

F. No. 5-01/1/2020-PE-11 SECTION  
Government of India  
Ministry of Heavy Industries and Public Enterprises  
Department Of Heavy Industry  
PE – XI Section

Udyog Bhawan, New Delhi  
Dated : 06.11.2020

To

CMD, BHEL,  
BHEL House, Siri Fort,  
New Delhi-110049.

**Subject : Selection for the post of Director (E,R&D), BHEL, a schedule 'A' CPSE.**

Sir,

I am directed to say that the post of Director (E,R&D), BHEL in scale of pay of Rs. 1,80,000-3,40,000/- is falling vacant w.e.f 01.08.2021 on superannuation of present incumbent of the post on 31.07.2021. PESB is accordingly seeking suitable candidates for the said post. A copy of job description/responsibilities attached to the post and eligibility conditions, as received from PESB vide their two communication nos. 7/25/2020-PESB dated 29.10.2020, is enclosed.

2. It is requested that vacancy may be circulated and applications of below board level employees, seniority-wise, who are found suitable for the said post as per the requirements indicated in the job description along with their up-to-date bio-data (in the prescribed form) duly verified may please be forwarded directly to PESB under intimation to this Department.
3. Applications of eligible board level employees may be forwarded to this Department latest by **21.12.2020** for onward submission to PESB.
4. It is also requested that advance action may be taken to keep ACRs for last 10 years of the candidates ready along with their latest vigilance profile i.e. (i) penalty imposed, if any during the last 10 years; and (ii) details of disciplinary action initiated/being initiated, if any, etc., to be furnished as and when the selection meeting is scheduled.

Yours faithfully,

  
(Rama Kant Singh)  
Director  
Ph: 23061862

Encls : As above.

Copy to:

(i) All administrative sections dealing with CPSEs- for circulation of the vacancy among CPSEs under their administrative control. Copy of the job description is enclosed.

(ii) NIC Cell, DHI- This letter along with the job description may kindly be uploaded on the website of DHI.

No. 7/25/2020-PESB

भारत सरकार / Government of India  
कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel & Training  
लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board  
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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: 29<sup>th</sup> October, 2020

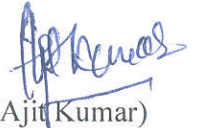
**Subject: Selection for the post of Director (Engineering, Research & Development), Bharat Heavy Electricals Limited (BHEL), a schedule 'A' CPSE**

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of **Director (E, R & D), Bharat Heavy Electricals Limited (BHEL)** 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 seniority-wise 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 **7<sup>th</sup> January, 2021**. *The applications of all candidates are to be addressed to Smt. Kimbuong Kipgen, Secretary(PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi.* It is also requested that advance action may be taken to keep the ACRs for last 10 years of the candidates ready along with their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be 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 Ministry/ Department for wider publicity.

3. If the relevant details are not received within the stipulated time, it will be assumed that there are no applications received to be sponsored for the post.

Encl.: As above



(Ajit Kumar)

Under Secretary to the Govt. of India  
Tel. 24361632

Department of Heavy Industry,  
(Shri Arun Goel, Secretary) *In reply*  
New Delhi.

*JS (AM)*

*Dir (RKS)*  
*286/541/20*  
*29/10/20*  
*29/10*

OFFICE OF JS (AM)  
No. 997  
Date: 29/10/2020

*US (PKH)*  
*RKS*  
*2-11*  
*1306/Dir (RKS)*  
*3/11/2020*

*JS*  
*6.11.20*  
*V.*

No. : 7/25/2020-PESB

**भारत सरकार**  
**Government of India**  
**कार्मिक एवं प्रशिक्षण विभाग**  
**Department of Personnel & Training**  
**(लोक उद्यम चयन बोर्ड)**  
**(Public Enterprises Selection Board)**  
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ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड  
 Block No.14, C.G.O. Complex, Lodhi Road  
 नई दिल्ली / New Delhi- 110003  
 Dated : 29/10/2020

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Bharat Heavy Electricals Limited (BHEL)
पद का नाम NAME OF THE POST	Director(Engineering,Research & Development)
रिक्ति की तारीख DATE OF VACANCY	01/08/2021
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

Bharat Heavy Electricals Limited (BHEL)- a Maharatna Company, is the largest engineering enterprise of its kind in India. BHEL caters to the needs of core sectors like power, transmission, transportation (including railways), defence, telecommunications and various industries like petrochemicals, refineries, steel, cement, fertilizers etc. It has 17 manufacturing plants, 8 service centres and 4 power sector regional centres besides a large number of regional offices and project sites spread over India. BHEL's operations are spread along three business sectors namely, Power, Industry and International Operations.

The company employed 33752 regular employees [Executives 10209, Non-executives 23543] as on 31.03.2020.

Its Registered & Corporate office is located at New Delhi.

The authorized and paid-up capital of the company is Rs.2000 crore and Rs.696.41 crore respectively as on 31.03.2020.

The Shareholding of the Government of India in the company is 63.17% as on 31.03.2020.

### II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Engineering, Research & Development) is a member on the Board of Directors and reports to the Chairman & Managing Director. He/She is directly responsible for all technical activities of BHEL including Research & Development both short as well as long term. He / She is

also responsible for Operations and Procurement related matters of the company.

### 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 10,000 crore or more**;

(d) Private Sector in company where the annual turnover is **\*Rs 10,000 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 with good academic record from a recognized University/Institution.

#### 4. EXPERIENCE:

The applicant should have at least five years of cumulative experience during the last ten years in one or more areas of Engineering/ Research and Development/ Operations/Manufacturing/ Projects in Capital goods/ Power Sector Business.

#### 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, documentary proof (**please provide URL or attach/enclose copies**);
- (c) Evidence of working at Board level position 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 07/01/2021**. 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.**