Advt. 01/2026

# BHARAT HEAVY ELECTRICALS LIMITED
# ARTISAN RECRUITMENT - 2027

## 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 skilled artisans to contribute towards Nation building in the fields of Power, Industry, Transmission, Renewable Energy, Transportation, Energy Storage, Defence & Aerospace and Oil & Gas.

The following Manufacturing Units of BHEL are looking for ARTISANS in the various trades as per the details below:

(A) Boiler Auxiliaries Plant (BAP)- RANIPET, TAMILNADU
(B) Heavy Plates and Vessels Plant (HPVP) – VISHAKHAPATNAM, ANDHRA PRADESH
(C) Electronics Division (EDN) - BENGALURU, KARNATAKA
(D) Solar Business Division (SBD) - BENGALURU, KARNATAKA
(E) Heavy Electrical Equipment Plant (HEEP) - HARIDWAR, UTTRAKHAND
(F) Heavy Power Equipment Plant (HPEP) - HYDERABAD, TELANGANA
(G) Heavy Electrical Plant (HEP) - BHOPAL, MADHYA PRADESH
(H) Transformer Plant (TP) – JHANSI, UTTAR PRADESH
(I) High Pressure Boiler Plant (HPBP) – TIRUCHIRAPPALLI

**Requirement of Artisans Grade IV – 2027 as per the breakup below:**

| S.N | Post | UNITS | | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | BAP (A) | HPVP (B) | EDN (C) | SBD (D) | HEEP (E) | HPEP (F) | HEP (G) | TP (H) | HPBP (I) | |
| 1 | Fitter | 48 | 60 | 3 | 16 | 20 | 10 | 19 | 22 | 80 | 278 |
| 2 | Welder | 6 | 25 | 2 | 2 | 6 | | 3 | 10 | 50 | 104 |
| 3 | Turner | 10 | 6 | | 6 | 5 | 22 | 3 | | | 52 |
| 4 | Machinist | 7 | 14 | | 3 | 14 | 23 | 15 | 10 | 15 | 101 |
| 5 | Electrician | 4 | 6 | 20 | 2 | 12 | 5 | 18 | 18 | 5 | 90 |
| 6 | Electronics Mechanic | | 3 | 20 | | | | | | | 23 |
| 7 | Foundryman | | 6 | | 1 | 3 | | 2 | | | 12 |
| | **Total** | 75 | 120 | 45 | 30 | 60 | 60 | 60 | 60 | 150 | 660 |

*****_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._

**Note:**

1. *As per Company policy, the vacancies of "Artisan Grade – IV" 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.*

2. Candidates may note that the Computer Based Exam (CBE) for the above vacancies shall be conducted on the same day. Accordingly, candidates are advised to carefully select the Manufacturing Unit and trade for which they wish to apply. A candidate shall be permitted to apply for vacancies in **ONE Manufacturing Unit** and **ONE Trade** only.

3. The candidates selected as "Artisan Grade – IV" under this recruitment shall be required to serve at their allocated Manufacturing Unit for **at least 20 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 Twenty years of service.

4. If in the interim period, for any unavoidable personal reasons if a candidate selected as "Artisan Grade – IV" 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.

5. Candidates who have already been selected/engaged as Temporary Employees or for any other post and presently not regularized or on probation in BHEL shall not be eligible to apply for the present recruitment and their candidature shall not considered.

## RESERVATIONS:

The above vacancies are reserved as follows: -

| Unit | | UR | EWS | OBC | SC | ST | **Total** | PWD | EXSM |
|---|---|---|---|---|---|---|---|---|---|
| **(A)** | **BAP** | 32 | 8 | 20 | 14 | 1 | **75** | 4 | 10 |
| **(B)** | **HPVP** | 47 | 12 | 32 | 20 | 9 | **120** | 5 | 16 |
| **(C)** | **EDN** | 19 | 4 | 12 | 7 | 3 | **45** | 2 | 6 |
| **(D)** | **SBD** | 14 | 2 | 8 | 4 | 2 | **30** | 2 | 4 |
| **(E)** | **HEEP** | 35 | 6 | 8 | 11 | 0 | **60** | 2 | 8 |
| **(F)** | **HPEP** | 25 | 6 | 16 | 9 | 4 | **60** | 16 | 9 |
| **(G)** | **HEP** | 24 | 6 | 9 | 9 | 12 | **60** | 5 | 8 |
| **(H)** | **TP** | 24 | 7 | 17 | 12 | 0 | **60** | 3 | 8 |
| **(I)** | **HPBP** | 65 | 15 | 40 | 28 | 2 | **150** | 6 | 21 |

**For PWD** candidates**:** The positions of Artisan Grade - IV in BHEL are identified**: For OH:** Locomotor Disability (BL or OL)* - BL only for Electrician or Fitter, leprosy cured, Dwarfism & Acid Attack Victim, **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 Artisans in BHEL is not identified suitable for "Blindness".*

## QUALIFICATION REQUIREMENT: (As on 1st October, 2026)

| |
|---|
| Class Xth **PLUS** National Trade Certificate (NTC / ITI) **PLUS**<br>National Apprenticeship Certificate (NAC) in the respective trade<br>**WITH NOT LESS THAN**<br>60% marks for Gen & OBC candidates and 55% marks for SC & ST candidates in both NTC/ITI and NAC. |
| **Desirable:** *Knowledge of Regional Language for Tamil Nadu, Telangana/Andhra Pradesh & Karnataka based Units and Hindi for other Units.* |

**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. Candidate should be possessing requisite certificate(s)/ Marksheets for ITI/NAC issued up to 1st October, 2026. Knowledge/ Skills/ Proficiency in the respective discipline shall be assessed through Computer Based Examination and Skill Test.
2. Only full time Regular courses will be considered.
3. National Apprenticeship Certificate (NAC) wherever applicable, should be issued by concerned authority.
4. 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.
5. 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.

## UPPER AGE LIMIT & RELAXATIONS: (As on 1st October, 2026)

The upper age limit for General and EWS category candidates shall be **27 years** as on 01.10.2026.

**Age Relaxation on account of Experience:** Candidates shall be eligible for age relaxation of up to a maximum limit **07 years** on the basis of work experience, subject to a minimum of **06 months** of relevant work experience and submission of experience in the prescribed format (available on BHEL Careers Website).

Upper age limit is further 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.

**Note**: Notwithstanding the age relaxations admissible under provisions of this advertisement, the maximum age of a candidate, including all permissible age relaxations, shall not exceed 56 years as on 01.10.2026.

## EMOLUMENTS AND BENEFITS:

Selected candidates will work as “Temporary Artisans” for a period of one year during which they will be paid consolidated wages of Rs 24,000 per Month. On successful completion of this temporary period, they will be regularized in the regular establishment as **ARTISAN GRADE-IV** and placed at the minimum of the scale of pay of Rs 29500 – Rs 65,000 with applicable allowances in vogue at the time of regularization. The regularization in the regular establishment will be as per the extant Company rules.

## SELECTION PROCESS:

Candidates interested in joining BHEL as **ARTISAN GRADE-IV** 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 candidates will have to appear for a Computer Based Examination (CBE) in their respective trades. Based on CBE Marks, candidates will be shortlisted for Skill Test in order of merit in ratio of **1:3** to the number of vacancies in their respective trades as per category wise vacancies available in their respective unit of candidature submission. In case of single vacancy in a particular trade/category, a maximum of 5 candidates shall be shortlisted for the particular position.

There shall be a minimum qualifying mark in the 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 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 for Skill Test in the similar prescribed ratio of **1:3** or a maximum of 5 candidates in case of single vacancy.

For shortlisting as per **1:3** ratio, initially, all UR candidates along with reserved category (i.e. EWS, OBC, SC, ST) candidates of that trade in the respective unit, 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 Skill Test in the ratio of **1:3** in UR category. After this, candidates belonging to EWS/OBC/SC/ST categories as per available vacancies, who are not shortlisted under UR category, shall be regrouped with their respective categories for further consideration and shortlisted for Skill Test in prescribed ratio of **1:3** in their respective categories.

**Stage II: Skill Test & Document Verification**

All such shortlisted candidates shall be required to undergo Document Verification to confirm their eligibility as per the notification and thereafter, would be required to undergo a Skill Test, which shall be qualifying in nature.

Skill Test is the second stage of the selection process. All shortlisted candidates must necessarily attend and complete this stage of selection process, in order to be considered for being placed on the merit list.

After being found "**Eligible**" as per Document Verification & "**Qualified**" in the Skill Test, the final merit order shall be prepared on the basis of **CBE Score**.

## PREFERENCE FOR BEST/ RUNNERUP APPRENTICE:

Preference is given for BEST Apprentice/ RUNNER UP Apprentice at All India SKILL Competitions conducted by The Directorate General of Employment and Training. These candidates who were/are selected as BEST APPRENTICE or RUNNER UP APPRENTICE in the All India SKILL Test, will be required to apply online and submit their application as per the prescribed procedure. Such candidates shall be necessarily required to Upload their "Certificate of Merit" of Best Apprentice/ Runner-Up Apprentice in the All India Apprentices Competition issued by Directorate General of Employment and Training.

They shall be required to appear for the Computer Based test and shall be called for skill test subject to fulfilling other Terms and Conditions and Eligibility criteria as per the notification. In the event of their selection, Best Apprentice will be inducted as Artisan Grade - IV with 2 increments and Runner Up Apprentice will be inducted as Artisan Grade - IV at the minimum of the scale in the pay scale of Rs 29500 – Rs 65,000.

## 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 "Artisan Grade – IV" 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. Candidates must note that, for all the above vacancies, the Computer Based Exam shall be held on the same day and candidates must carefully apply against vacancies of **ONE Trade** and **ONE unit** only. In case of multiple submission of ONLINE applications from same applicant, only the **last submitted application shall be considered as final submission** for candidature in BHEL.

5. 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.

6. Applicants are also informed that the Computer Based Examination shall be **trilingual**, i.e with an option to attempt the Examination in Hindi or English or third language of their choice (Kannada, Telegu and Tamil). The same option shall be given at the time of Skill Test also, i.e to address the Selection Committee in their language of preference between Hindi or English or their vernacular language.

7. 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.

8. 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.

9. 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.

10. 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'.

11. 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.

12. 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 cum Skill Test, if called for the same.

13. 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 cum Skill Test (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 appear for Skill Test. Further, no request for change of category at a later stage of selection process will be entertained.

14. 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 cum Skill Test from their employer.

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

16. 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 unique Roll number / Skill Test call letter to the candidate will not imply that his/her candidature has been finally cleared by BHEL.

17. 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.

18. 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.

19. 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

20. BHEL recruitment website https://careers.bhel.in will provide necessary details regarding, how to apply/ important dates / FAQs/ Skill Test 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.

21. 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.

## DIARY DATES:

| Milestones | Scheduled Date* |
|---|---|
| Opening of On-line submission of application | 21st October, 2026 at 10:00 AM |
| Closing of On-line submission of application | 18th November, 2026 11:45 PM |
| Tentative Date of Examination* | 11th December, 2026 (Tentatively) |

*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