



बीईएमएल लिमिटेड BEML LIMITED

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

CIN: L35202KA1964GOI001530

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

RECRUITMENT OF SECURITY GUARD & FIRE SERVICE PERSONNEL

(Advt. No KP/S/19/2025 Dt. 20.08.2025)

BEML 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 decades, mainly for core sectors- Defence & Aerospace, Rail & Metro, Power, Mining & Construction through its state-of-the-art manufacturing facilities. To support the expansions towards building country's promising projects, BEML Ltd is in the process of inducting personnel for the post of Security Guards and Fire Service personnel to be posted at its various manufacturing facilities at Karnataka and Kerala.

Details of the Positions:

1	2	3	4	5	6	7
Position Code	Position	Vacancy	Qualification	Post Qualification Experience (PQE)	Pay Scale	Upper Age Limit
(G-01)	Security Guard	44	Matriculation or equivalent from a recognised board. (10th pass)	<p>The ideal candidate should have minimum 02 years of experience in performing security duties in;</p> <ul style="list-style-type: none">Defence forces: Army, Navy, Airforce.Central Para Military forces- CRPF, CISF, BSF etcOrganisations under home Ministry- CBI, IB, RAW etcState Police- General duty, CID, Armed reserves etc. <p>OR</p> <p>Personnel engaged by any recognised Security agencies (PSARA license) with at least 5 years of experience as security guards in any Govt Organisations including PSUs.</p> <p>Physical fitness: must be physically fit and able to perform duties requiring standing, walking and running.</p>	Wage Group 'B'	29 years
(G-02)	Fire Service personnel	12	Matriculation or equivalent from a recognised board. (10th pass)	<p>The ideal candidate should have minimum 02 years of experience in performing security duties in;</p> <ul style="list-style-type: none">Defence forces: Army, Navy, Airforce.Central Para Military forces- CRPF, CISF, BSF etcOrganisations under home Ministry- CBI, IB, RAW etcState Police- General duty, CID, Armed reserves etc <p>OR</p> <p>Personnel engaged by any recognised Security agencies (PSARA license) with at least 5 years</p>	Wage Group 'B'	29 years



				<p>of experience as security guards.</p> <p>In addition to the above mentioned, the candidate should :</p> <p>(a) Have undergone training in Fire Fighting under a State fire service or a government recognized institute not less than 30 working days.</p> <p>(b) Conversant with the use and the maintenance of all types of extinguishers, Hose Fittings, Fire appliances and Equipment like Fire Engines, Trailer Fire Pumps & Foam Branches.</p> <p>Desirable:-</p> <p>(i) Valid license for driving of HCV.</p> <p>(ii) Experience of having worked in a regular Civil or Defence Fire Brigade as Fireman.</p> <p>(iii) Have passed the General Fire Fighting Course from any Government recognized institute.</p> <p>The ideal candidate should have minimum 02 years of experience and should possess fire service / firefighting device experience.</p>		
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Category wise vacancy break-up:

Grade	Position	UR	SC	ST	OBC (NCL)	EWS	Total
Wage group B	Security Guard	19	7	3	11	4	44
Wage group B	Fire Service personnel	7	1	0	3	1	12

CONTRACT AND ABSORPTION

The incumbent shall be on contract for a period of 2 year. During this period, a consolidated stipend (all inclusive) Rs.20,000 /-PM & Rs.23,500 /-PM during the first year & second year of contract period will be paid respectively. On successful completion of the contract period, subject to BEML's Business requirements at that point of time, will be absorbed in Wage Group B, in the pay scale of Rs. 16900-60650.

Note.: The absorption on successful completion of the training/ contract period is subject to BEML's Business requirements and conditions at that point of time and is not a matter of right.

GENERAL CONDITIONS

- Only Indian Nationals may apply.
- Age, Qualification & Experience stipulated above should be as on **12th of September, 2025**
- The upper age limit indicated is relaxable as per the Govt. of India guide lines i.e., 5 years for SC/ST and 3 years for OBC - NCL candidates.
- Relaxation in age limit in respect of Ex-servicemen will be extended as per rules. An ex-serviceman who has put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum



age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit. Upper age limit with all relaxations for Ex-servicemen shall not exceed 45 years as on 12th of September, 2025.

- v. An Ex-CAPF personnel who has put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit. Upper age limit with all relaxations for Ex-CAPF personnel shall not exceed 45 years as on 12th of September, 2025.
- vi. The candidates who are engaged by recognised Security agencies (PSARA license) and possessing at least 5 years of experience as security guards in any Govt Organisations including PSUs, the max age of applying remains 29 years. Candidates with excess experience can apply subject to production of relevant experience certificates, however the max age cannot exceed 45 years as on 12th of September, 2025.
- vii. Candidate is permitted to apply only for one position for which he/she is most suitable.
- viii. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
- ix. OBC candidates** are required to submit Other Backward Class Certificate ('Non-Creamy Layer') (Certificate should be in the format as applicable for appointment to posts under Government of India). OBC candidates are also required to furnish a self-undertaking that they belong to OBC (Non-Creamy Layer) by filling and signing the self-undertaking in the format provided along with the application format.

[Note:

- a. **OBC Candidates: Candidates belonging to those Communities which are recognized as a backward class by the Government of India for the purpose of reservation in services as per orders contained in Department of Personnel and Training Office Memorandum No.36012/22/93-Estt.(SCT) dated 08.09.1993.
- b. *Non- Creamy Layer : The gross annual income of parents of the candidate should not be more than Rs.8 lakhs in last three consecutive years in line with DOPT OM No.36033/1/2013-Estt.(Res) dated 13.09.2017.'
- c. Candidates belonging to OBC (NCL) category are required to submit OBC certificate not older than six months as on the last date of application submission online.]
- x. Candidates seeking reservations under EWS are required to submit income & assets certificate in the format applicable for Economically Weaker Sections
- xi. Candidates employed in Central/ State Government, Autonomous bodies, Quasi-Government and PSU should send their online application through proper channel and should produce "No Objection Certificate" from their employer at the time of assessment, failing which they will not be permitted to appear for the assessment and their candidature will not be entertained.
- xii. Apart from uploading copy of the detailed resume, the Experienced Candidates are required to provide details (a pen picture) of each experience in the Application Form.
- xiii. 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 respect. 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.
- xiv. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for assessment for selection.
- xv. Based on assessment, Shortlisted candidates will have to undertake pre-employment medical examination and Original document verification. This will not necessarily mean selection. Any shortcoming at the time of document verification such as falsification of documents, wrong declaration of age/ category/ qualifying marks etc., non-production of Original records including Category certificate will lead to rejection of candidature. Appointment of selected candidates is subject to meeting the medical standard of the Company and receipt of satisfactory medical report from the Company Medical Officer
- xvi. Management reserves the right to restrict the number of candidates and increase the Qualifying percentage based on number of applications received.



- xvii. Management also reserves the right to cancel the advertisement and / or the selection process at its discretion
- xviii. Management reserves the right to increase / decrease the vacancies based on Business requirements and availability of Qualified candidates.
- xix. Management reserves the right to convert the position into contract engagement if necessitated.
- xx. Details regarding the assessment will be hosted subsequently in the BEML Career page under this advertisement. Candidates are required to visit career page frequently to be updated on the same.
- xxi. Intimation regarding Assessments, issuance of offer etc., will be sent only through e-mail. The list of shortlisted/selected candidates for final selection, will be uploaded in Company's website. BEML will not be responsible for any loss/ non-delivery of e-mail or any associated communications sent, due to invalid/ incorrect e-mail id. The e-mail id and mobile number provided in online application should remain valid for at least one year.
- xxii. Only candidates meeting all eligibility criteria mentioned herein viz., qualification, experience, age, caste need to apply.
- xxiii. Eligible and interested **GEN / EWS / OBC candidates** applying for the above positions (Not applicable for SC/ST) need to pay a non-refundable fee of **Rs.200/-** by clicking the **"Pay Application Fee Online"** at the end of the application form.
- xxiv. Any request for change in category, address, e-mail, mobile number, Test centre location, etc, as declared in the on-line application will not be entertained.
- xxv. Any sort of canvassing or influencing of the officials related to recruitment / selection process would result in immediate disqualification of the candidates.

HOW TO APPLY

Candidates must use proper e-mail-id created in their names. The email id and mobile number provided in online application should remain valid for at least one year.

- i. The candidates are required to apply ONLINE only (which is mandatory) after going through the prescribed guidelines and ensuring correctness of the data entered in the portal / form.
- ii. The candidates can access the on-line application form in our career page at **www.bemlindia.in**. The on-line registration site would be available till **18.00 Hrs on 12th of September, 2025**.
- iii. The 'Registration number' generated may be noted for all future correspondences.
- iv. While filling in the On-line application, **the experience section may be filled by first providing the latest experience followed by previous**. All such experiences should be captured by the candidate. In the space provided against the experience a **pen picture of the experience relevant to the position applied to must be written**. These will be used at the time of scrutinizing the applications received.
- v. Along with the Online application, the candidates are required to upload the following (as applicable) without which their applications will be incomplete and rejected.
 - a. X-th Marks card.
 - b. Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
 - c. Detailed Resume.
 - d. OBC/EWS/SC/ST certificate (as applicable)
 - e. All Experience Certificates/ Documents **clearly indicating start & end dates** of each employment. *(failing to upload experience certificate will lead to rejection of the application)*.
 - f. Discharge book from the respective service **(Mandatory, all the pages to be uploaded as single pdf) for personnel from services**.
 - g. Latest pay-slip (as applicable)
- vi. Only candidates meeting all eligibility criteria mentioned herein viz., Qualification, age, caste (as applicable) need to apply.
- vii. For any queries on the matter, candidates may e-mail : recruitment@bemltd.in.



KINDLY NOTE : CHECK LIST BEFORE APPLYING ON-LINE

Sl.No	Documents
1.	Recent photograph
2.	Your Signature (on clear white background in black ink)
3.	Caste/ Category Certificate [SC/ST/OBC/EWS]
4.	10 th Standard marks card– self attested
5.	Identity card issued by Government of India (for eg. Aadhar, Passport, Driving License, PAN Card, etc.)
6.	Experience Documents clearly indicating start & end dates of each employment. (All experiences to be clubbed as a single pdf file)
7.	Discharge book from the respective service (Mandatory for personnel from various services, all the pages to be uploaded as single pdf)
8.	Detailed resume.

- ❖ Incomplete applications without uploading documents as mentioned above will be summarily rejected.
- ❖ Canvassing by any means at any stage of the recruitment process will lead to rejection of application.
- ❖ The recruitment process is undertaken by BEML's Recruitment Cell and the general public is advised to beware of fraudulent agencies. Visit BEML's career page under this advertisement for any updates.

Incomplete applications without uploading documents as mentioned above will be summarily rejected.

Date:20.08.2025

(Advt. No.KP/S/19/2025)

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

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