Advt. 03/2026

BHARAT HEAVY ELECTRICALS LIMITED
SUPERVISOR TRAINEE – 2027 RECRUITMENT

COMPANY PROFILE

BHEL incorporated in 1964 as a Public Sector Undertaking (PSU) has been at the forefront of powering India's growth, serving as a trusted partner in nation-building and a leader in the capital goods sector. BHEL is backed by a robust manufacturing network comprising 15 manufacturing units, 08 service centres, 15 Regional Marketing Centres, 04 Regional Offices and 02 Repair Units. Combining world-class engineering, manufacturing, project execution expertise, and after-sales support, BHEL serves a broad spectrum of sectors including power, transportation, defence, aerospace, oil & gas, and process industries with a significant contribution to India's power generation capacity across thermal, hydro, gas, nuclear, and solar segments. The Company has its footprint in all the 6 inhabited continents with presence in 95 countries. BHEL continues to be a key enabler of the country's energy security, infrastructure development, and self-reliance objectives. Presently, the total order book stands at all time high of more than Rs. 2.6 Lakh Crores, reaffirming customer confidence and strong revenue visibility.

BHEL offers a challenging and rewarding career to young and dynamic Diploma holders / Graduates in the disciplines of Mechanical, Electrical, Civil, Electronics, HR & Finance to contribute towards Nation building in the fields of Power, Industry, Transmission, Renewable Energy, Transportation, Energy Storage, Defence & Aerospace, Oil & Gas and Water.

Recruitment of 215* Supervisor Trainees as per break up below:

SN	Discipline	UR	EWS	OBC	SC	ST	Total	PWD (#)	Ex-SM	Tentative place of posting:
1	Mechanical	43	11	28	16	5	103	3 OH & 2 VH	16	Trichy, Ranipet, Hyderabad, Bangalore, Haridwar, Bhopal, Vizag, Jhansi, Jagdishpur & Power Sector Sites
2	Electrical	16	2	5	5	2	30	1 HH	6	Trichy, Ranipet, Hyderabad, Bangalore, Haridwar, Bhopal, Jhansi, Jagdishpur, Power Sector Sites & TBG Sites
3	Electronics	5	0	4	2	0	11	0	1	Trichy, Hyderabad, Bangalore, Power Sector Sites & TBG Sites
4	Civil	12	2	7	3	2	26	0	4	Power Sector Sites
5	HR	13	0	3	3	1	20	2 OH & 2 VH	1	Trichy, Ranipet, Hyderabad, Bangalore, Haridwar, Bhopal, Vizag, Jhansi, Delhi & Power Sector Sites
6	Finance	13	1	7	4	0	25	2 OH	1	Trichy, Ranipet, Hyderabad, Bangalore, Haridwar, Bhopal, Vizag, Jhansi & Jagdishpur
	Total	**102**	**16**	**54**	**33**	**10**	**215***	**12**	**29**	

The manpower requirement indicated above is tentative and actual requirement may vary based on further assessment. The category wise reservation will be as per govt. guidelines issued in this regard.

- ✓ *As per Company policy, the vacancies of Supervisor Trainees are partially earmarked for being filled through dependents of deceased employees of BHEL on Compassionate grounds. All relevant details as to how to / who can apply under this category are given in "Compassionate Consideration' Link on our website http://careers.bhel.in. In case these vacancies are not filled up due to non-availability of qualified candidates, they may be filled through open selection.*

Please note that, while filling out the online application form, candidates shall be necessarily required to indicate their preferences for Manufacturing Units or Power Sector Sites as applicable, against vacancies available in their respective disciplines. However, final allocation of posting to the selected candidates will be based on their preferences/ merit order in selection process and availability of vacancies in their preferred Units/Sites, in line with reservation norms. While every effort will be made to accommodate preferences, the decision of BHEL regarding final posting shall be binding and final.

The candidates selected as STs under this recruitment shall be required to serve at their allocated place of posting, i.e Manufacturing Unit/ Power Sector regions for at least 10 years from the date of joining. During this period, no request for transfer or change in place of posting shall be entertained for the first Ten years of service. In case any outside influence is brought upon any superior authority on this matter, it will be construed as misconduct as per Rule 17 of the BHEL Conduct, Discipline and Appeal Rules 1975.

If in the interim period, for any unavoidable personal reasons if a candidate selected as ST requests a transfer back to a Unit of his/her preference, the transfer can only be considered subject to suitable position being available and shall be on reversion to the original post on which he/she was absorbed in the Company, i.e S1 or Supervisor for STs, at the bottom of seniority, respectively.

The exam for same discipline in Engineer/Executive Trainee or Supervisor Trainee shall be conducted on the same day. Therefore, candidates should carefully choose the position that they wish to apply for, based on the requisite qualification and eligibility criteria as per the notification Advt. 02/2026 or Advt. 03/2026.

Candidates who have already been selected/engaged as Engineer Trainee/Supervisor Trainee/Artisans or are presently serving on probation in BHEL shall not be eligible to apply for the present recruitment and their candidature shall not considered.

Job Specifications:

Position	Educational Qualifications	Upper Age Limit (years) (as on 01/11/2026)
Supervisor Trainee (Mechanical/ Electrical/ Civil/ Electronics)	Full time regular Diploma in Engineering in the disciplines of Mechanical or Electrical or Civil or Electronics from a recognized Indian University / Institute **with** # Minimum 65% marks or Equivalent CGPA in aggregate* of all years/ semesters (relaxable to 60% for SC/ST candidates)	**27 Years** (Candidates born before 01/11/1999 are not eligible to apply)
Supervisor Trainee (HR)	Full time regular Bachelor's degree in Business Administration or Social Work or Business Management or BBS or BMS from a recognized Indian University/ Institute***** **with** # Minimum 65% marks or Equivalent CGPA in aggregate* of all years/ semesters (relaxable to 60% for SC/ST candidates)	**27 Years** (Candidates born before 01/11/1999 are not eligible to apply)
Supervisor Trainee (Finance)	Full time regular Bachelor's degree in Commerce from recognized Indian University/ Institute* **with** # Minimum 65% marks or Equivalent CGPA in aggregate* of all years/ semesters (Minimum 60% marks for SC/ST candidates on similar lines.)	**27 Years** (Candidates born before 01/11/1999 are not eligible to apply)

IMPORTANT NOTE:

For the purpose of calculating aggregate marks, all subjects appearing in the mark sheet of all semesters shall be considered. For a 10-point scale, equivalent marks shall be determined as per calculation shared by the University/ Institute or by multiplying the GPA by 10. In all other cases, GPA shall be converted to a 10 Point scale and then multiplied by 10.

***** The degree must be from any of the Universities incorporated by an Act of the Central or State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University Under Section-3 of the University Grants Commission Act, 1956, or possess an equivalent qualification.

Candidates who are in the final year/semester of qualifying degree shall also be eligible. However, if shortlisted, such candidates shall be required to submit the documentary proof of having passed the qualifying examination at the time of Document Verification. Candidates who fail to possess the requisite certificate(s)/marksheets by the date of Document Verification shall be debarred from further participation in the selection process.

TERMS AND CONDITIONS IN RESPECT OF ESSENTIAL QUALIFICATION(S)

1. Essential educational qualification(s) required as indicated in the Table for respective post are mandatory.
2. Only full time Regular courses will be considered.
3. Ex-servicemen claiming equivalence in qualification shall be required to produce a copy of equivalence certificate. The minimum marks in qualification shall not be required for Ex-servicemen claiming Trade Equivalency from an Army/ Air Force/Naval Institute issued certificate.
4. SC/ ST /PwBD candidates applying against post not reserved for such categories shall be considered under general standard of merit and no relaxation in minimum qualifying percentage of marks in education qualification shall be available to them.

RESERVATION & RELAXATION:

1. **For PWD candidates**: The positions of **Supervisor Trainee (ST)** in BHEL are identified:
   For OH: Locomotor Disability (OA, OL) for Supervisor Trainees (Tech), Locomotor Disability (OA, OL, BL & BH) for Supervisor Trainee (Fin), Locomotor Disability (OA, OL & BL) for Supervisor Trainee (HR), leprosy cured, Dwarfism, & Acid Attack Victim for all STs & Cerebral Palsy for Supervisor Trainee (Fin)
   For VH: Low Vision
   For HH: Deaf & Hard of Hearing, Speech and Language Disability.
   Scribe facility shall be available for persons with benchmark disabilities in the category of locomotor disability and any other identified benchmark disability, provided that candidate produces original medical certificate and physical limitation certificate (format on website https://careers.bhel.in), issued by competent medical authority regarding such disability at the time of entry to examination centre (as per government guidelines). The post of Supervisor Trainees in BHEL is not identified suitable for "Blindness".

2. Upper age limit is relaxable for candidates belonging to the following categories as under: -
   - SC/ST: - by 5 years
   - OBC (NCL): – by 3 years
   - Persons with Disabilities Candidates:
     - by 10 years for General / - by 13 years for OBC (NCL) /- by 15 years for SC/ST.
   - Relaxation in age for Ex-Servicemen will be as per extant Govt. rules.
   - Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.

3. **For EWS candidates**: Reservation for Economically Weaker Section candidates shall be done in accordance with Government directives. 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.19.01.2019. Such candidates should attach the requisite certificate certifying their "Income and Asset of the family", from an officer not below the rank of Tehsildar, along with their application and at the time of Interviews.

BHEL SELECTION PROCESS (For Supervisor Trainees): TWO Stage Process

Candidates interested in joining BHEL as Supervisor Trainee shall have to undergo a Two Stage Selection Process and necessarily be required to clear both stages in order to be considered for Merit List.

Stage I: Computer Based Examination (CBE)

All prima facie eligible candidates will have to appear for **a Computer Based Examination (CBE)**. Based on CBE Marks, candidates will be shortlisted for Document Verification in order of merit in ratio of 1:3 to the number of vacancies in each Category. PwD candidates & Ex-Servicemen candidates will be accorded up to 25% relaxation below the cut-off marks in their respective categories for being shortlisted for Document Verification/ Scrutiny.

There shall be a minimum qualifying mark in Computer Based Examination (CBE) of 40% Marks for UR or EWS Category & 30% Marks for OBC (Non-Creamy Layer)/SC/ST Categories. Any candidate scoring below the minimum qualifying marks in Computer Based Examination (CBE) shall be disqualified from further selection process. PwD candidates & Ex-Servicemen candidates will be accorded 25% relaxation below the cut-off marks in respective categories (limited to minimum qualifying of 30% Marks for UR/EWS and minimum qualifying of 22.5% Marks for OBC/SC & ST Categories) for being shortlisted in the similar prescribed ratio of 1:3.

For shortlisting as per 1:3 ratio, initially, all UR candidates along with reserved category (i.e. EWS, OBC, SC, ST) candidates of that discipline, who do not avail any relaxation, will be grouped together and then arranged in descending order of merit of their CBE marks (marks out of 100) and candidates shall be called for Document Verification/ Scrutiny in the ratio of 1:3 in UR category.

After this, candidates belonging to EWS/OBC/SC/ST categories, who are not shortlisted for Document Verification/ Scrutiny under UR category, shall be regrouped with their respective categories for further consideration and candidates will be called for Document Verification/ Scrutiny in prescribed ratio of 1:3 in their respective categories. All the candidates obtaining same cut-off marks in respective groups shall also be called for Document Verification/ Scrutiny.

Stage II: Document Verification/ Scrutiny

Document Verification/ Scrutiny is the second stage of the selection process. All candidates shortlisted for the Document Verification/ Scrutiny Stage must necessarily attend and complete this stage of selection process, in order to be further considered for being placed on the merit list. Document Verification/ Scrutiny shall be considered as only qualifying stage.

The final merit order shall be prepared only on the basis of CBE Score. i.e Candidates qualified (Found eligible) in Document Verification/ Scrutiny.

TRAINING & EMOLUMENTS (For Supervisor Trainees):

Candidates joining BHEL as Supervisor Trainees will undergo training for one year. During training period, basic pay of Rs 32,000/- in the scale of pay of Rs 32,000-1,00,000/- will be paid. After successful completion of training, the trainees will be absorbed as Supervisors in the scale of pay of Rs 33,500-1,20,000/- with a basic pay of Rs 33,500/-.

Besides Basic Pay, Dearness Allowance, Perks and other Allowances & 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 approximate CTC is Rs 7.5 Lakhs per annum for STs

SERVICE AGREEMENT BOND:

Before joining as Trainee, the selected candidates will be required to execute a bond to serve the Company for a minimum period of 3 years excluding training period. In the event of their resigning from the Company before the expiry of the bond period, they will be liable to pay liquidated damages equivalent to Rs 3,00,000 for Supervisor Trainees. The Bond Tenure shall be 3 years excluding the Training Period. Besides, he/she will have to submit a stamped Indemnity Bond duly executed by a surety of sound financial standing for an equivalent amount. No lien/bond executed to retain a substantive post with present employer will be binding upon the Company and no Leave Salary or Pension Contribution will be made.

MEDICAL STANDARDS:

Applicants should possess sound health. Before Joining, selected candidates will have to undergo medical examination by the Company's Authorized 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 in brief can be accessed @ BHEL's Medical Examination Rules – hosted on the BHEL careers website.

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.

GENERAL INSTRUCTIONS:

1. The submission of applications will be **ONLINE** only through our website https://careers.bhel.in. Applicant must read the instructions for submission carefully and ensure that the application is submitted successfully and transaction with reference to payment of fee for application form and / or processing fee as applicable is successfully transacted.
2. Candidates who are registered with Local Employment Exchange(s) and meet the prescribed eligibility criteria are advised to apply Online on BHEL Careers portal. No other mode of application in this regard will be entertained.
3. A Non-Refundable Application Fee and Processing fee will be applicable as indicated below:

Applicable Fees* for "Supervisor Trainee (ST) - 2027" Recruitment			
Category	**Examination Fee**	**Processing Fee**	**Total**
UR/EWS/OBC	Rs 600	Rs 400 +GST	Rs 1072
SC/ST/PWD/Ex-Servicemen	NIL	Rs 400 +GST	Rs 472

**The applicant may have to bear Bank Charges over & above the application fees, depending upon fees payment through Internet banking/Debit card/ Credit Card etc.*

4. All applicant will be given option to choose amongst the Test Centers/ Venue for up to **5 choices**. However, BHEL reserves the right to add or cancel any city/center depending upon the no. of candidates choosing a particular city/center.

5. Applicants are also informed that the Computer Based Examination shall be **bilingual**, i.e with an option to attempt the Examination in Hindi or English (except the English Section of the Examination). The same option shall be given at the time of Interviews also, i.e to address the Selection Committee in their language of preference between Hindi or English.

6. The 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. The details entered by the candidate at the time of online registration shall be final. While applying the candidates should enter his name as it appears in the SSC/Matriculation Certificate. Further, request for change of Mailing Address/email ID/ Category/Posts as declared in the online application shall not be entertained.

8. The category [GEN/EWS/SC/ST/OBC (NCL)/ PwBD/Ex-Servicemen/Compassionate Consideration] of the candidate claimed in the online application form for the post shall be treated as final. Once filled the online application form will neither be changed nor benefit of any other category will be admissible later on.

9. Candidates belonging to OBC category but not covered under 'Non-Creamy Layer' are not entitled to OBC reservation. As such, they should indicate their category as 'GENERAL'.

10. Only such PwBD Category candidates would be eligible to get the applicable benefit of reservation who suffer from not less than 40% of relevant disability. For claiming the benefit of reservation/ concessions applicable for PwBDs, the candidates will have to submit a disability certificate as per formats prescribed by the Ministry of Social Justice and Empowerment vide notification no. G.S.R. 591 (E) dated 15.06.2017 in support of their claim. In case, the candidate fails to produce the certificate in the prescribed format issued by Competent Authority, his/ her candidature shall not be considered.

11. Candidates belonging to **OBC (Non-Creamy Layer)** category should produce their latest caste certificate **issued on or after 01.01.2026** in the format issued by Competent Authority as prescribed by Government of India in support of their claim. The name of the caste and community indicated in the OBC (NCL) certificate must appear in the central list of Other Backward Classes. In case, the candidate fails to produce his/her latest caste certificate in the prescribed format, his/ her candidature will not be considered. Further, OBC (NCL) candidates will have to give a self-undertaking indicating that they belong to OBC (NCL) category at the time of participating in the Document Verification, if called for the same.

12. Candidate seeking reservation under **EWS category** should produce their latest Income and Asset Certificate issued by Competent Authority. The prescribed format and the Competent Authority have been given in Department of Personnel & Training, OM No. 36039/1/2019-Estt (Res) dated 31.01.2019. The EWS certificate issued by Competent Authority should be valid for the financial year 2026-2027 and should have been prepared on the basis of income and asset verification for the financial year 2025-2026. Income and Asset Certificate shall be submitted by such candidate at the time of Document Verification (if shortlisted). No request for extension of time for production of 'Income & Asset Certificate' beyond the said date shall be entertained. In case candidates fails to produce the same at the time of Document Verification, they will not be allowed to progress further in selection process. Further, no request for change of category at a later stage of selection process will be entertained.

13. Candidates presently employed in Central/ State Government, Autonomous bodies, PSUs may apply through 'Proper channel' or submit **'No Objection Certificate'** at the time of Document Verification from their employer.

14. Applications that are not in conformity with the requirements indicated in this advertisement/ incomplete application will not be entertained.

15. 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 Document Verification call letter to the candidate will not imply that his/her candidature has been finally cleared by BHEL.

16. 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. No separate communication shall be sent to the candidate by post.

17. BHEL reserves the right to cancel/ restricts/enlarge/ reopen the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.

18. 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 the respective cities/towns where the units are located and the Courts / Tribunals / Forums (Jurisdiction Courts) at the place where units are located shall have sole and exclusive jurisdiction. Like for example, for dispute arising in Trichy, the jurisdiction shall rest with Madurai Bench of Madras High Court

19. BHEL recruitment website https://careers.bhel.in will provide necessary details regarding, how to apply/ important dates / FAQs/ DV call letters etc. It shall be the responsibility of candidate to read the detailed instructions on the website and adhere to application requirements. Candidates are advised to visit the website https://careers.bhel.in regularly for updates.

20. As per policy, the tests/question papers are not disclosed to anybody other than the candidates during the examination. The test papers are also not shared with anybody even after the examination. The candidate may retain a copy for their reference during the Objection Management Phase. No copy shall be provided or request for Question paper shall be entertained after the Objection Management Phase.

21. Please note that a candidate is allowed to appear only once in CBE for the Supervisor Trainee post. Multiple appearance in CBE will result in cancellation of candidature. In case more than one call letter has been generated, candidates are advised to appear only once for one post on the date and at the time mentioned on the respective call letter.

22. Those selected candidates who are already employed elsewhere may resign from their respective organizations only after getting themselves medically examined as per BHEL Medical Examination Rules and fully satisfy that they meet the physical fitness parameters. BHEL shall not be liable/responsible in any manner, whatsoever, on this aspect.

23. Such candidates from Armed Forces, who have been released/retired/discharged from Armed Forces and qualified as an Ex-servicemen are required to submit an undertaking {Form of Undertaking to be given by Candidates Applying for Civil Posts under Ex-Servicemen Category} duly signed by him/her stating that he/she has not secured any appointment on the civil side prior to this appointment along with his application at the time of Document verification.

24. Candidates have to necessarily declare (in case they are shortlisted for subsequent stages) if he/ she has been arrested, prosecuted, kept under detention or fined, convicted by the Court of Law for any offence, debarred/disqualified by any Public Service Commission from appearing in its examination. Mere shortlisting in CBE does not entail the right for Interview and BHEL reserves its right to call suitable candidates depending upon their credentials/ declarations.

DIARY DATES:

Milestones	Scheduled Date*
Opening of On-line submission of application	25th November, 2026 at 10:00 AM
Closing of On-line submission of application	28th December, 2026 at 11:45 PM
Date of Examination*	27th January, 2027

These dates are tentative and may undergo change. Any changes in this dates / other information shall be displayed on our website https://careers.bhel.in