



भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

Power Sector Southern Region - Chennai
690, Anna Salai, Nandanam, Chennai-600035



Advertisement No.4/2019

NEEDS EXPERIENCED ENGINEERING PROFESSIONALS (CIVIL) ON LATERAL ENTRY BASIS

BHEL, India's Premier Engineering Organisation provides world class products and services for the core sectors of Indian economy viz., Power Generation and Transmission, Industry, Transportation, Oil and Gas, Renewable Energy, Defence etc. It has a wide network of 17 manufacturing divisions, 4 Power Sector Regional Centres, 8 Service Centres, 15 Regional Offices, 4 Overseas Offices and a large number of project sites spread across the country and abroad.

BHEL, invites applications from Qualified and **Experienced Engineers in Civil discipline** to be engaged on **lateral entry basis** in E5 and E4 grades. The selected candidates will be required to serve at the Project Sites of the company at least for a minimum period of 5 years before being posted to any other locations of the company.

Vacancies:

Post (Grade)/Scale of Pay	No. of Vacancies		
	Power Sector - Western Region	Power Sector - Southern Region	Category No. of vacancies
Sr.Manager (E5 Grade) (100000-3%-260000)	1	1	UR -1 OBC (NCL) -1 ST - 2
Manager (E4 Grade) (90000-3%-240000)	1	1	
Total	2	2	4

Job Specifications:

Minimum Post Qualification Relevant Experience in Years: E5 (**15 Years**) / E4 (**12 Years**)

Post	Educational Qualification	Work Experience* & Capabilities
Sr.Manager - (E5) And Manager - (E4)	Full-Time Bachelor's Degree in Engineering/Technology in Civil Engg. OR 5 Year Integrated Master's degree OR Dual Degree Programme in Engineering or Technology in Civil Engineering from recognised Indian University/Institute.	Construction experience in execution of Civil and Structural works in Thermal / Gas / Combined Cycle / Nuclear Power plants. Experience in Project Management of Civil, Preparation of technical documents required during tender stage qualification requirement criteria, specification, BOQ etc. for Thermal / Gas / Combined cycle / Nuclear Power plants would be an added advantage. Capabilities: Project Execution capabilities with good ability on problem / solving, time and resource management and decision making. Good Computer knowledge on MS Office, Auto CAD.

*** The prospective candidate should have post qualification experience as on 1st June 2019 with relevant Work Experience in Government / Semi Government/ Public Sector Undertaking/Listed Companies (listed on NSE or Group A & B of BSE) only.**

Upper Age Limit: For E5 (42 Years) and for E4 (39 Years) **(As on 01.06.2019)**

Upper Age limit is relaxable by:

- 3 Years for OBC (Non Creamy Layer)
- 5 Years for SC/ST candidates
- Persons with Disabilities Candidates:
 - By 10 years for General
 - By 13 years for OBC (Non-Creamy Layer)
 - By 15 years for SC/ST
- Relaxation for Ex-Servicemen will be as per extant Govt. Rules.
- 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989.
- Incase of candidates possessing a full time post graduate — technical degree, further relaxation in upper age limit upto the course duration subject to the maximum of 2 years can be given.
- Incase of candidates possessing more than required number of years of relevant experience for a particular position, age relaxation may be given for equivalent number of years over and above minimum prescribed experience eligibility for that position, subject to the maximum of 2 years, over and above the relevant experience required for that position.

Note: Upper Age Limit including all relaxations as above shall not exceed 56 years of age.

Reservation:

Post	UR	SC	ST	OBC (NCL)	Total
Sr.Manager (E5 Grade)	1	NIL	2	1	4
Manager (E4 Grade)					

Note:

- Reservation for Economically Weaker Section candidates shall be done in accordance with Government directives.
- Reservation for PWD candidates will be in accordance with Government directives.
- Vacancies reserved for OBC category are meant only for OBC candidates coming under 'Non-Creamy Layer' (NCL) as defined under Government Rules. The OBC candidates who do not belong to Non Creamy Layer should indicate their category as General only (Latest amendment in Annual Income criteria notified vide DOPT OM No.36033/1/2013-Estt. (Res) dated 13.09.2017).

Remuneration and Other Benefits:

The selected candidates would be initially placed at the minimum of the Payscale of Rs.100000 - 3% - 260000/- (for E5 Grade) or Rs.90000 - 3% - 240000/- (for E4 Grade) and will be on probation for a period of one year. Besides Basic Pay, selected candidates will be entitled to a 'Cafeteria Perks' limited to 31% of their Basic Pay, Industrial Dearness Allowance (Currently 10% of Basic Pay), benefits such as Leave, Medical facilities for self and dependent family members, Contributory Provident Fund, Leave Encashments, Gratuity, Uniform, Subsidized Canteen/Mess facilities, Company assisted accommodation or HRA and other applicable site benefits and perks which includes free transport, Project Leave facilities, Family Station Leave, enhanced TA/ Transfer entitlements etc for their duration of posting at Project Sites.

Medical Standards:

Applicants should possess 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. The Company's Medical Examination rules can be accessed on the website <http://careers.bhel.in>

The Persons with Disability candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their benchmark disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

Selection Process:

For consideration, eligible candidates will be invited for Personal Interview in the ratio upto 1:20 to the number of vacancies. In case of receipt of more no. of eligible applications beyond the ratio of 1:20, all eligible candidates shall be called for a written test and thereafter, shall be further shortlisted for interviews in the ratio of 1:10 to the number of vacancies.

Candidates invited for Personal Interview will be paid First Class or AC 2 Tier Class to and fro rail fare from the starting station or the mailing address whichever is nearer to the place of interview by the shortest route on production of proof of journey. For candidates traveling from abroad, only to and fro train fare would be reimbursed upto to First Class or AC 2 Tier Class train fare from the port of disembarkation to India to the venue of interview by the shortest route on production of proof of journey.

Candidates presently employed with Govt. Deptt., PSUs and Autonomous Bodies must apply through proper channel and produce a "No Objection Certificate" at the time of interview. However, in the event of difficulty, they may send their application directly and produce the relieving order from their organization in the event of selection.

How to apply:

1. The submission of application will be online only through our website www.bhelpssr.co.in OR <http://careers.bhel.in> **No other mode of application shall be entertained.**

All candidates are required to pay a Non-Refundable Processing Fee of Rs.300/- +GST(@18%) (i.e Rs.354/- Rupees Three Hundred and fifty four only).

Processing Fee has to be paid online through SBI Collect, through the link: <https://www.onlinesbi.com/sbicollect/icollecthome.htm>

Instructions for remittance of fee through State Bank Collect is shown below:

State of Corporate / Institution: "Tamil Nadu"
Type of Corporate / Institution: "PSU-Public Sector Undertaking"
PSU-Public Sector Undertaking Name: "BHEL PSSR, CHENNAI"
Payment Category: "Lateral Selection-Processing Fee"

After remittance of Fee through SB Collect, please note down the SB Collect Reference No for filling the fee remittance details in the Online Application. Printout of e-Receipt for State Bank Collect Payment also need to be taken and submitted along with the downloaded application form.

2. Our recruitment website www.bhelpssr.co.in & <http://careers.bhel.in> will provide necessary details regarding how to apply, general instructions, last date of submission of applications, requisite Formats to be downloaded, etc..

3. Candidates willing to apply for both posts i.e. Manager (Civil)(E4) and Sr. Manager (Civil)(E5) has to apply separately and submit applications separately for both the posts. In case of candidates' eligibility in relevant experience falling short of the required number of years for a particular position in the higher grade (ie.E5 grade), the application shall be rejected and no provision shall be made to consider the application for the lower position (ie.E4 grade). However, candidates would have the option to apply for both positions ie. E4/E5 separately.

4. Duly filled-in and signed application form downloaded from our website www.bhelpssr.co.in or <http://careers.bhel.in> with requisite copies of documents in proof of your Date of Birth, Qualifications, Experience for the stipulated period of qualifying experience along with SB Collect payment acknowledgment printout (as the case may be) to be enclosed and photograph pasted are to be sent to the following address so as to reach on or before 04.07.2019 and from far flung areas by 11.07.2019. BHEL will not be responsible for any postal loss / postal delay in receipt of application.

Sr. DGM (HR)

**BHEL, Power Sector Southern Region,
690, EVR Periyar Building, Anna Salai,
Chennai-600035, Tamil Nadu.**

5. The envelop comprising the above documents should be super-scribed as "Application for the Post of Experienced Engineers (E5-Lateral)" or "Experienced Engineers (E4-Lateral)" as the case may be.

Responsibility of forwarding the complete set of required documents rests with the candidate.

General Instructions:

1. The selected candidates will be required to serve at the Project Sites of the company at least for a minimum period of 5 years and no applications for transfer shall be entertained. However, on company's requirements, these candidates may be transferred to any of the Company Offices / Divisions / Units, anywhere in India or abroad.

2. Candidates should possess the required Job Specifications as on 01.06.2019. Candidates not having the prescribed relevant post qualification experience in areas mentioned under "Work Experience & Capabilities" need not apply. Further, the duration of post qualification experience should be exclusive of Trainee/Apprenticeship period, (if any)

3. Candidates should be able to furnish their relevant Degree and Post Qualification Work-Experience certificates at the time of Interview.

4. Category such as OBC (**NCL**), SC, ST & EWSs should be carefully filled-up in the online application format as this will not be allowed to be changed at a later date.

5. Candidates belonging to OBC category but not covered under 'Non-Creamy Layer' are not entitled to OBC reservation. As such, they should indicate their category as 'GENERAL'.

6. Candidates applying under EWSs category should fulfil the conditions stipulated for applying under 'Reservation for Economically Weaker Sections (EWSs) in civil posts and services in Government of India' issued vide DoPT OM dt.19.01.2019. Such candidates

should attach the requisite certificate certifying their "Income and Asset of the family", from an officer not below the rank of Tehsildar, along with their application and at the time of interview.

7. The submission of applications will be only through ONLINE through our website www.bhelpssr.co.in or <https://careers.bhel.in>

8. Candidates are advised to possess a valid e-mail ID which is to be entered in the online application Form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by BHEL through e-mail. They are further requested to check their e-mails regularly for any communication from BHEL in this regard.

9. Candidates should be of sound health. On selection, their appointment will be subject to medical examination by Company's Doctor/Authorised Medical Practitioners/PTMO as per BHEL Medical Attendance Rules.

10. Incomplete applications i.e. columns of the format not filled in or those in format other than the one prescribed in our website www.bhelpssr.co.in or <https://careers.bhel.in> against this advertisement will not be entertained.

11. Candidates are required to enclose self-certified copies of all the relevant documents in support of date of Birth, Qualification, Experience, Category Certificate, PH certificate (if applicable), J&K Domicile Certificate (if applicable), latest pay slip etc., along with their applications. However, supporting documents in original as prescribed will be required for verification at the time of interview.

12. BHEL does not take responsibility of attaching the documents or application fee sent separately after the dispatch of the original application form (Please refer "How to apply").

13. Candidates should ensure that they fulfil the essential eligibility criteria prescribed for the post for which they are applying. In case it is found at any stage of the selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information/material facts or does not fulfil the essential eligibility criteria, his/her candidature / service are liable for rejection/termination without notice.

14. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto shall be subject to jurisdiction of the Courts at Chennai.

15. Management reserves the right to restrict the number of candidates to be called for interview, reject the application without assigning any reason/change the number of posts / raise the standard of specification.

16. No correspondence will be entertained with the candidates not selected for interview / appointment.

17. Only Indian Nationals are eligible to apply.

18. Canvassing in any form will lead to disqualification.

DOCUMENTS TO BE SUBMITTED ALONG WITH APPLICATION

The following documents are considered as VALID in support of Date of Birth, Category, Qualification & Experience and the self-attested photocopies shall be submitted along with application.

1. Class 10 Certificate / DOB certificate
2. Category Certificate i.e. SC/ST/OBC (Non-Creamy Layer) on Government prescribed format. OBC Certificate should be dated on or after 1st January, 2018 and self-undertaking for OBC (Non-Creamy Layer) status in the prescribed format, 'Income and Asset of the Family' Certificate for candidates applying under EWSs category obtained from an officer not below the rank of Tehsildar, valid Physically Challenged certificate, Discharge certificate in case of Ex- Servicemen if applicable.
3. Mark Sheets of all semesters/years in support of educational qualification
4. Degree certificate for Graduation / Post Graduation
5. If claiming age relaxation as candidates from J&K, relevant certificate.
6. Candidates are required to produce duly stamped Medical certificate in relation to their disability from Govt. Hospital or Medical Board attached to Special Employment exchange for the Handicapped.
7. DOCUMENTS IN SUPPORT OF DURATION OF WORK EXPERIENCE:
 - a) Experience /Service Certificate issued by Company/Organisation where worked/working. (Experience Certificates produced should clearly indicate date of joining and date of relieving from each organisation where worked.)
 - b) Joining-Relieving Letter from Company/Organisation.
 - c) Offer of Appointment / Joining Order / Experience Certificate issued by the Employers along with first and / or last salary slip.

DOCUMENTS REQUIRED AT THE TIME OF INTERVIEW:

ALL THE ABOVE MENTIONED documents shall be produced in original for verification at the time of interview. If any of the following documents are not produced by the candidates at the time of interview for verification, then he or she will neither be allowed to appear for the interview nor any fare reimbursed to him/her.

IMPORTANT DATES:

Commencement of online submission of application	12.06.2019
Closing of online submission of applications	26.06.2019
Last date of receipt of filled in and signed application form along with relevant documents at BHEL, PSSR, Chennai	04.07.2019
Last date of receipt of filled in and signed application form along with relevant documents at BHEL, PSSR Chennai from far flung areas.	11.07.2019

Please Note:

The recruitment process can be cancelled / suspended / terminated without assigning any reasons. The decision of the Management will be final and no appeal will be entertained on what so ever matter.

BHEL reserves the right to cancel, alter, modify this advertisement in full or a part thereof without assigning any reason. Corrigendum/Extension etc., if any, shall be published in our website www.bhelpssr.co.in and <https://careers.bhel.in> only.