineering** (45)
- **Electronics Engineering** (35)
- **Computer Science & Engineering** (20)

2. Executive Trainee (HR) 10

3. Executive Trainee (Finance) 20

Total 220

The number of vacancies indicated above is tentative and actual requirement may vary based on further assessment.

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/ COMPUTER SCIENCE & ENGG. with minimum **60% marks** in the aggregate of all years/ semesters.

Executive Trainee (HR)

Full time regular Bachelor's Degree from a recognized Indian University with minimum **60%marks** in the aggregate of all years **with** two years full time regular Post Graduate Degree/ Diploma in Human Resource Management/Personnel Management and Industrial Relations, Social Work or Business Administration from a recognized Indian University/ Institute with minimum **55% marks** in the aggregate of all years/semesters Candidates with Social Work or Business Administration qualifications should have had a specialization/ /elective in Personnel Management / Labour Welfare/ HRM in their final year.

Note: List of equivalent qualifications/disciplines, which will be considered against the above positions, are provided on our web-site: www.bheletr.co.in

UPPER AGE LIMIT as on 01.11.2005

Engineer Trainee : 27 years for Graduates, 29 years for Post Graduates, Executive Trainee (HR/ Finance) : 29 years

RESERVATION & RELAXATION

1. Following vacancies are reserved for different categories after adjustment of shortfall /excess available on the roster :

Reserved for Unreserved OBC SC ST Total

117 59 29 15 220

Out of the above vacancies, 10 are reserved for Physically Challenged (Ph.Ch.) candidates having either Locomotor Disability or Hearing Impairment. The above no. of reserved vacancies may vary in accordance with the Govt. Directives in this regard in the event of any change in the number of vacancies on further assessment of actual requirement.

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-Estt.(Res) dated 9 th March, 2004.**'

2. 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.

3. There is an application fee of Rs. 400/-. However, no application fee is to be paid by SC/ST/ Ph.Ch. candidates.

4. Relaxation for Ex-Servicemen will be as per extant Govt. Rules.

5. Category (SC/ ST/ OBC/ Ph.Ch.) should be carefully filled-up in the application form, as changing the same will not be allowed later under any circumstances.

6. 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

Eligible candidates will be invited for objective type written test at their own expense in the ratios of **1:15 to the number of vacancies for General candidates** and **1:18 for OBC/ SC/ST category candidates**. In other words all the applications received in each branch/function (HR or Finance) will be separately arranged in descending order of merit i.e. based on a percentage of aggregate marks of all the years/ semesters of professional course and only the required number (according to the ratios mentioned) starting from the top will be called for written test in each discipline of Engineering/Function (HR or Finance). In case of a tie at cut-off marks, all the candidates scoring cut-off marks will be called for written test. The Written Test papers will be objective type in nature and will be bilingual i.e. in Hindi & English. Based on merit and requirement, the short-listed candidates will have to appear for Psychometric Test and/or Behavioural Assessment Interview followed by Personal Interview. Candidates will be invited for Psychometric Test and/or Behavioural Assessment Interview followed by personal interview in the ratio of approximately 1:3 of the number of vacancies, in order of merit on the basis of Written Test performance. In case of a tie at cut-off marks, all the candidates scoring cut-off marks will be called for interview.

WRITTEN TEST CENTRES

The Written Test will be conducted at following eight centres:

1. Bhopal 2. Chennai 3. Delhi 4. Hyderabad 5. Kolkata 6. Mumbai 7. Silchar 8. Varanasi
Candidates have to choose one of these cities as Test Centre and no change will be allowed subsequently. BHEL reserves the right to change or delete any of the above mentioned test centres at its discretion.

TRAINING & EMOLUMENTS

The Selected Candidates will be appointed as Engineer Trainee/Executive Trainee & will be placed on training for one year. During training, basic pay of Rs.10,750/- in the scale of pay of Rs.10,750-430-16,750/- will be paid. 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/Company assisted accommodation etc.

will be admissible as per Company Rules in force from time-to-time during training/after absorption. After successful completion of training, the trainees will be absorbed as Engineer/ Executive in the scale of pay of Rs.11225-450-17525/- with a basic pay of Rs.11225/-.

SERVICE AGREEMENT BOND

Selected candidates will have to execute a service agreement bond of Rs.1,00,000/- (Rupees One 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.

HEALTH

Applicants should have sound health. The appointment of the selected candidates will be subject to meeting the health standards prescribed by the Company. **No relaxation in health standards is allowed.** The definition of Locomotor Disability and Hearing Impairment, for reservation in number of vacancies in BHEL, for Physically Challenged candidates under '**The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995**', are as under: **Locomotor Disability** – means disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs. **Hearing Impairment** – means loss of sixty decibels or more in the better ear in the conversational range of frequencies. 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 INSTRUCTIONS

1. The web-site will remain open for submission of applications till midnight of **3 rd December, 2005**.
2. For the list of candidates being called for Written Test, schedule of Written Test & further instructions, which includes downloading of 'Permission Slip' required for admission to the written test, candidates are advised to visit our web-site on or after **18 th December, 2005**.
3. Total application fee payable by General and OBC candidates is **Rs.400/-**. The payment of this fee by non - refundable Account Payee **Demand Draft** in favour of **M/s. BHARAT HEAVY ELECTRICALS LIMITED, Haridwar**, drawn on any Scheduled bank and payable at Haridwar (preferably, **State Bank of India, Ranipur, Haridwar, Branch Code - 0586**), is as under : a) Initially, **Rs.100/-** by all the candidates, except SC/ ST/ Ph.Ch. candidates, to be sent along with 'Acknowledgement Slip'. b) Remaining application fee of **Rs.300/-** from all the candidates, except SC/ST/ Ph.Ch. candidates, called for written test, will be collected at the time of Written Test.
4. BHEL reserves the right to cancel/ restrict/ enlarge the recruitment process, if the need so arises, without issuing any further notice or assigning any reason therefor.
5. Selected candidates can be posted to any of the Units/ Divisions/ Project Sites etc. of BHEL.
6. The candidates are advised to ensure while applying that they fulfill the eligibility criteria and other requirements mentioned in this advertisement and that the particulars furnished by them are correct in all respects. In case it is detected at any stage of recruitment process that the candidate does not fulfill the eligibility criteria and/or does not comply with other requirements of this advertisement and/ or he/she has furnished any incorrect/ false information or has suppressed any material fact(s), his/her candidature is liable to be rejected. If any of the above shortcomings is/are detected, even after appointment, his/her services are liable to be terminated without any notice.

7. Candidates belonging to **OBC** category **but not** covered under 'Non-Creamy Layer' and thus, not entitled to OBC reservation, should indicate their category as '**GENERAL**'.

8. **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 at least next six months as any important intimation to the candidates shall be provided by BHEL through e-mail.**

9. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/ or an application in response thereto can be instituted only in Delhi and Courts/ Tribunals/ Forums at Delhi only shall have sole and exclusive jurisdiction to try any such cause/ dispute.

HOW TO APPLY

1. Applications are to be **submitted on-line**, for which eligible candidates may visit our web-site www.bheletr.co.in ***No other form of application will be entertained. Tentative date of opening of web-site for submission of applications is 15 th November, 2005.*** Candidates are advised to visit our web-site for information about the exact date of opening of web-site for this purpose.

2. Candidates are advised to visit our web-site for submission of application only after the following are ready with them as per details given below:

a) **Demand Draft** of the applicable value i.e. Rs.100/-, as per instructions given under Point No. 3 of General Instructions above.

b) **SC/ ST/ OBC/ Ph.Ch./ J&K Domiciled candidates** have their respective **certificate nos. and date(s) of issue** with them.

Note: **OBC candidates are required to submit latest Caste Certificate ('Non-Creamy Layer') issued to them in the year 2005 only.**

The information at a) and b) above is required to be furnished in the ON-LINE application form.

3. Other than **BHEL** employees, candidates presently employed in Central/State Government Departments, PSUs, Autonomous Bodies shall be required to submit '**No Objection Certificate**' at the time of Interview from their employer, if they qualify up to the stage of interview.

4. After submitting the application **ON-LINE**, a unique Acknowledgement No. will be allotted to the candidate.

This number will be displayed on Acknowledgement Slip with certain other details. Candidates will be required: - to take two print-outs of this Acknowledgement Slip. - retain one copy of Acknowledgement Slip with them. - send the other copy of this slip to **Sr. Deputy General Manager (HR), Room No.35, Ground Floor, Main Administrative Building, Bharat Heavy Electricals Limited, Ranipur, Haridwar-249 403, Uttaranchal**, after affixing duly self-attested recent photograph, along with i) a non-refundable Account Payee Demand Draft of the applicable value i.e. Rs.100/-, as mentioned above under Point no.3 of '**General Instructions**'. ***Candidates are advised to write their Acknowledgement No., Name and the post applied for clearly indicating Discipline of Engineering / Function (HR or Finance) on reverse side of DD.*** ii) Copies of Caste/ Category/ J&K Domiciled certificate as may be applicable.

iii) OBC candidates must submit a self-undertaking in the format given below, along with OBC ('Non-Creamy Layer') Certificate :

"I, _____ son/ daughter of Shri _____ resident of village/ town/ city _____, district _____, State _____, hereby declare that I belong to the _____ community which is 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 8.9.1993. It is also declared that I do not belong to persons/ sections (Creamy Layer) mentioned in column 3 of the schedule to the above referred Office Memorandum dated 8.9.1993." The above should be sent so as to reach us by 10 th December,2005 from all candidates.

iv) However, **for candidates residing in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Jammu & Kashmir, Lahaul & Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep or abroad, if they sent the same by post/ speed post, the last date for receipt of the same shall be 17 th December,2005. If documents are received by hand or 'Through Courier Service', the benefit of extending time will not be available regardless of the place of residence of applicant.**

Candidates of the above mentioned States/Regions and who are claiming the benefit of extended time should clearly indicate in a separate sheet duly authenticated by their signatures, the name of the particular area or region (e.g. Assam, Meghalaya, J&K etc.) from where they have posted their application. In case they fail to do so, the benefit of extended time will not be allowed to them.

Note: - Please remember to sign the Acknowledgement Slip while sending the same to BHEL.

- For the list of candidates being called for Written Test, schedule of Written Test & further instructions, which includes downloading of 'Permission Slip' required for admission to the written test, candidates are advised to visit our web-site on or after **18 th December,2005.**

Last date for submission of applications on-line is 3 rd December, 2005.

Apply Online: Copy the following URL in the Browser
<http://bheletr.co.in/jsp/>