BHARAT ELECTRONICS
QUALITY. TECHNOLOGY. INNOVATION.

BHARAT ELECTRONICS LIMITED
(A Govt. of India Enterprise under the Ministry of Defence)

Advt No: 12949/HR/GAD/TE-PE/04   Dt: 22.08.2023

Bharat Electronics Limited (BEL) a Navaratna Company and a premier Indian Public Limited Company in Professional Electronics with a portfolio of over 350 different products in the areas of Military Radars, Naval Systems, Electro-Optics, Weapon & Fire Control Communication, Homeland Security, Strategic Communication & Unmanned System, Electronic Warfare, Tank Electronics and Electro Optics.

Bharat Electronics Limited (BEL) requires the following personnel on temporary basis for **Ghaziabad Unit:**

Post	Discipline & No. of Posts	Reservation	Qualification	Minimum Post Qualification Experience as on 01.09.2023	Upper Age limit as on 01.09.2023
Trainee Officer-I	Human Resource-03	UR-03 **Total-03**	Graduate Degree and Two years MBA/MSW/ PG Degree / PG Diploma in Human Resources Mgt. / Industrial Relations / Personnel Mgt with 55% & above for GEN candidates & Pass Class for PwBD Candidates.	No exp required	28 Year
Trainee Officer-I	Finance-05	UR-03,SC-01,OBC-01 **Total-05**	Graduate Degree and Two years MBA (Finance) with 55% & above for GEN/EWS candidates & Pass Class for SC/ PwBD Candidates.	No exp required	28 Year
Trainee Engineer – I	Electronics-30	UR- 15, OBC- 09,SC-1, ST- 05 **Total-30**	B.E/ B.Tech/ B.Sc (4 year course) Engineering degree in relevant discipline with 55% & above for GEN/EWS/OBC candidates & Pass class for SC/ST/PwBD Candidates.	No exp required	28 Year
Trainee Engineer – I	Computer Science-17	UR- 08, OBC- 06, SC- 02, ST- 01 **Total-17**		No exp required	28 Year
Project Engineer – I	Computer Science-08	UR-03, OBC-02, SC-01, ST-01,EWS-01 **Total-08**		Minimum 02 years of relevant post-qualification industrial work experience (full time).	32 Year
Project Engineer – I	Electronics-29	UR-08,OBC-05,SC-02, EWS- 06,ST-08 **Total-29**			32 Year
Project Engineer – I	Mechanical-03	UR-2,OBC-1 **Total-03**			32 Year

Note: 4% of above mentioned post are reserved for PwBD as per Government guidelines.

1.0 TERMS OF ENGAGEMENT & ALLOWANCE:

Trainee Engineer/Officer – I: Trainee Engineer/Officer will be engaged initially for a period of TWO years which may be extended upto a maximum of three years (including initial period) based on Business requirement and individual's performance.

Year	Consolidated remuneration p.m.	Additional benefits payable
1st year	Rs. 30,000/-	i.) Area allowance* @ 10% of consolidated remuneration (per month)
2nd year	Rs. 35,000/-	*Only to those candidates who will be posted to various sites and customer location
3rd year	Rs. 40,000/-	Rs.12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc.

Project Engineer – I: Project Engineer will be engaged initially for a period of THREE years which may be extended upto a maximum of Four years (including initial period) based on Project requirement and individual's performance.

Year	Consolidated remuneration p.m.	Additional benefits payable
1st year	Rs. 40,000/-	i.) Area allowance* @ 10% of consolidated remuneration (per month)
2nd year	Rs. 45,000/-	*Only to those candidates who will be posted to various sites and customer location
3rd year	Rs. 50,000/-	Rs.12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc.
4th year	Rs. 55,000/-	

2.0 UPPER AGE LIMIT AS ON 01.09.2023:

Trainee Engineer/Officer – I: The age limit should not be more than 28 years for General/EWS candidates.

i.) The upper age limit will be relaxable for OBC candidates by 3 years and SC/ST candidates by 05 years. For candidates belonging to PwBD category having 40% disability or more will get 10 years' relaxation in addition to the relaxation applicable to the categories mentioned above.

Project Engineer – I: The age limit should not be more than 32 years for General & EWS candidates.

ii.) The upper age limit will be relaxable for OBC candidates by 03 years and SC/ST candidates by 05 years. For candidates belonging to PwBD category having 40% disability or more will get 10 years' relaxation in addition to the relaxation applicable to the categories mentioned above.

iii.) SSLC/SSC/ISC mark card and any other valid document will be considered as proof of date of birth.

 # Age relaxation will be provided subject to vacancy in respective category in that particular discipline as listed above.

Please Note:

i.) Candidates seeking age relaxation will be required to attach copy of necessary certificate along with application and submit in original in case of selection or provide at any subsequent stage of the process for verification.

ii.) The EWS/Caste/Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.

iii.) The application of the candidates not meeting the prescribed age criteria will be rejected/ cancelled without any prior intimation.

iv.) Candidates belonging to OBC category (Non creamy layer) should produce the certificate issued on or after 01.09.2022.

v.) Candidates belonging to EWS category must produce valid Income & Asset Certificate for FY 2022-23.

3.0 EDUCATIONAL QUALIFICATION:

i.) **Trainee Officer-I (Finance)**: Graduate Degree and Two years MBA (Finance) from recognised Institute/University/College.

ii.) **Trainee Officer-I (HR) :** Graduate Degree and Two years MBA/MSW/ PG Degree / PG Diploma in Human Resources Mgt. / Industrial Relations / Personnel Mgt. From recognised Institute/University/College.

iii.) **Trainee/Project Engineers – I:** B.E/B.Tech/B.Sc Engineer (4 years course) or equivalent from recognised Institute/University/College in the following Engineering disciplines – Electronics/Computer Science/Mechanical.

SUBJECT	DISCIPLINE
Electronics	Electronics Electronics & Communication Electronics & Telecommunication Communication Electronics & Instrumentation Applied Electronics & Instrumentation Instrumentation & Control Engineering Telecommunication
Mechanical	Mechanical Engineering
Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering Computer Engineering Information Technology Information Science

Please Note:

i.) Candidates whose discipline/ Specialisation mentioned in their relevant Degree Certificates do not tally with the discipline prescribed in the advertisement or with the discipline/ specialisation mentioned in the online application form will not be considered for selections.

ii.) For all the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.

iii.) Candidates applying for the above indicated posts should possess 55% and above for General/EWS/OBC and Pass class for SC/ST/PwBD wherever post are reserved in respective discipline.

iv.) Candidates have to compulsorily attach the Provisional/Final Degree Certificate as proof of completion of Degree and indication of Class and percentage of marks.

v.) In case any University/Institution or college is following an evaluation system of CGPA/DGPA/OGPA or letter grade, wherever applicable, it is mandatory for the candidate to submit proof of Percentage (%) issued by university/Institution/College and awarded class along with the degree certificate.

vi.) Candidate's application without the relevant prescribed documents mentioned will be rejected/ cancelled without any prior intimation.

4.0 POST QUALIFICATION EXPERIENCE AS ON 01.09.2023.

i.) **Project Engineer – I:** Candidate should possess minimum '**Two years**' of relevant post-qualification industrial experience.

JOB REQUIREMENT:

ELECTRONICS : Knowledge of analogue circuits• Knowledge of Basic RF circuits and measurements• Testing and troubleshooting: Ability to use various test equipment like oscilloscopes,• Multimeters, spectrum analyzers, signal generators, etc. Basic understanding of microprocessors, microcontrollers and FPGAs with all standard peripherals• like ADC, DAC, serial I/Os, High speed Transceivers, Memories (DDR3, DDR4, QDR), etc

Knowledge of Digital Modulation scheme and testing● Basic understanding of communication protocols such as UART, I2C, SPI, and Ethernet

Candidates having work experience in any of the following areas will be preferred: Radar systems and its applications.● Radar signal processing using FFT, DFT and MATLAB simulation tool.● Embedded Products: Embedded Systems with 16/32/64 bit X86/RISC/ARM/DSP Processor, FPGA● based hardware design, VHDL /Verilog Coding, familiarity with Vivado or equivalent tool and testing. , SOC/FPGA based board Design, Working knowledge of Matlab

<u>COMPUTER SCIENCE</u> : C/Embedded C/ C++/ JAVA 2/ J2EE/ Javascript/ PHP/ CSS/HTML/ python.● Knowledge of software Documentation ,Testing● & Debugging   Knowledge in System administration (Windows/Linux/RTOS with knowledge in debugging tools● & emulators) Knowledge of networking

Candidates having work experience in any of the following areas will be preferred: Experience in Board support package(BSP) & Device driver development in Linux Operating System or any RTOS and Porting to custom hardware Experience in kernel programming like Memory management, Threads/Processes, IPCs,● Synchronization, Interrupts etc. Working knowledge in Boot Loader Concepts, Customization and porting on hardware from● Vxworks to Windows/Linux, RTOS. Working Knowledge in protocols like UDP, TCP/IP, L2/L3 Layers, Serial, Modbus processing.● Working knowledge in Multi processor, multi-core servers/computers with Memory● management, Multi threads/ process application, IPC with C/C++. Working knowledge in Front End Development, Back end development, Full stack● development, GUI development using Java, QT etc. Usage of software development /debug tools like Qt/ Net Beans/ Eclipse/ Visual Studio code etc.●

<u>MECHANICAL</u>: Should be able to Develop, maintain /modify mechanical system/subsystem/component and● installation designs using Solidworks, Auto CAD and other design methods. Preparation of manufacturing drawings and documentation in Company's database● management software. Experience in site related work such as understanding of layouts, fitment of equipments,● liasoning with cross functional team for approvals & installation at site as per project requirement.

JOB RESPONSIBILITIES for PROJECT ENGINEER & TRAINEE ENGINEER (COMMON FOR ALL DISCIPLINES):

 Engineering Documentation● Project management activities like Coordination with all stakeholders like Suppliers /vendors,● Design agencies like DRDO, meeting with third party inspection agency and customers for execution of project activities , Support role like Installation and commissioning of equipment at customer site, participation in field trials ,evaluation and validation or any other work as assigned based on business requirement.

Further candidate have to travel or may be posted all over India for official work assignment/customer site/trial /support requirement if need arises.

JOB RESPONSIBILITIES for TRAINEE OFFICER-I (HUMAN RESOURCE):
- Assist in talent acquisition and recruitment processes.
- Human Resource Database management
- Conduct employee onboarding and help plan training and development
- Promote HR programs to create an efficient and conflict – free workplace
- Assist in implementation and administration of HR policies.
- Undertake tasks in performance management
- Conduct surveys, gather and analyze data with useful HR metrics
- Maintain employee files and records in electronic and paper form
- Support the HR department in implementing programs to help improve the employee experience.
- Disbursement of various retirement benefits, uniforms, gifts, etc.
- Processing of medical bills.
- Organising various cultural events.
- In addition to above, any work based on the future requirement of BEL, will also be assigned.

JOB RESPONSIBILITIES for TRAINEE OFFICER-I (FINANCE):

Work in SAP, data entry, Accounting, Documentation and other administrative works.

Please Note:

i.) Candidate possessing relevant post-qualification Industrial experience only needs to apply.

ii.) Academy/Teaching/Research work, experience in non-profit organization, internship/project work placements are part of academic curriculum will not be considered as experience. Work experience prior to completion of B.E/B.Tech/B.Sc (Engg)/ will not qualify as relevant Post Qualification Experience.

iii.) Candidate should possess experience certificates/documents issued by the previous and present employer clearly indicating period of employment and post held.

iv.) The decision of the Selection Committee with respect to industrial experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be reject/cancelled without any prior intimation.

6.0. SELECTION PROCEDURE:

i.) Candidate should meet the eligibility criteria as specified in the advertisement.

ii.) Selection will be through a Written Test followed by interview.

iii.) The names of candidates shortlisted for written test/interview and final selection will be notified on our Company's website.

Please Note:

i.) Candidates have to carefully enter the details in the application and upload the documents as prescribed. In case, the details mentioned do not tally with the supporting documents, the candidate application will be rejected without any prior intimation.

7.0 HOW TO APPLY:

i.) Candidates who are desirous of applying for the above posts indicated in the advertisement may apply online by clicking on https://jobapply.in/BEL2023AugGZBTETOPE.
The last date to submit online application is 07.09.2023.

ii.) Candidates are required to read all the instructions given in the advertisement and enter all information correctly in the online application form and verify the same before submission, as changes shall not be permitted after submission of the application form.

iii.) In case a candidate submits more than one application for the same post, the application against which bank receipt is deposited shall only be considered. Further, if a candidate submits two application with bank receipt for the same posts, the application with latest registration number shall only be considered. *However, candidate applying for more than one post have to fill two separate application forms with separate payment receipt for each post.*

iv.) If candidates are employed in BEL, they shall submit prior intimation to their respective SBU/Unit HR.

v.) Candidates who are already working as Project Engineer in one of the Units of BEL are not eligible to apply to the lateral posts. However, candidates who are working as Trainee Engineers and are fulfilling the eligibility/ criteria as per the advertisement can apply for the post of Project Engineer – I. Trainee Engineer who have completed the overall tenure of 3 years in BEL and get selected for the post of Project Engineer will directly inducted as Project Engineer- II°. Project Engineer who are presently working in BEL will not be eligible to apply for the post of Project Engineer/Trainee Engineer. If applied, the application will be summarily rejected without assigning any reasons.

8.0 APPLICATION FEES:

Post	Application Fee	Exemption
Trainee Engineer/ Officer – I	Rs. 150 + 18% GST	*Candidates belonging to SC, ST & PwBD categories are exempted from payment of application fee.*
Project Engineer – I	Rs. 400 + 18% GST	

i.) The application fee should be remitted through SBI Collect (through online). Candidates are requested to read the details and screenshots for making the payment.

ii.) General/EWS/OBC candidates have to enter the "**SBI Collect reference No.**" generated after payment, in the Online Application Form before proceeding to fill the other details in the Application form. Please check the link given on BEL website regarding instructions for making SBI online payment.

iii.) Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application. **Fee once paid will not be refunded.**

iv.) Kindly upload the e-challan under documents to complete the submission of application form failing which application form will not be accepted.

9.0 DOCUMENTS TO BE UPLOADED BY CANDIDATES WHILE SUBMITTING ONLINE APPLICATION:

i.) Scanned Passport size photo.

ii.) SSLC/SSC/ISC marks card or any other valid documents as proof of date of birth.

iii.) Final degree/ Provisional Degree certificate of relevant qualification.

iv.) Proof of norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College.

v.) Caste/Tribe/Community/Disability/Economic status Certificate in case of candidates belonging to SC/ST/OBC/PwBD/EWS respectively. Candidates claiming reservation under any of the above categories are required to submit the certificate in the prescribed format. The formats of various certificates are provided as link to the advertisement. Candidates belonging to OBC category should produce the Certificate issued on or after 01.09.2022 and for EWS certificate valid Income & Asset certificate must be produced.

vi.) Post qualification work experience certificate/s from previous/ current employer.

vii.) Candidate employed on permanent/fixed term basis in Govt./Quasi Govt. and Public Sectors Undertaking should compulsorily submit the '**No Objection Certificate**' along with the application.

viii.) Candidates employed on temporary basis in Govt./Quasi Govt. and Public Sector Undertaking should compulsorily submit Offer of Appointment and latest payslip.

ix.) SBI Payment receipt to be uploaded in case of GEN/OBC/EWS candidates.

10.0 GENERAL:

i.) Only Indian nationals can apply for the posts.

ii.) The number of posts indicated above, may vary based on the actual requirement at the time of selection. Application data incomplete, not in prescribed format, without the required enclosures will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.

iii.) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.

iv.) Candidates are required to possess at least one valid E-mail ID. Candidates are advised to keep the email ID(to be entered compulsorily in the application form) active for at least one year. No change in the E-mail ID will be allowed once entered. All correspondence with candidates shall be done through email only. Responsibilities of receiving and downloading of information/ communications etc. will be of the candidate. BEL will not responsible for bouncing of E-mails, non-receipt of e-mails due to invalid E-mail IDs, setting options exercised by the candidate, etc. and no correspondence in this regard will be entertained.

v.) The candidates should be willing to travel extensively across the country based on the project requirement. Candidates may be posted anywhere in India at any point of time. Hence, candidates who are desirous of applying for the posts should be willing to relocate based on the project requirement across India.

vi.) Application of the candidate without fee payment (Expect for SC/ST/PwBD) will be rejected/ cancelled without any prior intimation.

vii.) All information submitted in the application will be verified with the original documents at the time of document verification or at any stage of the recruitment process. If any documents/ information provided by the candidate is found to be false or incorrect or Non-conformity with the eligibility criteria, then his/her candidature is liable to be rejected/ cancelled at any stage of the recruitment and selection process without any prior intimation.

viii.) Candidature is liable to be rejected at any stage of recruitment/ eligibility/ selection process or after joining, if any information provided by the candidate is not found in conformity with the criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if BEL comes across any evidence/

knowledge that the qualification, experience and any other particulars indicated in the application/ other forms/ formats are not recognized/ false misleading and/or amounts to suppression of information/ particulars which should have been brought to the notice of BEL.

ix.) There will be no separate communication to any candidates on their non-selection at any stage.

x.) Decision of BEL in the all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.

xi.) Relaxation and Concession will be applicable to the candidates belonging to SC/ST/OBC/PwBD as per the Government directives.

xii.) Selected candidates are required to be covered under Medical Insurance scheme for a sum of Rs. 2 lakhs per annum for medical cover and Rs. 5 lakhs for Life cover and submit the same at the time of joining.

xiii.) BEL reserves the right to debar/ disqualify any candidate at any stage of the selection process for any reason what so ever.

xiv.) BEL reserves the right to change (cancel/ modify/ add) any of the criteria, method of selection, number of posts; indicated above based on the actual requirement at the time of selection without issuing any further notice or assigning any reason thereafter.

xv.) Canvassing in any form will result in disqualification.

Important dates:

Start of online application	22.08.2023 (12.00 AM)
Last date of online application	07.09.2023 (23.59 PM)
Date of Written Test	Last week of September (Tentatively)

For further details or any clarification mail to: belgzb1@jobapply.in

BEL has a robust and transparent recruitment process where the selection criteria is purely based on merit of the candidate. BEL does not demand or charge any fee or request for money deposits at any stage of the recruitment process other than the application fee mentioned in this advertisement. We urge job seekers not to be misled by any communication made by fraudsters purporting to be representatives of our Company and demanding payment in lieu of employment in BEL. The Company is not liable for any loss that may ensue from such fraudulent actions.

BEL reserves its right to take legal action including criminal action against such fraudsters.

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