



बीईएमएललिमिटेड

(भारत सरकार का उपक्रम)

बीईएमएल सौधा, 23/1, चौथा मेन रोड, संपंगिरामनगर, बेंगलूर – 560 027, भारत

BEML LIMITED

(A Govt. of India Undertaking)

BEML Soudha, 23/1, 4th Main, Sampangirama Nagar, Bangalore-560 027, INDIA

ENGAGEMENT OF EXPERT/ SPECIALIST

BEML Limited, a Heavy Engineering Company is considered to be a Pioneer in Mining & Construction, Rail & Metro and Defence & Aerospace with a large Customer base across the Globe. It has an Annual Turnover of around Rs.3000 Crores. BEML Limited, as a part of its Diversification Strategy & Business Development endeavor in the areas of Aerospace & Defence Equipment business, intends to engage Dynamic & Result Oriented Experts/ Specialists/ Professionals, as detailed below:

Sl. No	Role	Qualification	Experience	Upper Age Limit
1	Expert/ Specialist as Advisor (Aerospace) Stationed at New Delhi	The applicant should be an Engineering graduate / Post graduates preferably in Aeronautical/ Mechanical Engineering.	<p>The applicants should have served in Indian Air Force in the rank of Air Vice Marshal / Air Commodore with experience in all facets related to Aircraft and its related Systems, maintenance activities, support vehicles & avionics systems including armament & missile systems and Radar systems.</p> <ul style="list-style-type: none"> ➤ The applicant should have adequate technical / operational / cumulative experience in Indian Air Force and due experience in Base Repair Depots. ➤ Experience in the field of Aircraft / helicopter Systems, Maintenance and Repair of Aircraft and regular operations and should have adequate knowledge on regulatory/ applicable norms. ➤ The applicant should have long term vision and focussed approach to effectively lead and provide clear direction towards futuristic technology and means to capture future market in India & overseas. ➤ The applicant should have aggressive marketing and business development skills in the field of Aircraft systems / Avionics / and Maintenance, Repair and Overhaul related activities and responsible for the entire gamut of Marketing, Sales and Service. 	62 Years

2	Expert/ Specialist as Consultant (Defence Business Group) Stationed at New Delhi	The applicant should be an Engineering graduate preferably in Mechanical/ Electronics engineering	<p>The applicants should have served in Indian Army in the rank of Lieutenant General/ Major General in the various facets of Defence Business Strategy, Resource planning, Technology changes, OEM, Weapons & Equipment systems, Equipment maintenance, etc</p> <ul style="list-style-type: none"> ➤ The applicant should be preferably from the Corps Of Electronic & Mechanical Engineers (or) Corps of Engineers. ➤ The applicant should be well conversant with defence acquisition procedures. ➤ He/ She should have had full tenures of minimum three years in Weapons and Equipment / MGO Directorates, Army HQ. 	62 Years
3	Expert/ Specialist as Advisor (Human Resources) Stationed at Bangalore	MBA(HR) / MSW(HR) / Post Graduate Degree / Diploma in Personnel Management or Business Administration with Personnel Management / Industrial Relations as elective subject from a recognized university or Institute of repute. Degree in Law or Industrial Engineering will have an added advantage.	<p>The applicants should also have Board level experience in a public sector/ private sector undertaking having a total experience of more than 25 years.</p> <ul style="list-style-type: none"> ➤ The applicants should be well versed in various aspects of Human Resources Management, Industrial Relations, Training & Development, Legal and Employee Relations in an organisation of good repute. 	62 Years

JOB DESCRIPTION & RESPONSIBILITY: ADVISOR FOR AEROSPACE.

- i) Guide BEML Ltd in finalising the opportunities & projects, joint Ventures & modalities of technology transfers, Modernization, Business Development & Marketing, Quality Assurance etc.
- ii) Shall be fully aware of Business opportunities, acquisition programmes, DPPs & Offset programmes & Norms and shall guide BEML Ltd in submission of RFQs & Pricing strategies.
- iii) Shall have exposure to Technology, Outsourcing, infrastructure establishment and Risk Management and responsible for providing information, inputs/views, suggestions and recommendations in the relevant field. Responsible for advising BEML Ltd in considering the relevant proposals to be placed before the board.
- iv) He/She be well versed with the procurement process in accordance with MoD/ Government guidelines.
- v) He/ She shall interact and coordinate with the Ministry of Defence, Indian Armed Forces/ Services, Paramilitary Forces, Airport Authorities & other Customers to get substantial business prospects to BEML Ltd.
- vi) Shall advise BEML Ltd on suitable Business strategies and support the BEML Ltd on relevant Marketing sales and service areas.
- vii) He/ She needs bridge the gaps and effectively partner / collaborate with various sectors to form consortia for business synergy.

- viii) Shall maintain cordial and effective relationships with important collaborators, suppliers, project management, specialists and relevant Government Departments/Bodies.
- ix) Any other tasks assigned by Management from time to time.

JOB DESCRIPTION & RESPONSIBILITY: CONSULTANT FOR DEFENCE BUSINESS DEVELOPMENT.

- i) Guiding BEML Ltd. team on preparation and implementation of Defence Business strategy and to ensure resource planning, progress monitoring, de-bottlenecking etc., towards ensuring the strategy is translated into results.
- ii) To constantly coordinate and liaison with key stake holders like Indian Army, MoD, Technology providers, OEMs , Major customers, etc.
- iii) Advising and guiding various BEML Ltd. teams in the areas of mapping the customer needs, deciding on appropriate solutions .
- iv) He/ She is required to provide the strategic guidance to defence business developments encompassing broad spectrum of Products, Spares, Technology, etc.
- v) He/ She needs to oversee the progress of implementation of various projects in synchronisation with Company's Priorities & Customers' requirements while providing customized solutions, integrating the technology, benchmarking with competitions' offerings towards ensuring BEML Ltd's market share in various product segments.
- vi) Mentoring and coaching the BEML Ltd. Team members including imparting relevant guidance/ knowledge on market developments, technology upgradations, customer preferences, competitors strategy, etc.
- vii) Any other tasks assigned by Management from time to time.

JOB DESCRIPTION & RESPONSIBILITY: ADVISOR FOR HUMAN RESOURCE.

The applicant will report to the Chairman and Managing Director. He will assist in the formulation and execution of HR policies for the Organisation and will be specifically responsible for realizing the HR Vision of being a dynamic, proactive and strategic business partner so as to enable the Company to maintain its leadership position in all its business domains.

Apart from the smooth and efficient functioning in the entire gamut of HR, the key thrust areas of the incumbent will be as under:-

- i) Align all HR activities with the Organisation's business strategies.
 - MOU Achievement : To assist in achieving the top most grade allocated to the areas of Human Resources under the MOU signed with the government as well as help other functional chiefs, achieve the top most grade by guiding and motivating the personnel in all areas of operation
 - Lead and manage Organisational changes
 - Institutionalization of competency based HR Systems/Processes
 - Building employee commitment
 - Building enabling systems
- ii) Employee Empowerment
 - Build ownership
 - Recognition of ideas
 - Enabling managers to take decisions within the policy framework
 - Provide feedback and resolve issue
- iii) Develop Leadership capability
 - Identifying critical leadership competencies
 - Creating a context for leadership development
 - Developmental coaching and performance feedback

- Nurture leadership talent
 - Put in place development systems, succession plans, training, programmes and projects, mentoring opportunities, management review teams
- iv) Manage attrition and retention of Key Personnel
- Manpower Planning: Strive, formulate manpower requirements for all functions and to utilise to the best extent possible the existing manpower to meet the various targets of the company & plan for additions & replacements.
 - Differential reward policy
 - Creation of a performance culture for nurturing key talents
 - Identifying next generation leaders
 - Career development programme
 - Building leadership commitment
 - Encouragement to exemplary employees
 - Increase in variable pay component based on performance
- v) Efficient and effective service delivery
- Ensure efficient & effective service delivery
 - Standardization and simplification of HR process & systems
 - Automation of routine services (e- HR Services)
 - Connect to employees & customers value propositions
 - Outsourcing
 - Cost Reduction/ Optimisation
- vi) Develop Proactive Strategies on Employee Relations
- Fostering a culture of Discipline & Managing Discipline
 - Proactive IR Management
- vii) Employee Engagement, Employer of Choice initiative & People Capability Maturity Model (PCMM) initiatives.
- viii) Ensure compliance of all statutory requirements
- ix) Public Relations
- Corporate communications
 - Develop vibrant Public Relations
 - Enhancing the Brand equity of the Company through suitable Public Relations interventions
- x) Ensuring fulfilling the obligation of Company in the area of Corporate Social Responsibility as per MOU with Government.

GENERAL CONDITIONS

- i) Only Indian Nationals are eligible to apply.
- ii) The applicant, on selection will be initially engaged for a period of one year. BEML Ltd. may extend the duration further by One/ Two year(s) maximum up to the age of 65 years subject to satisfactory performance and business requirements.
- iii) Age & Experience stipulated above should be as on 19.11.2020.
- iv) The applicants should ensure that complete fulfillment of the eligibility criteria and other norms mentioned in this advertisement, as on the specified date and ensure that the particulars furnished are correct in all aspects. In case, it is detected at any stage of the selection process that the applicants does not fulfill the eligibility norms and/ or that he/ she has furnished any incorrect/ false information or has suppressed any material/ fact(s), his/ her candidature shall stand automatically cancelled. Any shortcoming(s) is/ are detected even after engagement his/ her contract are liable to be terminated without notice.

- v) The applicant will have to declare if any of their relatives are working in BEML Ltd or in other Companies/Firms with which BEML Ltd has business relationship or enjoying patronage.
- vi) Fulfilling the terms & conditions of this advertisement by the applicant(s) will not automatically entail them to be called for Interview (On-line)/ Selection.
- vii) BEML Ltd reserves the right to restrict the number of applicants.
- viii) BEML Ltd also reserves the right to cancel the advertisement and / or process at its discretion.
- ix) The monthly Compensation will commensurate with his/her experience/ credentials, last drawn CTC, etc.

HOW TO APPLY

- I. Applicants for the above mentioned role shall apply by downloading the Application form available in the BEML Ltd., Website (www.bemlindia.in) and forward the filled Application form along with detailed CV and all requisite documents/certificates supporting the qualifications and experience with a recent passport size photograph of the applicant. The envelope super-scribing the post applied, with all relevant documents should reach the following address latest by 19.11.2020.

MANAGER (HR),
BEML LIMITED
Recruitment Cell,
BEML Soudha,
No.23/1, 4th Main Road,
S.R Nagar, Bangalore -560027

- II. Applications not received within the stipulated date or Applications received without photograph/ signature/ attachments/ proper documents will be summarily rejected without any further correspondence.

For any queries in the matter, applicant may contact Recruitment Cell on Phone No: 080 – 22963279 & E-Mail Id: recruitment@beml.co.in.

Date: 05.11.2020

(Advt. No. KP/S/05/2020)

Corrigendum/ Addendum, if any will be hosted in BEML Ltd Website only.
