



## बीईएमएल लिमिटेड BHEL LIMITED

(भारत सरकार का उपक्रम) (A Govt of India Undertaking)

CIN: L35202KA1964GOI001530

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

### Management Trainee (Finance)

BHEL Limited, India's leading multi-technology company under the Ministry of Defence, has successfully spearheaded with its realm of producing world-class products over the last six decade, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To further build country's promising projects, namely - Vande Bharat sleeper trains, Metro rail coaches, High mobility & Armoured recovery vehicle, Special application Engines for Defence, AI-based high-end mining equipment, BHEL Ltd welcomes interest from career-oriented CMA professionals who wish to achieve great future with us and explore infinite opportunities.

- BHEL Corporate Office : Bangalore
- BHEL's Manufacturing Locations : Bangalore, KGF, Mysore (State of Karnataka) and Palakkad (State of Kerala)
- Besides BHEL has Regional & District Offices and Activity centers across the country towards Marketing, sales and services.

### Qualification for Management Trainee : Qualified CMA

**Age Limit :** Upper age limit for GEN/EWS -29 years, OBC -32 years, SC/ST -34 years. PwD candidate will be entitled for additional 10 years relaxation over the upper age limit mentioned above (for minimum 40% disability). However, from the list shared by the Institute, candidates have been shortlisted based on BHEL's requirements and shared.

**ROLES & RESPONSIBILITIES:** BHEL is looking for result-oriented, self-driven, outstanding Learners with entrepreneurial mindsets. The applicants must have strong Values, integrity, conviction to achieve and Communication skills. He/ She must demonstrate Analytical abilities, quick grasping of the context and issues, understanding of related Laws and Statutory provisions, Application of Financial Technology/SAP, Business acumen, strategic orientation etc.

The role will involve Management of finance related activities including Funds and treasury, payrolls and processing of Payments, settlements, reviews, accounting. Finance Documentations and Coordination with various stake holders, Management of Due-diligence among others. Selected candidate shall be posted anywhere in India based on Organisations requirement and the Job role is transferable.

**TRAINING PERIOD :** The incumbent shall be on training for a period of one year. After successfully completion of training they will be placed as Officer (Finance). On successful completion of their training period and on assessment of suitability, they will be absorbed as Officer (Grade-II) in the same pay scale with one additional increment (@3% of Basic Pay) and will be on probation for a period of one year.

### SERVICE BOND : Bond Period 48 months

Selected Candidates are required to execute a Service Bond to serve the Company for a period of 4 years including training period, failing which candidates are liable to pay the liquidated damages amounting to Rs.2,00,000/-. An amount of Rs. 4000/-pm will be recovered for 47 months and the balance amount will be recovered in the last instalment for liquidated damages of Rs.2,00,000/-. After successful completion of the bond period, the security deposit will be refunded with interest.

In case of breach of the service agreement during the bond period, the security deposit will be liable for forfeiture.



**REMUNERATION:** The selected candidates will be inducted as Management Trainee in Grade-II level as Officer in the pay scale of Rs.40,000 – 140,000. The starting basic pay will be fixed at Rs.40,000 per month in the scale mentioned. He/She will be entitled for applicable Industrial Dearness Allowance (48.7% of Basic) and perks at (13.78% of the Basic pay) currently. The overall CTC of the MTs will be approximately Rs.10 Lakhs + HRA as Applicable at the place of posting. (The CTC includes statutory components such as Contributory PF, Gratuity and others which will not reflect directly in the monthly pay)

Annual - Cost to Company		
Sl.No.	Components of Pay	40,000-1,40,000
<b>A. Fixed Component</b>		<b>II</b>
1	Basic Pay (Rs.)	40000
2	DA @ 48.7% of Basic Pay	19480
	<b>Total (A)</b>	<b>59480</b>
<b>B. Allowances</b>		
3	Allowances under Cafeteria Approach @ 13.78% of Basic Pay	5512
	<b>Total (B) without HRA</b>	<b>5512</b>
<b>C. Statutory Benefits</b>		
4	CPF Contribution @ 12 % of (A)	7138
5	Gratuity	2860
6	Leave Encashment	4957
	<b>Total (C)</b>	<b>14954</b>
<b>D. Other benefits/allowances</b>		
7	Executive Superannuation Pension Fund @7% of Basic & DA	4164
8	Hospitalisation (only at Company direct billing hospitals at the place of posting for self & family members as defined under rules)	At actuals
	<b>Total (D)</b>	<b>4164</b>
	<b>Monthly - CTC without HRA - Total (A+B+C+D)</b>	<b>84109</b>
	<b>Annual CTC without HRA</b>	<b>1009314</b>

The selected personnel will have to undergo pre-employment medical examination (At BEML Medical Centre, New Thippasandra, Bangalore (or) any Government Medical Hospital) immediately on receipt of Provisional Offer of Appointment. The provisional offer of appointment to the candidates will be issued by **e-mail only** and the Institute will be informed of the selections on the same date of interview.

The Final offer will be issued based on Medical clearance by Company Medical officer and all the selected candidates will have to report on a common day (as will be mentioned in final offer) at BEML's Corporate Office, BEML Soudha, Bangalore for joining formalities followed by detailed induction program which will include travel to various BEML Facilities across Karnataka and Palakkad at Kerala. At no point of time will extension in joining time be entertained.

After successful completion of induction training program and subsequent discussion with the Head of Finance Functions the Management Trainees will be provided their place of posting. **The place of posting will not be disclosed on the day of selection i.e. 15<sup>th</sup> of May, 2025.** The selected candidates will be liable to serve at any of BEML's location across the country.

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