



BHARAT HEAVY ELECTRICALS LIMITED
(A Govt. Of India Undertaking)

Advt No. CE-01/2023

Bharat Heavy Electricals Limited (BHEL), India's premier engineering and manufacturing enterprise provides World class products and services and caters to core sectors of the Indian economy viz., Power Generation and Transmission, Renewable Energy, Defence, Aerospace, Oil & Gas with over 180 product offerings to meet the needs of these sectors. With a widespread network of 16 Manufacturing Facilities, 02 Repair Units, 04 Regional Offices, 08 Service Centres, 1 subsidiary, 3 active joint ventures, 15 Regional Marketing Centres, 3 overseas offices and current project execution at more than 150 project sites across India and abroad, BHEL manufactures a wide range of high quality & reliable products adhering to national and international standards.

The Company has its footprint in all the inhabited continents of the world with references in 83 countries and has achieved turnover of Rs 21,579 Crores in 2021-22.

BHEL invites applications for **01 post of Lead Consultant** in the area of Learning & Development for its Corporate Learning Department. The position shall be based at New Delhi or any other location as decided by the management.

Period of Engagement:

The period of engagement shall be for 6 Months which can be further extended by a period of upto one year at a time or till the completion of assignment (whichever is earlier). However, the maximum tenure shall be limited to five years or upto 65 years of age (Whichever is earlier). Persons retired under VRS scheme will be considered only after they attain 60 years of age.

Job Profile:

- Analysis of organizational training needs: -
 - a. w.r.t Strategic plan 27.
 - b. Through interaction with business leaders on Core Business issues.
- Conceptualizing Corporate Learning & Development vision w.r.t
 - a. Focus areas.
 - b. Training process (Benchmarking with the peers)
 - c. Infrastructure & facilities (Benchmarking with the peers).
- Training Policy for strengthening Technical capability of employees.
- Training Policy for individual competency development (Managerial & Behavioral).
- Policy on Knowledge Management in BHEL.
- Training strategy for Implementing best practices in Project Management in BHEL.
- Organization structure of CLD & HRDCs.
- Action Plan to achieve above Vision & Policies
- Any other task in L&D as per organizational requirements

Job Specifications:

Officials who have Retired from Schedule A CPSE or in top 100 companies under Fortune 500 India list of 2021, in BHEL equivalent grade of E9 or above (Executive Director or above in the Pay Scale of Rs 1,50,000 – 3,00,000) meeting following eligibility criteria can apply:

- (i) **Age** (as on 01st January, 2023): The applicant should be less than 64 years & 6 Months of age.
- (ii) **Qualification:** Full-Time BSc Engg/B.E./B.Tech – Engineering in any discipline. Applicant must have done MTech/MBA (HR) and PHD degree, if any would be preferable.
- (iii) **Place of Posting:** - New Delhi or any other location as decided by the management.
- (iv) **Experience:** (as on 01st January, 2023)
 - The applicant should have experience of working for more than 30 years Schedule A CPSE or in top 100 companies under Fortune 500 India list of 2021.
 - Applicant should have at least 3 years' experience in L&D Function.
 - Applicant should have led the L&D Function as HOD/ Head L&D.

Selection Process:

The applications, received against the advertisement, will be scrutinized by a committee and the shortlisted candidates may be then called for an interaction, if required, by a duly constituted Selection Board.

The outside candidates called for the interaction shall be reimbursed the travel expenses as given below:

By Air: Economy Class | By Rail: AC-First Class | By Road: Actuals, limited to Train fare

Emoluments:

The Lead Consultant will be paid a consolidated fee of Rs. 1,00,000/- per month. In addition to this, reimbursement of monthly mobile phone charges, Company transport for official use, HRA/ Company accommodation etc. shall also be admissible as per the company guidelines.

General Instructions:

1. Applications that are not in conformity with requirements indicated in the advertisement/incomplete applications will not be entertained.
2. The candidature of applicants at all stages of selection process will be provisional and is subject to satisfying the prescribed eligibility conditions.
3. Candidates/Applicants, who have undergone any major punishment shall not be eligible.
4. BHEL reserves the right to cancel/restrict/ enlarge/reopen the engagement process, if the need so arises, without issuing any further notice or assigning any reason thereof.
5. Applicants should only apply online at www.careers.bhel.in. The application submission is in two stages. In the first stage, applicant has to fill in the required details as per form. Thereafter, a private login on the link "Latest Status" would be created, wherein the applicant would be required to upload the necessary documents.

The complete application form should comprise of the following:

- a) Letter of Interest (LoI) for the said position.
 - b) Necessary documents to substantiate Eligibility details as referred in Application form, including DOB Proof, Graduation & PG Qualification, Comprehensive Biodata and Service certificate/ Experience Certificate(s) including last payslip.
6. The applicant must ensure that the status of both the stages of application form is reflected as "COMPLETED". Only then, the application form will be considered for candidature.
 7. Responsibility of uploading the necessary documents shall be with the Applicant. The applicant can view the documents uploaded in their login. Maximum Size of the document to be uploaded has been described against the upload link. BHEL does not take responsibility of attaching the documents separately or receiving them in any subsequent mail.
 8. The uploaded documents shall be in legible form- i.e. the contents should be readable. Upload of blurred/edited images will lead to disqualification of the candidature.
 9. No hard copy application shall be entertained.
 10. Applicants must keep their E-mail ID (from which the applicant is submitted at BHEL) active for at least 6 months as any important intimation/notice with regards to this notification shall be provided by BHEL through e-Mail. They are further requested to check their e-mail for any communication from BHEL in this regard.
 11. Vigilance clearance shall be obtained in respect of consultants / experts before issue of Offer of Engagement for all applicants retired from Central / State PSUs, Autonomous Organizations of Central / State PSUs and retired officers belonging to All India Services, Group "A" officers of Central/State Govt or their equivalent in other organizations owned or controlled by Central/State Government.

IMPORTANT DATES:

Milestones	Scheduled Date
Last date of submission of Complete Application with uploaded documents	24/01/2023