



Bharat Heavy Electricals Limited

(A Govt. of India Undertaking)

HPBP, Tiruchirappalli

Advt. HPBP/FTA/01/2025

RECRUITMENT OF QUALITY PERSONNEL ON FIXED TENURE APPOINTMENT BASIS

Bharat Heavy Electricals Limited (BHEL), is India's premier engineering and manufacturing enterprise since 1964, providing world class products and services, and catering to the core sectors of the Indian economy viz., Power (Thermal, Nuclear, Hydro & Solar) Generation, Power Transmission, Defence, Aerospace, Rail Transportation, Oil & Gas, e-mobility, with over 180 product offerings. Leveraging its extensive network of 16 Manufacturing Facilities, 08 Service Centres, 15 Regional Marketing Centres, 04 Regional Offices, 02 Repair Units and more than 140 project sites across India and abroad, BHEL delivers a wide range of high quality & reliable products adhering to national and international standards. The company has achieved a turnover of Rs.27,350 Crores in 2024-25. The Company has its footprint in all the inhabited 6 continents of the world with references in 91 countries.

BHEL invites applications for **Engineer Quality (FTA-Grade II) and Supervisor Quality (FTA-Grade III)** on Fixed Tenure Appointment (FTA) basis for its Quality department of **High Pressure Boiler Plant** located at **Trichy** for a period of **2 (Two) years**. The tenure can be further extendable by 1 (one) year at a time up to a maximum period of 4 years' subject to performance of the individual and requirement of the organisation. The details of vacancies and reservation requirements are as below:

Sl. No.	Position	No. of vacancies	Reservation Requirement			
			UR	OBC (NCL)	SC	EWS
1	FTA Gr II (Engineer - Quality)	10	6	2	1	1
2	FTA Gr III (Supervisor - Quality)	10	6	2	1	1

Reservation for Persons with Benchmark Disabilities (PwBD) candidates shall be in accordance with Government Directives and will ONLY be applicable for specified area.

Job Specifications:

Post	Educational Qualification	Work Experience and Capabilities
<p>Engineer (FTA-Gr.II) - Quality (10 Posts)</p> <p>Quality Control – 7 Posts</p> <p>Quality Assurance – 2 Posts</p> <p>Plant Lab – 1 Post</p>	<p><u>For Quality Control, Quality Assurance:</u></p> <p>Full-Time Bachelor’s Degree in Engineering / Technology in Mechanical/Production/Metallurgy</p> <p>OR</p> <p>5 Year Integrated Master’s Degree or Dual Degree Programme in Engineering or Technology in (Mechanical) / (Production) / (Metallurgy) from a recognised Indian University / Institute.</p> <p>(Minimum 60% marks in aggregate for General / OBC (NCL) / EWS and 50% marks in aggregate for SC candidates).</p> <p><u>For Plant Lab:</u></p> <p>Full-Time Bachelor’s Degree in Engineering / Technology in Chemical</p> <p>OR</p> <p>Full-time degree in Master of Science (Chemistry) from a recognised Indian University / Institute.</p> <p>(Minimum 60% marks in aggregate for General / OBC (NCL) / EWS and 50% marks in aggregate for SC candidates).</p>	<p>Minimum Two Years Post qualification experience in industry with following skill sets/areas:</p> <p><u>For posting in the areas of Quality Control:</u></p> <p>The following are preferable:</p> <ol style="list-style-type: none"> 1. Inspection as per applicable procedure. 2. Experience in testing & measuring instruments. 3. VT Level II Qualification <p><u>For posting in the areas of Quality Assurance:</u></p> <ol style="list-style-type: none"> 1. Knowledge of IBR & ASME/API Codes is preferable. 2. Preparation of quality plans & procedures is preferable. <p><u>For posting in the areas of Plant Lab:</u></p> <ol style="list-style-type: none"> 1. Chemical testing of metals / paints / coal / water and ability to work on SAP system is preferable. 2. Awareness on Quality management system like ISO 17025 is preferable. <p><u>For all above Positions:</u></p> <ol style="list-style-type: none"> 1. Strong organisational skills with ability to work independently and manage multiple priorities effectively. 2. Detail orientation with excellent problem-solving abilities, are preferable.

Post	Educational Qualification	Work Experience and Capabilities
<p>Supervisor (FTA-Gr.III)- Quality (10 Posts)</p> <p>Non-Destructive Testing (NDTL) – 6 Posts</p> <p>Quality Control – 2 Posts</p> <p>Piping Quality – 1 Post</p> <p>Plant Lab – 1 Post</p>	<p><u>For NDTL, Quality Control, Piping Quality & Plant Lab:</u></p> <p>Full-time Diploma in Mechanical Engineering from a recognised Indian University / Institute.</p> <p>(Minimum 60% marks in aggregate for General / OBC (NCL) / EWS and 50% marks in aggregate for SC candidates).</p>	<p>Minimum Two years Post qualification experience in industry with following skill sets/areas:</p> <p><u>For posting in the areas of NDTL:</u></p> <p>1.NDT Level II (in four techniques - RT, PT, UT, MT) qualified and experience in relevant field is preferable.</p> <p>2.Working knowledge of CAD is preferable.</p> <p><u>For posting in the areas of Quality Control & Piping Quality:</u></p> <p>1.VT Level II Qualification is preferable.</p> <p>2. Knowledge of piping standards & ASME/IBR codes is preferable.</p> <p><u>For posting in the areas of Plant Lab:</u></p> <p>Knowledge of metallurgical testing, specimen preparation for testing, AUTOCAD, Quality management system like ISO 17025 is preferable.</p> <p><u>For all above positons:</u></p> <p>1.Strong organisational skills with ability to work independently and manage multiple priorities effectively.</p> <p>2.Detail orientation with excellent problem-solving abilities, are preferable.</p>

Areas of Engagement and Roles & Responsibilities for both Engineer (FTA-Gr. II) – Quality and Supervisor (FTA-Gr. III)-Quality

<p>NDTL:</p> <ol style="list-style-type: none"> 1. NDE of In-house fabricated jobs. 2. NDE of sub-contracted jobs at vendor works. 3. Advanced Technology Products & other raw material inspection at supplier (Steel Mill) works Pan-India. 4. Consumable procurements & contract management. 5. NDTL documentation 6. RT film evaluation for in-house jobs & outstation jobs. 7. Carrying out ultrasonic testing of FB/ATP products. <p>PLANT LABS:</p> <ol style="list-style-type: none"> 1. Vendor coordination and monitoring of Sample preparation activity 2. Metallurgical and chemical testing of metals / paints / coal / water 3. Coordinating with customers for test schedules and arranging witness coordination 4. Data recording and analysis of test results 5. SAP Processing and Quality documentation 6. Developing & implementing experimental methods 7. Consumable procurements, contract management and up keeping of testing equipments & instruments 	<p>QUALITY CONTROL & PIPING QUALITY:</p> <ol style="list-style-type: none"> 1. Technical Certificate verification / review. 2. Dimensional inspection (precision measurements and surface) 3. Weld inspection 4. Visual inspection 5. Documentation 6. Optical Checks 7. Hydro & Helium leak test 8. Process Surveillance (preheating, Post heating). 9. Heat treatment monitoring 10. Customer & TPI liaisoning for stage clearances. 	<p>QUALITY ASSURANCE:</p> <ol style="list-style-type: none"> 1. Customer Tender review and preparation of deviations list. 2. Contract Quality Plan preparation 3. Preparation of Technical procedures and reports 4. Assistance in audits & assessments 5. Review of codes and standards 6. Review of Quality Work Instructions (Inspection procedures, Technical Delivery Conditions for material procurement etc.) in line with the relevant latest codes and standards 7. Taking part in the Analysis of quality issues as and when reported 8. Vendor evaluation and approvals 9. Preparation of Quality MIRs (Management Information Report) 10. Review and disposition of shop and site non-conformances 11. Analysis of Rework/Rejections cost data 12. Analysis of shop and site non-conformances
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Age Limit as on 01.05.2025:

Candidate should be of minimum 22 years of age and not more than 35 years of age.

Relaxations and Concessions:

1. Upper age limit is relaxable by 5 years for SC Candidates.
2. Upper age limit is relaxable by 3 years for OBC (Non-Creamy layer) Candidates. The OBC Candidates who do not belong to Non-Creamy layer should indicate their category as General only.
3. For PwBD category Candidates, age is relaxable by 10 years for General and 13 years for OBC (Non-Creamy Layer) Candidates and 15 years for SC candidates, as per rules. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit for PwBD.
4. Reservation for Persons with Benchmark Disability (Locomotor disability alone) is suitable ONLY for Quality Assurance jobs.
5. Scheduled Tribe (ST) Candidates can apply subject to meeting the General standards of eligibility and should indicate their category as General only.
6. Upper age limit is relaxed by 5 years for the candidates who had ordinarily domiciled in the state of Jammu & Kashmir during the period from 01/01/1980 to 31/12/1989.
7. Age relaxation for Ex-Servicemen will be as per Central Government Rules.

Medical Standards:

1. Candidate should possess sound health.
2. For all jobs, Colour blindness will be a disqualification.
3. Near vision requirement meeting Jaeger 1 (J1) with or without correction.

Remuneration & other Benefits:

Post	Consolidated compensation/month	Annual Increase
Engineer (FTA-Gr. II) - Quality	Rs. 84,000/- (Rupees Eighty-Four thousand only)	Rs.4000/- during the subsequent years of engagement
Supervisor (FTA-Gr. III)- Quality	Rs. 45,000/- (Rupees Fourty Five thousand only)	Rs.3000/- during the subsequent years of engagement

In addition, reimbursement shall be made for premium paid for Mediclaim Policy up to Rs. 5 lakhs for self and family (Self, Spouse and dependent children).

The selected candidates shall be covered under the Group Personal Accident Policy of BHEL for Rs. 15 Lacs, which cover accidentally caused body injury due to external reason except natural death, death due to disease and suicide.

Accommodation will be as per company's extant policies.

Selection Process:

1. All eligible applications received will be screened with respect to the eligibility conditions and Candidates fulfilling the eligibility conditions shall be called for Personal Interview. In case of receipt of more no. of eligible applications, shortlisting of Candidates for interview will be in the ratio of 1:10 in order of merit to the number of vacancies in each category. The merit will be done based on marks secured in qualifying examination.
2. Practical examination on UT will be conducted ONLY for NDTL jobs, before Personal Interview. No marks will be awarded for practical examination, however pass or fail in the examination will be declared. Those who qualify in practical examination will ONLY be called for Personal Interview.
3. For jobs other than NDTL, candidates fulfilling eligibility conditions will be called for Personal Interview only.
4. Selection criteria will be based on weightage to Qualification, experience and performance in the interview.

General Instructions:

1. **The posts are purely temporary in nature and offered on Fixed Tenure basis** for a maximum period of Two Years which can be further extended by 1 (one) year at a time, up to a maximum period of 4 years subject to performance and requirement. **This post is not against any permanent vacancy of the company. This engagement will not confer any right for permanent employment in BHEL and that the appointment is specifically only for the identified Project/ Assignment for the period stated.**
2. Candidates should possess the required qualification and experience as on 01/05/2025 and should produce the relevant Certificates/ documents at the time of interview.
3. Candidates are required to submit hard copy of application downloaded from the website along with other requisite documents to BHEL as mentioned under the Section **"How to apply"**.
4. Hard copy of application received by BHEL by the scheduled date only will be considered for further selection process.
5. The Candidates should ensure that they fulfil the eligibility criteria and other requirements and that the particulars furnished by them are correct in all respect. In case it is detected at any stage of selection process that the Candidate does not meet the eligibility criteria and / or the Candidate has furnished any incorrect / false information or has suppressed any material fact(s), the candidature of such a candidate is liable to be rejected. If any of the above shortcoming(s) is / are detected, even after appointment, his / her services are liable for termination without notice and prosecution.

6. SC, OBC (Non-Creamy Layer), EWS, PwD, J & K domiciled Candidates and Ex-servicemen should carefully mention the categories as applicable, since these details will not be allowed to be changed at a later date.
7. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.
8. The Candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions. Mere issue of Interview call letter to the candidate will not imply that his/her candidature has been accepted by the Company. BHEL takes up verification of eligibility conditions with reference to original documents, after the candidate has been called for Interview.
9. Candidates employed in Govt./ Semi Govt./ PSU/ Autonomous Body are required to submit No Objection Certificate (NOC) while applying. However, in the event of difficulty, they may produce the NOC at the time of interview or submit the Relieving order in the event of selection.
10. Candidates should be of sound health. On selection, their appointment will be subject to medical examination by Company's Doctor / Authorised Medical Practitioners as per BHEL Medical Attendance Rules.
11. Candidates are advised to possess a valid e-mail ID, which is to be entered in the online Application Form. They are also advised to retain this e-mail ID active for at least one year as any important intimation to the candidates shall be provided by BHEL through email. They are further requested to check regularly their e-mail (including message in SPAM folder) for any communication from BHEL in this regard.
12. Outstation Candidates attending Personal Interview will be reimbursed to and fro Second-Class Sleeper train fare from the mailing address or the starting station, whichever is nearer to the place of interview by the shortest route on production of proof of journey.
13. BHEL reserves the right to cancel / restrict / enlarge / reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
14. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Tiruchirappalli and the Courts / Tribunals / Forums (Jurisdiction Courts) at Tiruchirappalli shall have sole and exclusive jurisdiction.
15. Any important information including Corrigendum/ changes/ updates shall be made available only on our website <https://careers.bhel.in> and will not be published in any other media. No separate communication shall be sent to the candidate by post. Candidates are advised to visit the above websites regularly for updates.
16. No correspondence will be entertained with the candidates not selected for interview / appointment.
17. Only Indian Nationals need to apply.
18. Canvassing in any form will be a disqualification.

How to apply:

1. Duly filled in application form downloaded from our website is to be signed, photograph to be pasted and to be sent along with requisite documents as mentioned at serial no. 2, to the address given below, **so as to reach on or before 11.06.2025**. BHEL will not be responsible for any postal loss/delay in receipt of application.

Address to which hard copy of Application is to be sent:

Sr. Manager / HR - IR & Rectt.,
HR department, 24 Building,
BHEL,
Thiruverumbur,
Tiruchirappalli – 620014.

The envelope containing the required documents mentioned above should be super scribed as

- (i) **Application for the post of FTA Gr II (Engineer - Quality)**
 - (ii) **Application for the post of FTA Gr III (Supervisor - Quality)**, as per the post applied for.
2. Candidates are required to enclose the self-certified copies of following documents along with the application form:
 - (i) SSLC / HSC certificate/Marksheet as proof of date of birth.
 - (ii) Required Degree Certificate along with consolidated / semester wise marksheets.
 - (iii) Additional certificate courses Qualification like NDT/VT courses etc.
 - (iv) Experience Certificate(s).
 - (v) SC / OBC Non-creamy layer, EWS certificate, if applicable. OBC(NCL) certificate to be as per latest guidelines of government and in any event not more than one-year old from issuance.
 - (vi) Medical Certificate issued by the Medical Board (for Persons with benchmark disabilities (PwBD) candidates only).
 - (vii) Discharge Certificate (For Ex-servicemen only).
 - (viii) J&K Domicile certificate, if applicable.
 - (ix) No Objection Certificate (NOC), if employed in Govt./Semi Govt./PSU or Autonomous body.
 - (x) Any other relevant certificate.
 3. All the above-mentioned documents in original along with self-attested copies shall be required for verification at the time of interview. If any of the documents are not produced by the Candidate at the time of interview for verification and ascertaining their eligibility, then he or she will not be allowed to appear for the interview and also travel fare will not be reimbursed to him / her.
 4. Experience certificates produced should clearly indicate date of joining and date of relieving from each organization where worked along with duties/ responsibilities handled. In the absence of proper experience certificates, Candidates shall be required to produce joining and Relieving Order; in case serving employees, proof of date of joining and latest salary slip in place of relieving order or certificate from Employer is required.