



## BHARAT HEAVY ELECTRICALS LIMITED -

### ENGINEER TRAINEE RECRUITMENT THROUGH GATE-2016

#### 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 offers a challenging and rewarding career to young and dynamic graduates in the disciplines of Mechanical, Electrical, Electronics and Metallurgical Engineering to contribute towards Nation building in the fields of Power, Industry, Transmission, Transportation and Non-conventional Energy.

#### Position - Engineer Trainee Requirement - 200 Nos.

Discipline	UR (Unreserved)	OBC	SC	ST	Total
Mechanical	64	24	18	9	115
Electrical	33	13	10	4	60
Electronics	9	3	2	1	15
Metallurgy	6	2	1	1	10
Total	112	42	31	15	200*

\* The number of vacancies indicated above is tentative and actual requirement may vary based on further assessment. As such the category wise reservation indicated above may also vary in the event of any change in the number of vacancies.

The above requirement is for BHEL's various project sites and Manufacturing units spread across the country.

## Job Specifications:

Position	Educational Qualifications #	Upper Age Limit (years) (as on 01/09/2015)*
Engineer Trainee (Mechanical/ Electrical/ Electronics/ 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/ Electrical/ Electronics or Metallurgical Engineering from a recognized Indian University/ Institute**	<b>27 Years</b>  (Candidates born before 01/09/1988 are not eligible to apply)  <b>29 years</b> for candidates having two years' full time Post Graduate in Engineering or Business Administration/ Management

### IMPORTANT NOTE:

Candidates should be in a position to produce their final year Degree/Marks sheets by 01.06.2016 or at the time of Interview whichever is later.

\*For Relaxation in upper age limit to various categories refer "Reservation & Relaxations" as given below.

\*\* 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/ Electronics or Metallurgical Engineering

For the above disciplines of Engineering (i.e. Mechanical, Electrical, Electronics & Metallurgy) 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</b></p>

		<p><b>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> <p><b>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</b></p>
<b>Electronics</b>	<b>EC</b>	<ol style="list-style-type: none"> <li>1. Electronics &amp; Telecommunication</li> <li>2. Instrumentation</li> <li>3. Electronics &amp; Instrumentation</li> <li>4. Electronics &amp; Power</li> <li>5. Electronics Design &amp; Technology</li> <li>6. Electronics &amp; Biomedical</li> <li>7. Applied Electronics</li> <li>8. Power Electronics</li> <li>9. Electronics &amp; Communication</li> <li>10. Electrical &amp; Electronics</li> <li>11. Industrial Electronics</li> <li>12. Mechatronics</li> <li>13. Electronics &amp; Control</li> <li>14. Control &amp; Instrumentation</li> </ol> <p><b>Note : Candidates having qualification in above Engineering disciplines should take GATE-2016 paper only in “EC” code, if they wish to be considered for Electronics Discipline in BHEL</b></p>
<b>Metallurgy</b>	<b>MT</b>	<ol style="list-style-type: none"> <li>1. Metallurgical Engineering</li> <li>2. Metallurgical &amp; Materials Engineering</li> <li>3. Materials Engineering</li> <li>4. Extractive Metallurgy</li> <li>5. Foundry Technology</li> <li>6. Process Metallurgy</li> </ol> <p><b>Note : Candidates having qualification in above Engineering disciplines should take GATE-2016 paper only in “MT” code, if they wish to be considered for Metallurgy Discipline in BHEL</b></p>

## RESERVATION & RELAXATION:

1. **For PH candidates:** Reservation for PH candidates will be in accordance with Government directives in this regard.
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) as per the format prescribed by Government of India (this format can be downloaded from BHEL careers website <http://careers.bhel.in/>)
- Upper age limit is relaxable for Physically Challenged 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.

## DEPARTMENTAL CANDIDATES

### a) Job Specifications

Departmental candidates having a Bachelor's Degree in any branch of the Engineering, who are desirous of applying, may take the Graduate Aptitude Test in Engineering -2016 in any one of the Engineering disciplines advertised by BHEL i.e. Mechanical, Electrical, Electronics or Metallurgy in order to be considered for Engineer Trainee post.

Departmental candidates, who have AMIE qualification shall also be considered. They will be required to take the **GATE 2016** examination as for outside candidates. Engineering Degrees acquired through distance education mode shall not be accepted.

### b) Upper Age Limit

There is **no** upper age limit for Departmental candidates.

c) Eligibility

Departmental candidates should have served the company for a minimum of one year, after training/ regularization in the grade to which they have been recruited. For this purpose, they will be treated as eligible in case they fulfil the eligibility as on last date for submission of On-line application.

Departmental Candidates would also be required to apply on-line and send the prescribed documents along with Acknowledgement Slip 'Through Proper Channel'.

**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 Category. Physically Challenged candidates will be accorded upto 20 % relaxation below the cut-off marks in their respective categories for being shortlisted for interview. Please note that GATE Scores of 2016 will only be valid.

For shortlisting for interview as per 1:3 ratio, initially, all UR candidates of each discipline of Engineering along with such reserved category (i.e. 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 GATE-2016 marks (marks out of 100) and candidates shall be called for interview in the ratio of 1: 3 in UR category.

After this, candidates belonging to 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 1:3 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 Written Test (GATE-2016) Score & 25% weightage to Interview Stage.

**TRAINING & EMOLUMENTS:**

Candidates joining BHEL as Engineer Trainees will undergo training for one year. During training period, basic pay of Rs 20600/- in the scale of pay of Rs 20600-46500/- will be paid. After successful completion of training, the trainees will be absorbed as Engineers in the scale of pay of Rs 24900-50500/- with a basic pay of Rs 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 Rs 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 for the benefit of reservation.

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 two stage process:

- A) Applying for Gate – 2016 Examination – Application process underway.
- B) Applying to BHEL – Application window opens on 4<sup>th</sup> January, 2016.
  - 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/> will be activated from 4<sup>th</sup> January, 2016 to 1<sup>st</sup> February, 2016.
  - In BHEL's on-line application, candidates will have to furnish their GATE-2016 registration Number which will be available on GATE-2016 Admit Card.

### **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**.
- On receipt of GATE registration number, candidates need to apply to BHEL online only. For this purpose link will be made available from 4th January, 2016 onwards at <http://careers.bhel.in>
- For the vacancies in the disciplines of Mechanical, Electrical, Electronics & Metallurgical 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, “**EC**” for Electronics and equivalent disciplines & “**MT**” for Metallurgical and equivalent disciplines only. Candidates taking GATE - 2016 exam in codes other than “ME”, “EE”, “EC” or “MT” will not be considered.

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

1. Detailed Instructions to Candidates regarding the application process to BHEL shall be hosted on our recruitment the website <http://careers.bhel.in/>, from 4<sup>th</sup> January, 2016 onwards, i.e the starting date for online applications to BHEL. 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 belonging to General and OBC categories are required to make a payment of **Rs. 250/-** as **non-refundable processing fee**. This fee can be paid in any of the branches of State Bank of India across the country, to “Power Jyoti A/c 31170378124” only through the challan hosted on the BHEL Recruitment website.

The triplicate challan (1<sup>st</sup> copy – **Applicant’s copy**, 2<sup>nd</sup> copy- **BHEL copy**, 3<sup>rd</sup> copy – **Bank copy**) for payment fees will be available to be downloaded on our website <http://careers.bhel.in> starting from 4<sup>th</sup> January, 2016 onwards. The Journal No. given by the bank on payment of fee needs to be filled in the online application form and the challan copy of BHEL needs to be attached with Acknowledgement Slip and sent to BHEL, BAP, Ranipet. (Address given below).

SC/ST/PH and Ex-Servicemen candidates are exempted from payment of this fee. Full details regarding payment of Fees will be hosted on our recruitment website, from 4<sup>th</sup> January, 2016 onwards, i.e the starting date for online applications to BHEL.

4. The candidates will be required to submit their application **ONLINE only**. Online Applications to BHEL shall commence from 4<sup>th</sup> January, 2016 onwards and closing date is 1<sup>st</sup> February, 2016.

5. On submission of online application, the system will generate an Acknowledge Slip having Unique Acknowledgement No.

6. Candidate should take a print out of the Acknowledge Slip and affix a copy of the photograph used for GATE-2016, sign at the space provided and send it to:

**Sr.DGM (HRM),  
Bharat Heavy Electricals Ltd.  
Boiler Auxiliaries Plant,  
Indira Gandhi Industrial Complex,  
Ranipet-632 401,  
Tamil Nadu**

7. PH Candidates, who wish to apply for the Special Recruitment Drive, being conducted separately by BHEL and are also desirous of applying against the current Engineer Trainees selection shall be required to apply for both separately even though the same GATE 2016 scores are being used in these selections.

8. Candidates are advised to retain extra copies of passport size photograph used for GATE-2016 application as these will be required to be produced during BHEL Selection process.

#### GENERAL INSTRUCTIONS:

1. Candidates should be able to furnish their 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 / 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>Schedule date</b>
<b>For GATE 2016</b>	
On-line submission of applications commences	1 <sup>st</sup> September, 2015
Closing of On-line Submission of application	1 <sup>st</sup> October, 2015
<b>For BHEL - Engineer Trainee Position</b>	
On-line submission of applications commences	4 <sup>th</sup> January, 2016 at 10: 00 AM
Closing of On-line Submission of application	1 <sup>st</sup> February, 2016 at 5:00 PM
Last date for receipt of copy of Acknowledgement. Slip at BHEL	8 <sup>th</sup> February, 2016 (15 <sup>th</sup> February, 2016 - for candidates in North East and far flung areas)