



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 ADVISOR

BEML Limited, a pioneer in Multi Business (Defence, Mining & Construction, Rail & Metro, Aerospace, Dredging etc.) Heavy Engineering Company with an Annual Turnover of nearly Rs.3500Crores is looking for Expert/Specialist as Advisor in the area of “Human Resources”

Sl. No	Position	Qualification	Experience	Upper Age Limit
1	Expert/ Specialist as Advisor for Human Resources	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.	Professionals having worked at a senior management level for the last 10 years with total experience of more than 25 years in various aspects of Human Resources Management, Industrial Relations, Training & Development, Legal and Employee Relations in an organisation of good repute is a requirement. The incumbent should also have Board level experience in a public sector/ private sector undertaking.	64 years

JOB DESCRIPTION & RESPONSIBILITY:

The incumbent 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:-

1. 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
2. Employee Empowerment
- Build ownership
 - Recognition of ideas
 - Enabling managers to take decisions within the policy framework
 - Provide feedback and resolve issue
3. 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
4. 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
5. 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
6. Develop Proactive Strategies on Employee Relations
- Fostering a culture of Discipline & Managing Discipline
 - Proactive IR Management
7. Ensure compliance of all statutory requirements
8. Public Relations
- Corporate communications
 - Develop vibrant Public Relations
 - Enhancing the Brand equity of the Company through suitable Public Relations interventions
9. Ensuring fulfilling the obligation of Company in the area of Corporate Social Responsibility as per MOU with Government.

GENERAL CONDITIONS:

- Only Indian Nationals may apply.
- The incumbent (if selected) will be initially appointed for a period of one year. Management may extend the duration further by One/Two year(s) maximum upto the age of 65 years.
- Age & Experience stipulated above should be as on 17.06.2019.
- The candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement as on the specified dates and that the particulars furnished are correct in all respects. In case, it is detected at any stage of the recruitment process that a candidate doesn't 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. If any of
- The above shortcoming(s) is/ are detected even after appointment; his/ her services are liable to be terminated without notice.
- The candidate will have to declare if any of their relatives are working in BEML or in other Companies/Firms with which BEML has business relationship or enjoying patronage.
- Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Interview/ Selection & Appointment.
- Management reserves the right to restrict the number of candidates.
- Management also reserves the right to cancel the advertisement and / or the selection process at its discretion.
- Out-station candidate called for interview shall be entitled for reimbursement of travel expenses from the communication address as mentioned in the application to the venue of Interview, by the shortest route as per Company rules.
- The period of engagement will be initially for one year, renewable further subject to consistent good performance and conduct.
- The monthly Compensation will commensurate with his/her experience/ credentials, last drawn CTC, etc.

HOW TO APPLY:

- I. Candidates applying for the above mentioned position shall apply by downloading the Application form available in the BEML Website (www.bemlindia.in) along with detailed CV and all requisite documents/certificates supporting the qualifications and experience with a recent passport size photograph of the candidate. The envelope super-scribing the post applied, with all relevant documents should reach the following address latest by 17.06.2019.

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, candidate may contact Recruitment Cell on Phone No: 080 – 22963279 & E-Mail Id: recruitment@beml.co.in.

Date: 07.06.2019

(Advt. No. KP/S/05/2019)

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