



**Bharat Heavy Electricals Limited**  
(A Govt. of India Undertaking)  
Corporate Office, New Delhi

**INVITING APPLICATIONS FOR GENERAL MANAGER (LAW) IN CORPORATE OFFICE**

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, 3 active joint ventures, and more than 150 current project sites across India and abroad, BHEL delivers a wide range of high quality & reliable products adhering to national and international standards. The company achieved a turnover in excess of Rs 23,893 Crores for 2023-24. The Company has its footprint in all the inhabited 6 continents of the world with references in 89 countries.

BHEL offers a challenging and exciting career to committed, qualified, experienced, result oriented and motivated individuals for heading the legal function at Corporate Office, New Delhi as per specifications as under:

1. **Post/ Grade & Scale of Pay:** General Manager (Law)/ E8 in the scale of Pay (Rs 1,20,000 -2,80,000)
2. **Number of Posts:** 01 – UR
3. **Upper Age Limit:** As on 1st January, 2025 (56 Years)
4. **Qualification:**

**Essential:**  
Full time regular Bachelor's Degree in Law (BL or LL.B.) from Colleges approved by **Bar Council of India**.  
**Note:** Candidates with above Degrees obtained through Distance or part-time education programme or through Correspondence will not be eligible.

**Desirable:**  
Post Graduate Degree/Diploma in Commercial/ Labour/ Taxation Laws  
**Note:** Candidates with Full Time Post Graduate Degree/Diploma in MBA or PGDBM or LLM shall be given relaxation of 2 years in minimum experience requirements.
5. **Experience Requirements: (As on 1st Jan, 2025)**

The prospective candidate should have **26** years of post-qualification experience as Legal Practitioner in Hon'ble High Courts / Hon'ble Supreme Court or both courts together conducting cases on behalf of Govt. and/or on behalf of Central PSU/ State PSU.

**OR**

Should have **26** years of post-qualification experience at a level of Executive / Officer in Legal Department of Central/ State Government / Semi Government/ Public Sector Undertaking/Autonomous Bodies/ Public Sector Banks & Insurance Companies in handling of Arbitration Matters/ Contract Matters / Industrial / Civil / Taxation / Service Matters and must be in the equivalent scale of Pay of Rs 120000 -280000 or with minimum **6 years** in the scale of Pay of Rs 100000 -260000

**OR**

Should have **26** years of post-qualification experience at a level of Executive / Officer and currently heading the Legal Department in a large reputed Industrial Organization in private sector having Turnover of at least Rs 2000 Crores in FY 2023-24 & having an annual CTC of at least 50 Lakhs.

The candidate should have knowledge, expertise and rich experience in following areas:

- Experience in handling high value arbitration matters and formulate effective arbitration strategies including evaluation of legal risks and potential outcomes and offering practical solutions with regards to arbitration proceedings.
- Having first-hand experience in handling arbitration under Permanent Machinery of Arbitration regulations, Administrative mechanism of Resolution of Commercial Dispute (AMRCD).
- Drafting of petition challenging arbitral award and other related pleadings and applications.
- Drafting/scrutinizing /vetting and reviewing of contracts including Tenders, purchase agreements, and other legal documents such as commercial deeds, affidavits, agreements, contracts, indemnity bonds, bank guarantees, consortium & collaboration agreements etc.
- Rendering legal opinion/advice on various matters and ability to independently offer legal advice to the management and coordinate with legal counsels in respect of court cases /arbitration proceedings.
- The Period of experience of practicing in any Bar and /or in District Courts/High Courts equivalent courts as advocate with proper license in any organisation as stated above will be considered as executive experience subject to a limit up to maximum of 7 years of the total required experience

**6. Desirable Skills:**

- The candidate should also have excellent leadership qualities and decision-making capability, strong inter-personal and communication skills and must be able to lead a team of Law Professionals with result-oriented approach and commitment to quality and assigned targets.
- Should have sound knowledge of Civil / Commercial / Industrial /Labour / Company Laws etc
- Experience of working in Legal set up of a Large Manufacturing Setup/ Project Based Organization would be an added advantage.

**Emoluments and Benefits:**

The selected candidate will be placed at the minimum of the pay scale (Rs 1,20,000 – Rs 2,80,000) and will be on probation for a period of one year.

Besides the Basic pay (normally the minimum of the scale), selected candidates will be entitled to a Cafeteria of perks, Industrial Dearness Allowance. Other allowances and benefits such as Leave, Medical facilities for self and dependent family members, Provident Fund, Gratuity, Uniform, Company's accommodation or HRA etc. will be admissible as per Company Rules as applicable from time to time.

The pay fixation of candidates from PSUs/ Autonomous Organizations/Central/State Government etc shall be regulated as per DPE Guidelines including pay protection, as applicable. For candidates from Private Sector, one increment for each qualifying years of service over and above the minimum prescribed experience shall be given over the minimum of pay scale, subject to a maximum of 4 increments.

### **Selection Process:**

1. Selection process will comprise of Personal interviews only, to be held at BHEL, New Delhi.
2. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit 'No Objection Certificate' at the time of Interview and shall be required to produce relieving order from their organization, in the event of selection.

**Note:** Candidates invited for Personal Interview will be paid fare restricted to Economy Air fare from the starting station or the mailing address whichever is nearer to the place of interview by the shortest route on production of proof of journey.

### **Health Standards:**

Applicants should possess sound health. Before joining, selected candidates will have to undergo medical examination by the Company's Authorized Medical Officer and the appointment will be subject to meeting the health standards prescribed by the Company. No relaxation in health standards is allowed. The Company's Medical Examination rules can be accessed on the website <http://careers.bhel.in>.

The Persons with Disability candidates are required to furnish self-attested copy of duly stamped Medical Certificate in relation to their benchmark disability from Government Hospital or Medical Board attached to Special Employment Exchange for the handicapped.

### **How to apply:**

1. The applications for selection to the above posts will be accepted ONLY ONLINE through our recruitment website <https://careers.bhel.in> **No other mode of application shall be entertained.**
2. A non-refundable fee of Rs.400/- + 18 % GST (Rs. 472/-) is to be paid online through SBI Collect [Link provided in the website]. The receipt/journal no. given by the bank on payment of fee needs to be entered in the online Application Form and print-out of the receipt wherever applicable needs to be sent along with the application form. Any other mode of payment i.e Demand Draft, Money Order, Postal Order, Cheque, etc. is NOT acceptable
3. After successfully submitting the online application, the candidate is required to print the application format which will have the unique acknowledgement No. and send it along with fee receipt and requisite documents to AGM (HR-CRMM), BHEL and to reach the below address **on or before 15.02.2025.**

**Post Box No. 3842  
BHEL House, Sirifort,  
New Delhi – 110049**

5. BHEL shall not be responsible for any postal loss/ postal delay in receipt of applications.
6. The envelope carrying the duly filled-in application form should be super-scribed as **“Post Applied For – General Manager (Law)”**.
7. Incomplete applications (columns of the format not filled in or all requisite documents not enclosed) or those in format other than the one prescribed in the Online Application Form will not be entertained.

8. The necessary documents as listed below (self- attested photo copy) are required to be sent along with the application **on or before 15.02.2025**

- i. Fee receipt as mentioned in the Application Form.
- ii. SSLC/HSC mark sheet of Birth Certificate (in support of Date of Birth)
- iii. Qualification mark sheets and certificates of LLB Degree.
- iv. Qualification mark sheets and certificates of Post Graduate Degree/Diploma as declared in the application form.
- v. Community certificate –SC/ST/OBC as per prescribed certificate in various government notifications from time to time. OBC(NCL) certificate to be as per latest guidelines of government and in any event not more than one year old.
- vi. If claiming age relaxation as candidate from J & K, relevant certificate.
- vii. Certificates as proof of experience: In the absence of proper service certificate issued by employer, candidate shall be required to send (joining letter/relieving order) and in case of serving employees, (latest salary certificate) may be sent in place of relieving order along with Joining Letter/ Offer letter.

**General Instructions:**

1. Applicant must read the instructions and ensure that the application is submitted successfully and transaction with reference to payment of processing fee is successfully transacted. No other mode of application shall be entertained.
2. Application Processing fee will be applicable as indicated below:

<b>Applicable Fees for BHEL Lateral Recruitment – 2025</b>	
<b>Category</b>	<b>Processing Fee</b>
UR/EWS/OBC	Rs 400 + 18% GST (Rs. 472/-)
SC/ST/PWD/Ex-Servicemen	

3. This fee is to be paid online through SBI Collect Portal. After depositing the fees, the candidate will be allotted a Bank Reference No. This number is to be entered by the candidate while filling the online application form. Candidates are required to send a copy of this Bank Transaction receipt along with the Acknowledgement slip generated at the time of applying. No other mode of payment is acceptable.
4. In case of multiple submission of ONLINE applications from same applicant, only the last eligible application shall be considered as final submission for candidature in BHEL.
5. The applicant may have to bear Bank Charges over & above the processing fees, depending upon fees payment through Internet banking/Debit card/ Credit Card etc.
6. The applicant /Candidate 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 recruitment 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 suitable actions including termination and prosecution.
7. Candidates not having relevant post qualification experience in areas mentioned under **“Experience Requirements”** need not apply. (Note: Post qualification experience should be exclusive of Trainee/Apprenticeship period, if any.)
8. SC, ST, OBC (Non-Creamy Layer), EWS, PwD, J&K domiciled candidates and ex- servicemen should carefully mention the categories, since these details may not be allowed to be changed later. Accordingly, candidates are required to enclose necessary documentary proof with the application. SC/ST/OBC Candidates, while applying for a post where there are no vacancies in their respective reserved categories, will be treated as General candidates and no relaxation will be applicable to these candidates.
9. Candidates applying under EWSs category should fulfil the conditions stipulated for applying under ‘Reservation for Economically Weaker Sections (EWSs) in civil posts and services in Government of India’ issued vide DoPT OM dt.31.01.2019.

10. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.
11. Candidates who have left a PSU after voluntary retirement shall be considered only if he/she agrees to return the VRS compensation received to the PSU concerned.
12. 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 finally cleared by BHEL. BHEL takes up verification of eligibility conditions with reference to original documents once again, at the time of Interview and after the candidate has been selected for the post.
13. Candidates are advised to possess a valid e-mail ID, which is to be entered in the on-line 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 e-mail. They are further requested to check regularly their e-mail (including message in SPAM folder) for any communication from BHEL in this regard. Any important information including Corrigendum/Changes/Updates and information / general instructions during the course of recruitment process and on selected candidates shall be made available either through the website or on the email id and keep it active for at least one year, simultaneously tracking the website for updates.
14. BHEL reserves the right to cancel/ restrict/increase/ reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof. Posts indicated herein may be kept unfilled at the discretion of management.
15. In case of non-joining of a candidate or candidate found medically unfit, waitlist may be operated at the discretion of management.
16. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto shall be subject to jurisdiction of the Courts/ Tribunals/Forums (Jurisdiction Courts) at New Delhi.
17. Indian Nationals only need to apply.
18. Canvassing in any form will be a disqualification.
19. No correspondence will be entertained from candidates not invited / selected for interview.
20. For any queries regarding this recruitment please send email to [recruitment@bhel.in](mailto:recruitment@bhel.in)

**IMPORTANT DATES:**

<b>Milestones</b>	<b>Scheduled Date</b>
Start of Online submission of application	24.01.2025 [10.00 AM onwards]
Close of Online submission of application	10.02.2025 [Up Till 11:00 PM]
Last date of receipt of hard copy of online submitted Applications and Documents	15.02.2025
Last Date of receipt of Hard copies of online submitted Applications and Documents from far flung areas*	20.02.2025

\*For far Flung area: For candidates residing in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Jammu & Kashmir, Lahaul & Spiti District, and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep.

Beware of Job Racketeers trying to deceive the candidates by false promises of securing Job in BHEL either through influence or by use of unfair and unethical means. BHEL has not authorized any person/institution/body to recruit on its behalf. Please refer to Public Notice issued by BHEL on our website – [careers.bhel.in](http://careers.bhel.in)