



## BHARAT HEAVY ELECTRICALS LIMITED ENGINEER TRAINEE & SUPERVISOR TRAINEE RECRUITMENT

### COMPANY PROFILE

Bharat Heavy Electricals Limited (BHEL), is India's premier engineering and manufacturing enterprise since 1964, providing world class products and services, and catering to the core sectors of the Indian economy viz., Power (Thermal, Nuclear, Hydro & Solar) Generation, Power Transmission, Defence, Aerospace, Rail Transportation, Oil & Gas, e-mobility, with over 180 product offerings. Leveraging its extensive network of 16 Manufacturing Facilities, 08 Service Centres, 15 Regional Marketing Centres, 04 Regional Offices, 02 Repair Units, 3 active joint ventures, and more than 150 current project sites across India and abroad, BHEL delivers a wide range of high quality & reliable products adhering to national and international standards. The company achieved a turnover in excess of Rs 23,893 Crores for 2023-24. The Company has its footprint in all the inhabited 6 continents of the world with references in 89 countries.

BHEL offers a challenging and rewarding career to young and dynamic graduate engineers in the disciplines of Mechanical, Electrical, Civil, Electronics, Chemical & Metallurgy Engineering & young Diploma in engineering holders in the disciplines of Mechanical, Electrical, Civil & Electronics to contribute towards Nation building in the fields of Power, Industry, Transmission, Renewable Energy, Transportation, Energy Storage, Defence & Aerospace, Oil & Gas and Water.

### **Recruitment of 150\* Engineer Trainees as per break up below:**

S N	Discipline	UR	EWS	OBC	SC	ST	Total	PWD	Tentative place of posting:
1	Mechanical	28	7	20	10	5	70	1 VH, 1 HH & 1 OH	Trichy, Ranipet, Hyderabad, Bangalore, Bhopal, Vizag & Power Sector Sites
2	Electrical	10	2	7	4	2	25	1 HH & 1 OH	Trichy, Ranipet, Bangalore & Power Sector Sites
3	Civil	10	2	7	4	2	25	-	Power Sector Sites
4	Electronics	8	2	5	3	2	20	1 HH & 1 OH	Bangalore & Power Sector Sites
5	Chemical	2	1	1	1	0	05	-	Trichy, Ranipet, Bhopal & Haridwar
6	Metallurgy	2	1	1	1	0	05	-	Trichy & Haridwar
	<b>Total</b>	<b>60</b>	<b>15</b>	<b>41</b>	<b>23</b>	<b>11</b>	<b>150</b>	<b>07</b>	

### **Recruitment of 250\* Supervisor Trainees (Tech) as per break up below:**

S N	Discipline	UR	EWS	OBC	SC	ST	Total #	PWD	Tentative place of posting:
1	Mechanical	64	14	30	22	10	140	2 VH, 2 HH & 2 OH	Ranipet, Hyderabad, Bangalore, Haridwar, Bhopal, Vizag & Power Sector Sites
2	Electrical	24	3	15	10	3	55	1 VH, 1 HH & 1 OH	Ranipet, Hyderabad, Bangalore, Haridwar, Bhopal, Vizag & Power Sector Sites
3	Civil	13	4	10	5	3	35		Power Sector Sites
4	Electronics	10	2	5	2	1	20	1 OH	Bangalore & Power Sector Sites
	<b>Total</b>	<b>111</b>	<b>23</b>	<b>60</b>	<b>39</b>	<b>17</b>	<b>250</b>	<b>10</b>	

\*The manpower requirement indicated above is tentative and actual requirement may vary based on further assessment.  
The category wise reservation will be as per govt. guidelines issued in this regard.

#Reservation for Ex-Servicemen candidates is 14.5% of the notified vacancies for Supervisor Trainee.

- ✓ As per Company policy, the vacancies of Supervisor Trainees are partially earmarked for being filled through dependents of deceased employees of BHEL on Compassionate grounds. All relevant details as to how to / who can apply under this category are given in "Compassionate Consideration" Link on our website <http://careers.bhel.in>. In case these vacancies are not filled up due to non-availability of qualified candidates, they may be filled through open selection.

Candidates are advised to carefully go through “How to Apply” section for detailed steps in filling out the application form.

Please note that, while filling out the online application form, candidates shall be necessarily required to indicate their preferences for Manufacturing Units or Power Sector Sites as applicable, against vacancies available in their respective disciplines.

However, the final allocation of posting to the selected candidates will be based on their merit order in the computer-based examination and the availability of vacancies in their preferred Units/Sites. While every effort will be made to accommodate preferences, the decision of BHEL regarding final posting shall be binding and final.

The candidates selected as ETs & STs under this recruitment shall be required to serve at their allocated place of posting, i.e Manufacturing Unit/ Power Sector regions for at least 10 years from the date of joining. During this period, no request for transfer or change in place of posting shall be entertained for the first Ten years of service. In case any outside influence is brought upon any superior authority on this matter, it will be construed as misconduct as per Rule 17 of the BHEL Conduct, Discipline and Appeal Rules 1975.

If in the interim period, for any unavoidable personal reasons if a candidate selected as ET or ST requests a transfer back to a Unit of his/her preference, the transfer can only be considered subject to suitable position being available and shall be on reversion to the original post on which he/she was absorbed in the Company, i.e E1 or Engineer for ETs or S1 or Supervisor for STs, at the bottom of seniority, respectively.

### Job Specifications:

Position	Educational Qualifications <sup>^</sup>	Upper Age Limit (years) (as on 01/02/2025)
<b>Engineer Trainee</b> in (Mechanical/ Electrical/ Civil/ Electronics/ Chemical/ Metallurgy)	Full-Time Bachelor's Degree in Engineering /Technology <u>or</u> Five-year integrated Master's degree <u>or</u> Dual Degree programme in Engineering or Technology in the disciplines of Mechanical or Electrical or Civil or Electronics or Chemical or Metallurgy Engineering from a recognized Indian University/ Institute*	<b>27 Years</b> (Candidates born before 01/02/1998 are not eligible to apply)  <b>29 years</b> for candidates having <u>two years' full time Post Graduation</u> in Engineering or Business Administration/ Management
<b>Supervisor Trainee</b> (Mechanical/ Electrical/ Civil/ Electronics)	Full time regular Diploma in Engineering in the disciplines of Mechanical or Electrical or Civil or Electronics from a recognized Indian University / Institute  # Minimum 65% marks or Equivalent CGPA in aggregate* of all years/ semesters (relaxable to 60% for SC/ST candidates)	<b>27 Years</b> (Candidates born before 01/02/1998 are not eligible to apply)

#### IMPORTANT NOTE:

# For the purpose of calculating aggregate marks, all subjects appearing in the mark sheet of all semesters shall be considered. For a 10-point scale, equivalent marks shall be determined as per calculation shared by the University/ Institute or by multiplying the GPA by 10. In all other cases, GPA shall be converted to a 10 Point scale and then multiplied by 10.

\* The degree must be from any of the Universities 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 a University Under Section-3 of the University Grants Commission Act, 1956, or possess an equivalent qualification.

Candidates who are in the final year/semester of qualifying degree shall also be eligible. However, if shortlisted, such candidates shall be required to submit the documentary proof of having passed the qualifying examination at the time of Interviews or by 1<sup>st</sup> June, 2025 whichever is earlier.

## Equivalent Qualifications for ET Positions in BHEL

### Equivalent Qualifications in Mechanical/Electrical/Electronics/Civil/ Chemical/Metallurgy

For the discipline of Engineering (i.e. Mechanical/Electrical/Electronics/Civil/Chemical/Metallurgy) candidate with Engineering Degree in other disciplines considered equivalent by BHEL as below may also apply.

<b>BHEL Discipline</b>	<b>Disciplines of Engineering considered for position of Engineer Trainee</b>
<p><b>Mechanical</b> <i>(Candidates having qualification in the equivalent Engineering as listed may appear for Examination in "Mechanical")</i></p>	<ol style="list-style-type: none"> <li>1. Industrial and Production Engineering</li> <li>2. Industrial Engineering</li> <li>3. Production Technology Manufacturing Engineering (NIFFT)</li> <li>4. Mechatronics</li> <li>5. Manufacturing Process and Automation</li> <li>6. Power Plant Engineering</li> <li>7. Production Engineering</li> <li>8. Production and Industrial Engineering</li> <li>9. Thermal Engineering</li> <li>10. Manufacturing Technology</li> <li>11. Power Engineering</li> <li>12. Mechanical &amp; Others (Any allied branch with Mechanical as primary subject)</li> </ol>
<p><b>Electrical</b> <i>(Candidates having qualification in the equivalent Engineering as listed may appear for Examination in "Electrical")</i></p>	<ol style="list-style-type: none"> <li>1. Power Engineering</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. Power Plant Engineering.</li> <li>7. Energy Engineering</li> <li>8. Electrical &amp; Others (Any allied branch with Electrical as primary subject)</li> </ol>
<p><b>Electronics</b> <i>(Candidates having qualification in the equivalent Engineering as listed may appear for Examination in "Electronics")</i></p>	<ol style="list-style-type: none"> <li>1. Instrumentation</li> <li>2. Applied Electronics</li> <li>3. Power Electronics</li> <li>4. Electrical &amp; Electronics</li> <li>5. Industrial Electronics</li> <li>6. Mechatronics</li> <li>7. Control &amp; Instrumentation</li> <li>8. Electronics &amp; Others (Any allied branch with Electronics as primary subject)</li> </ol>
<p><b>Civil</b> <i>(Candidates having qualification in the equivalent Engineering as listed may appear for "Civil")</i></p>	<ol style="list-style-type: none"> <li>1. Structural Engineering</li> <li>2. Construction Engineering</li> <li>3. Civil &amp; Others (Any allied branch with Civil as primary subject)</li> </ol>
<p><b>Chemical</b> <i>(Candidates having qualification in the equivalent Engineering as listed may appear for "Chemical")</i></p>	<ol style="list-style-type: none"> <li>1. Ceramics Engineering</li> <li>2. Material Engineering</li> <li>3. Chemical &amp; Others (Any allied branch with Chemical as primary subject)</li> </ol>
<p><b>Metallurgy</b> <i>(Candidates having qualification in the equivalent Engineering as listed may appear for "Metallurgy")</i></p>	<ol style="list-style-type: none"> <li>1. Materials Engineering</li> <li>2. Extractive Metallurgy</li> <li>3. Foundry Technology</li> <li>4. Process Metallurgy</li> <li>3. Metallurgy &amp; Others (Any allied branch with Metallurgy as primary subject)</li> </ol>

## RESERVATION & RELAXATION:

1. **For PWD candidates:** The positions of **Engineer Trainee & Supervisor Trainee** in BHEL are identified:  
**For OH:** Locomotor Disability (OA or OL), leprosy cured, Dwarfism & Acid Attack Victim,  
**For VH:** Blindness (Single Eye – Full Vision)  
**For HH:** Deaf & Hard of Hearing, Speech and Language Disability.
2. Upper age limit is relaxable for candidates belonging to the following categories as under: -
  - SC/ST: - by 5 years
  - OBC (NCL): – by 3 years

For getting the reservation benefits under OBC category:

- i. The name of caste and community of the candidate must appear in the Central list of Other Backward Classes and the candidate must not belong to creamy layer. (to see list of approved OBC caste/community name in the central list, log on to <http://ncbc.nic.in/centrallistifobc.html/>)
  - ii. The candidates need to furnish their OBC – non-creamy layer (NCL) certificate (not more than one year old from the date of application to BHEL as per the format prescribed by Government of India (this format can be downloaded from BHEL careers website <https://careers.bhel.in/>))
- Persons with Disabilities Candidates:
    - by 10 years for General
    - by 13 years for OBC (NCL)
    - by 15 years for SC/ST.
  - Relaxation in age for Ex-Servicemen will be as per extant Govt. rules.
  - 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.
3. **For EWS candidates:** Reservation for Economically Weaker Section candidates shall be done in accordance with Government directives. 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 Interviews.

## BHEL SELECTION PROCESS (For Engineer Trainees):

**a)** Candidates interested in joining BHEL as Engineer Trainee will have to appear for a **Computer Based Examination (CBE)**. Based on the CBE Marks and requirement, candidates will be shortlisted for Interview in order of merit in ratio of 1:5 to the number of vacancies in each discipline and Category. PwD candidates will be accorded upto 40% relaxation below the cut-off marks in their respective categories for being shortlisted for interview.

For shortlisting as per 1:5 ratio, initially, all UR candidates of each discipline of Engineering along with such reserved category (i.e. EWS, OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their CBE marks (Out of 100) and candidates shall be called for interview in the ratio of 1:5 in UR category.

After this, candidates belonging to EWS/OBC/SC/ST categories, who are not shortlisted for interview under UR category, shall be regrouped with their respective categories for further consideration and candidates will be called for interview in prescribed ratio of 1:5 in their respective categories. All the candidates obtaining same cut-off marks in respective groups shall also be called for interviews.

**b)** The final merit list shall be prepared on the basis of 75% weightage to Computer Based Examination Score & 25% weightage to Interview Score.

## **BHEL SELECTION PROCESS (For Supervisor Trainees): TWO Stage Process**

Candidates interested in joining BHEL as Supervisor Trainee shall have to undergo a Two Stage Selection Process and necessarily be required to clear both stages in order to be considered for Merit List.

### **Stage I: Computer Based Examination (CBE)**

All prima facie eligible candidates will have to appear for a **Computer Based Examination (CBE)**. Based on CBE Marks, candidates will be shortlisted for Document Verification in order of merit in ratio of 1:3 to the number of vacancies in each Category. PwD candidates & Ex-Servicemen candidates will be accorded upto 40% relaxation below the cut-off marks in their respective categories for being shortlisted for Document Verification/ Scrutiny.

For shortlisting as per 1:3 ratio, initially, all UR candidates along with reserved category (i.e. EWS, OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their CBE marks (marks out of 100) and candidates shall be called for Document Verification/ Scrutiny in the ratio of 1:3 in UR category.

After this, candidates belonging to EWS/OBC/SC/ST categories, who are not shortlisted for Document Verification/ Scrutiny under UR category, shall be regrouped with their respective categories for further consideration and candidates will be called for Document Verification/ Scrutiny in prescribed ratio of 1:3 in their respective categories. All the candidates obtaining same cut-off marks in respective groups shall also be called for Document Verification/ Scrutiny.

### **Stage II: Document Verification/ Scrutiny**

Document Verification/ Scrutiny is the second stage of the selection process. All candidates shortlisted for the Document Verification/ Scrutiny Stage must necessarily attend and complete this stage of selection process, in order to be further considered for being placed on the merit list. Document Verification/ Scrutiny shall be considered as only qualifying stage.

The final merit order shall be prepared only on the basis of CBE Score. i.e Candidates qualified (Found eligible) in Document Verification/ Scrutiny.

## **TRAINING & EMOLUMENTS:**

### **FOR ENGINEER TRAINEES (ETs):**

Candidates joining BHEL as Engineer Trainees will undergo training for one year. During training period, basic pay of Rs 50,000/- in the scale of pay of Rs 50,000-1,60,000/- will be paid. After successful completion of training, the trainees will be absorbed as Engineers in the scale of pay of Rs 60,000-1,80,000/- with a basic pay of Rs 60,000/-.

Besides Basic Pay, Dearness Allowance, Perks and other Allowances & benefits such as Leave, Medical facilities for self and dependent family members, Provident Fund, Gratuity, Uniform, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time. The approximate CTC is Rs 12.0 Lakhs per annum for ETs.

### **FOR SUPERVISOR TRAINEES (STs):**

Candidates joining BHEL as Supervisor Trainees will undergo training for one year. During training period, basic pay of Rs 32,000/- in the scale of pay of Rs 32,000-1,00,000/- will be paid. After successful completion of training, the trainees will be absorbed as Supervisors in the scale of pay of Rs 33,500-1,20,000/- with a basic pay of Rs 33,500/-.

Besides Basic Pay, Dearness Allowance, Perks and other Allowances & benefits such as Leave, Medical facilities for self and dependent family members, Provident Fund, Gratuity, Uniform, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time. The approximate CTC is Rs 7.5 Lakhs per annum for STs



## **SERVICE AGREEMENT BOND:**

Before joining as Trainee, the selected candidates will be required to execute a bond to serve the Company for a minimum period of 3 years excluding training period. In the event of their resigning from the Company before the expiry of the bond period, they will be liable to pay liquidated damages equivalent to Rs 5,00,000 for Engineer Trainees or Rs 3,00,000 for Supervisor Trainees, which could be proportionately reduced depending on the length of service rendered. Besides, he/she will have to submit a stamped Indemnity Bond duly executed by a surety of sound financial standing for an equivalent amount. No lien/bond executed to retain a substantive post with present employer will be binding upon the Company and no Leave Salary or Pension Contribution will be made.

## **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](#) – hosted on the BHEL careers website.

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.

## **GENERAL INSTRUCTIONS:**

1. The submission of applications will be ONLINE only through our website <https://careers.bhel.in>. Applicant must read the instructions for submission carefully and ensure that the application is submitted successfully and transaction with reference to payment of fee for application form and / or processing fee as applicable is successfully transacted.
2. Application Fee and Processing fee will be applicable as indicated below:

<b>Applicable Fees* for BHEL Engineer Trainee (ET) and Supervisor Trainee (ST) Recruitment</b>			
<b>Category</b>	<b>Examination Fee</b>	<b>Processing Fee</b>	<b>Total</b>
UR/EWS/OBC	Rs 600	Rs 400 +GST	Rs 1072
SC/ST/PWD/Ex-Servicemen	NIL	Rs 400 +GST	Rs 472

\* The applicant may have to bear Bank Charges over & above the application fees, depending upon fees payment through Internet banking/Debit card/ Credit Card etc.

3. In case of multiple submission of ONLINE applications from same applicant, only the last submitted application shall be considered as final submission for candidature in BHEL.
4. All applicant will be given option to choose amongst the Test Centers/ Venue for upto 5 choices. Applicants will also be given option to choose amongst Three (03) Interview Centers/Venue However, BHEL reserves the right to add or cancel any city/center depending upon the no. of candidates choosing a particular city/center.
6. Applicants are also informed that the Computer Based Examination shall be bilingual, i.e with an option to attempt the Examination in Hindi or English (except the English Section of the Examination). The same option shall be given at the time of Interviews also, i.e to address the Selection Committee in their language of preference between Hindi or English.
7. The Candidate should ensure that they fulfil the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of recruitment process that the candidate does not meet the eligibility criteria and/or the candidate has furnished any incorrect/false information or has suppressed any material fact(s), the candidature of such a candidate is liable to be rejected. If any of the above shortcoming(s) is/are detected, even after appointment, his/her services are liable for suitable actions including termination and prosecution.

8. SC, ST, OBC (Non-Creamy Layer), EWS, PwD, J&K domiciled candidates and ex- servicemen should carefully mention the categories, since these details may not be allowed to be changed later.
9. 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'.
10. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.
11. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit 'No Objection Certificate' at the time of Interviews from their employer.
12. Candidates should be able to furnish their Degree/ Final Year Mark sheets at the time of Interviews. Failing which, their candidature shall not be considered beyond this stage.
13. The candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions. Mere issue of unique Roll number / Interview call letter to the candidate will not imply that his/her candidature has been finally cleared by BHEL.
14. 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 one year as any important intimation to the candidates shall be provided by BHEL through e-mail.
15. BHEL reserves the right to cancel/ restricts/enlarge/ reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
16. 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 Delhi.
17. BHEL recruitment website <https://careers.bhel.in> will provide necessary details regarding, how to apply/ important dates / FAQs/ Interview call letters etc. No separate communication shall be sent to the candidate by post. It shall be the responsibility of candidate to read the detailed instructions on the website and adhere to application requirements. Candidates are advised to visit the website <https://careers.bhel.in> regularly for updates.

#### **DIARY DATES:**

<b>Milestones</b>	<b>Scheduled Date</b>
Opening of On-line submission of application	1 <sup>st</sup> February, 2025 at 10:00 AM
Closing of On-line submission of application	28 <sup>th</sup> February, 2025
Date of Examination*	11 <sup>th</sup> , 12 <sup>th</sup> April & 13 <sup>th</sup> April, 2025 (Exact date shall be intimated at the time of issue of Admit Cards, likely in first week of April, 2025)

\*These dates are tentative and may undergo change. Any changes in this dates / other information shall be displayed on our website <https://careers.bhel.in>.