

No. 7/56/2021-PESB
भारत सरकार/ Government of India
कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel & Training
लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड
Block No.14, C.G.O. Complex, Lodhi Road
नई दिल्ली/ New Delhi – 110003
दिनांकित/ Dated: 15th February, 2022



Subject: Selection for the post of Director (Rail & Metro Business), BEML Limited, a schedule 'A' CPSE

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of Director (Rail & Metro Business), BEML Limited a schedule 'A' CPSE, the scale of pay of the post being Rs. 1,80,000-3,40,000/-. A copy of the job description for the post is enclosed.

2. It is requested that names of all candidates for the said post along with their applications, in the prescribed format, duly verified may kindly be forwarded so as to reach the PESB by 15.00 hours on **08th April, 2022**. The applications of all candidates are to be addressed to Ms. Kimbuong Kipgen, Secretary (PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi. ACRs and Vigilance profile may also be kept ready for being furnished as and when the selection meeting is scheduled. It is further requested that the vacancy for the post may also be uploaded on the website of the Ministry/Department for wider publicity.

3. It may also be brought to the notice of all concerned that applications for the post are submitted sufficiently in advance of the prescribed last date so that the duly verified applications are submitted to PESB within the stipulated time & date.

Encl.: As above


(M S Subramanya Rao)
Director, PESB
 24361661

Department of Defence Production
(Shri Ajay Kumar, Secretary)
South Block, New Delhi-110011.

Copy for similar action to:- CMD, BEML Limited, BEML Soudha -23/14, 4th Main S R Nagar, Bangalore - 560027 with a request for further necessary action wrt para 3 above.

1. All Chief Executives of other Central PSUs (including subsidiaries) for circulation amongst the eligible candidates.
2. Establishment Officer, Department of Personnel & Trg. | For circulating the vacancy among
Ministry of Personnel, PG & Pensions | Government Officers.
3. All Chief Secretaries of State Governments & UTs |
4. (I) Defence Secretary, South Block, New Delhi.
(II) Military Secretary MS(X), South Block, New Delhi-110011.
(III) AOP, Air HQrs., Vayu Bhavan New Delhi.
(IV) COP, Naval HQrs. 'C' Wing, Sena Bhawan, New Delhi


(M S Subramanya Rao)
Director, PESB

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भारत सरकार
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Department of Personnel & Training
(लोक उद्यम चयन बोर्ड)
(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड
Block No.14, C.G.O. Complex, Lodhi Road
नई दिल्ली / New Delhi- 110003
Dated : 15/02/2022

सी. पी. एस. ई. का नाम NAME OF THE CPSE	BEML Limited
पद का नाम NAME OF THE POST	Director(Rail & Metro Business)
रिक्ति की तारीख DATE OF VACANCY	27/08/2021
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000-340000 (IDA)

I. COMPANY PROFILE

BEML Limited was incorporated on 11.05.1964 with the objective to provide total engineering solutions for defence, earth moving and infrastructure sectors. BEML Ltd. has nine manufacturing units located at Bangalore, Kolar Gold Fields (KGF) & Mysore in the state of Karnataka and Palakkad in Kerala. All the manufacturing Divisions of BEML have been accredited with ISO 9001-2015 certification. The Marketing network of the Company comprises of Offices spreading over the Country, providing sales & after sales support services. The company has an in-house R&D setup, which has successfully facilitated production of a number of new products. It is a Schedule 'A'/Miniratna CPSE with the administrative jurisdiction of Department of Defence Production. In respect of Disinvestment proposal, they have informed that the Cabinet Committee on Economic Affairs (CCEA), in its meeting held on 27.10.2016, had given 'in-principle' approval of strategic disinvestment of BEML Ltd. to the extent of 26% out of the government shareholding of 54.03% with transfer of management control to strategic buyer. The action on strategic disinvestment of the company is underway.

The company employed 6053 regular employees (Executives: 2021, Non-Executives:4032) as on 31.03.2021.

The authorized and paid up capital of the Company were Rs. 100 Crore and Rs. 41.77 Crore respectively as on 31.03.2021.

Its Registered and Corporate office are at Bengaluru, Karnataka.

The shareholding of the Government of India in the company is 54.03% as on 31.03.2021.

II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Rail & Metro Business) is a member of the Board of Directors and reports the Chairman & Managing Director. He is the Business Head for Rail & Metro business and responsible for production, marketing, design & development of new products, indigenization, exports and new business development. He will also ensure effective utilization of potential and expertise available in the company.

2. The entire product area includes state-of-the-art Stainless Steel Metro Cars, AC Electrical Multiple Units (AC EMU), Diesel Electric Multiple Unit (DEMU), Main Line Electric Multiple Unit (MEMU), Stainless Steel Electrical Multiple Units (SSEMU), Over-head Equipment Inspection Car (OHE Car), Passenger Rail Coaches, Military Rail Coaches, Track Laying Equipment, Railbus, Treasury Vans, Utility Track Vehicle, etc.

3. The incumbent would be required to go for aggressive marketing of Metro Rail Coaches & other upcoming EMUs like RRTS, etc for increasing of businesses in India and Abroad.

4. Co-ordinate various activities of the Business Group and guide the Chief of Strategic Business Unit and HoD of common service department within the Business Group in Planning, Production & Production Control, Materials Management, IE & MS, Facilities Planning, Tool Engineering & Maintenance, HR, Finance & Accounts within budgetary approvals of the business group.

5. Other functions like initiating and implementing measures for cost reduction, take adequate preventive action by developing and systematizing controls of the Company, develop effective system of co-ordination with other functional areas of operations of the company, maintain and build image of the company.

6. In addition, the incumbent should also emphasize on improving the export of products, outsourcing of services & products/ aggregates, to make efforts to improve the value of Sales and also diversification.

“Knowledge of Companies Act 2013 and the SEBI Listing Obligations and Disclosure Guidelines is desirable but not essential”.

III. ELIGIBILITY

1. **AGE** : On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

- (a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (b) Central Government including the Armed Forces of the Union and All India Services;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is ***Rs 2,000 crore or more**;
- (d) Private Sector in company where the annual turnover is ***Rs 2,000 crore or more**.

Preference would be given to candidates from listed Companies.

(The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)*

3. QUALIFICATION:

The applicant should be an Engineering graduate preferably in Mechanical/ Electrical Engineering with good academic record from a recognized University/ Institute.

4. EXPERIENCE:

The applicant should possess adequate R&D/ Production/ Marketing experience at a senior level of management in an organization of repute, out of which at least five years during the last ten years should have been in large manufacturing organisation in rail transportation/engineering goods sector.

Experience in Rolling Stock covering, Mainline, Suburban Metro Segments, Regional Rapid Transit System (RRTS) and Exposure in state of the art Signaling Interface, Control Systems, Testing & Commissioning of Metro rolling areas will have added advantage.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20500-26500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) post 01.01.2006
- (viii) Rs. 144200-218200 (Level 14) CDA post 01.01.2016

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

(b)

(i) Applicants from Central Government / All India Services should be holding a post of the level of Joint Secretary in Government of India or carrying equivalent scale of pay on the date of application.

(ii) Applicants from the Armed forces of the Union should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of

application.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the board level on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services, will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS

Applicants should submit their applications on-line only as per the format.

1. The applicants should submit their applications through proper channel as follows:

- (a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority.
- (b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry.
- (c) Below Board level in CPSE: through the concerned CPSE.
- (d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government.
- (e) Below Board level in SPSE: through the concerned SPSE
- (f) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:

- (a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (**please provide URL or attach/enclose copies**);
- (b) Whether the company is listed or not; if yes, the documentary proof (**please provide URL or attach/enclose copies**);
- (c) Evidence of working at Board level or at least a post of the level immediately below the board level ;
- (d) Self-attested copies of documents in support of age and qualifications;
- (e) Relevant Jobs handled in the past with details.

VI. UNDERTAKING BY THE APPLICANT

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government/Armed Forces of the Union/ All India Services

- (a) The appointment is on immediate absorption basis.
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS CAN EITHER

(a) fill up the **Application Form online only** against this Job Description on the website of PESB - <http://pesb.gov.in/> and thereafter **forward it online**, as specified in para V(1);

Or

(b) fill up the **Application Form online only** against this Job Description on the website of PESB - <http://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to PESB is by 15.00 hours on 08/04/2022. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED. Board reserves the right to shortlist applicants for interview.

Applications are to be addressed to

Smt Kimbuong Kipgen

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,
BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO **SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.**