

**ARTISAN RECRUITMENT - 2025**

Adv. 04/2025

**COMPANY PROFILE:**

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, 09 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 28,339 Crores for 2024-25. The Company has its footprint in all the inhabited 6 continents of the world with references in over 90 countries.

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) Heavy Equipment Repair Plant (HERP) - Varanasi, Uttar Pradesh, (D) Electronics Division (EDN) - Bengaluru, Karnataka, (E) Fabrication, Stamping & Insulator Plant (FSIP) - Jagdishpur, Uttar Pradesh, (F) Heavy Electrical Equipment Plant (HEEP) - Haridwar, Uttrakhand, (G) Central Foundry & Forge Plant (CFFP) - Haridwar, Uttrakhand, (H) Heavy Power Equipment Plant (HPEP) - Hyderabad, Telangana, (I) Heavy Electrical Plant (HEP) - Bhopal, Madhya Pradesh, (J) Transformer Plant (TP) - Jhansi, Uttar Pradesh, (K) High Pressure Boiler Plant (HPBP) - Tiruchirappalli.

**Requirement of Artisans Grade IV - 2025 as per the breakup below:**

S.N	Post	UNITS											TOTAL
		BAP (A)	HPVP (B)	HERP (C)	EDN (D)	FSIP (E)	HEEP (F)	CFFP (G)	HPEP (H)	HEP (I)	TP (J)	HPBP (K)	
1	Fitter	17	22	5	5	13	30	1	10	31	12	30	176
2	Welder	35	10			3	10			3	6	30	97
3	Turner	13		10			6		20	2			51
4	Machinist	10	6	5		7	19		20	16	6	15	104
5	Electrician				20	8	10	1		20	6		65
6	Electronics Mechanic				18								18
7	Foundryman							4					4
	<b>Total</b>	<b>75</b>	<b>38</b>	<b>20</b>	<b>43</b>	<b>31</b>	<b>75</b>	<b>6</b>	<b>50</b>	<b>72</b>	<b>30</b>	<b>75</b>	<b>515</b>

\*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:**

- 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.
- Candidates may please note that, for all the above vacancies, the Computer Based Test shall be held on the same day, i.e mid - September (Tentative) and candidates must carefully apply to Manufacturing Unit of their preference, against vacancies available in their respective trades, as ONE candidate can apply against vacancies of ONE unit only.
- 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.

**RESERVATIONS & RELAXATIONS:**

The above vacancies are reserved as follows: -

Unit	UR	EWS	OBC	SC	ST	Total	PWD	EXSM
(A) BAP	31	7	22	14	1	75	3	11
(B) HPVP	18	3	9	6	2	38	2	5
(C) HERP	8	2	5	3	2	20	1	2
(D) EDN	19	4	11	6	3	43	2	6
(E) FSIP	13	3	8	6	1	31	1	1
(F) HEEP	40	7	9	13	6	75	3	10
(G) CFFP	3	0	1	1	1	6	0	1
(H) HPEP	22	4	13	8	3	50	19	8
(I) HEP	31	7	10	10	14	72	11	10
(J) TP	13	3	8	6	0	30	2	4
(K) HPBP	34	7	20	14	0	75	4	10

- For PWD candidates: The positions of Artisan Grade - IV in BHEL are identified: For OH: Locomotor Disability (OA or OL), leprosy cured, Dwarfism & Acid Attack Victim, For VH: Low Vision For HH: Deaf & Hard of Hearing, Speech and Language Disability.
- 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.

**QUALIFICATION & UPPER AGE LIMIT:**

Educational Qualifications	Upper Age Limit (as on 1 <sup>st</sup> July, 2025)
Class X <sup>th</sup> PLUS National Trade Certificate (NTC / ITI) PLUS National Apprenticeship Certificate (NAC) in the respective trade <b>WITH NOT LESS THAN</b> 60% marks for Gen & OBC candidates and 55% marks for SC & ST candidates in both NTC/ITI and NAC.	Gen/ EWS - 27 Years OBC (NCL) - 30 Years SC/ST - 32 Years
	- PWD/Ex-Serviceman Relaxation shall be as per Govt. Rules. - Upto 07 yrs. of age relaxation on the basis of relevant work experience in prescribed format (#)

*Desirable: Knowledge of Regional Language for Andhra Pradesh/ Telangana, Tamil Nadu & Karnataka based Units and Hindi for other Units.*

**EMOLUMENTS AND BENEFITS:**

Selected candidates will work as Temporary Employees for a period of one year during which they will be paid consolidated wages as per Company Policy. 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:**

Details of Selection Process and Instructions on how to apply shall be hosted on BHEL Careers website by 16<sup>th</sup> July, 2025. Please check <https://careers.bhel.in> for more details.