



BHARAT ELECTRONICS LIMITED
(A Govt. of India Enterprise under the Ministry of Defence)
I.E. NACHARAM, HYDERABAD – 500 076.

ADVT NO.BEL/HYD/2024-25/02

DATE: 04.12.2024

Bharat Electronics Limited (BEL) a Navratna Company and India's Premier Professional Electronics Company under Ministry of Defence, requires the following personnel **on temporary basis** for a period of three years (extendable for maximum of one more year based on project requirement & performance of the individual) for execution of various prestigious projects for Hyderabad Unit.

1. REQUIREMENT:

Sl. No.	Post	No. of Posts	Upper age limit as on 01.12.2024 *	Minimum Post Qualification Work Experience as on 01.12.2024	Reservation of points	Consolidated remuneration per month
1	Project Engineer – I (Electronics) POST CODE – PEEL	30	32 Years	2 Years of relevant post qualification industrial experience.	UR-20 OBC (NCL)-12 SC-06 ST-03 EWS-04	1 st year – Rs. 40,000/-
2	Project Engineer – I (Mechanical) POST CODE – PEME	12				2 nd year – Rs. 45,000/-
3	Project Engineer – I (Computer Science) POST CODE – PECS	03				3 rd year – Rs. 50,000/- 4 th year – Rs. 55,000/-

* Relaxation of upper age limit: The upper age limit will be relaxable for SC, ST candidates by 5 years and for OBC (Non-Creamy Layer) candidates by 3 years. For candidates belonging to Persons with Benchmark Disability (PwBD) category having minimum 40% disability will get 10 (ten) years relaxation in addition to the relaxation applicable to SC/ST/OBC (NCL) mentioned above.

2. TERMS OF ENGAGEMENT & REMUNERATION:

- a) Project Engineer-I will be engaged initially for a period of THREE years which may be extended up to maximum of ONE year based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.40,000/-, Rs.45,000/- and Rs.50,000/- per month for the 1st, 2nd and 3rd year. In the event of extension of tenure, the remuneration shall be Rs.55,000/- per month for the 4th year.
- b) However, if any candidate has completed three years of tenure as Trainee Engineer in BEL and applied and selected for Project Engineer post he/she will be directly inducted as Project Engineer-II. The overall tenure will be limited to 3 years only. The



remuneration of such candidates will be Rs. 45,000/- for the 1st year, Rs. 50,000/- for the 2nd year and Rs. 55,000/- for the 3rd year.

- c) In addition to above a consolidated amount of Rs.12,000/- per year will be paid towards expenses like life and medical insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount shall be paid in two installments. First installment will be processed in the first month's salary after joining and the second installment will be paid after completion of 6 months from the date of joining.
- d) Candidates will be posted or deputed across India, as and when project requirement arises. If the selected candidate is posted Outside Hyderabad, where BEL doesn't have Unit / Regional Office / Water Front Support Centers, to compensate the hardship faced by them at the aforesaid locations they will be paid 10% of consolidated remuneration as Area Allowance per month.
- e) Project Engineer who join as a Project Engineer-I and complete overall tenure of 4 years will be entitled for Retention Bonus of Rs.25,000/- for every completed year, However the retention bonus will be payable at the end of 4 years i.e, Rs. 1,00,000/-.
- f) Apart from the remuneration and benefits indicated above Project Engineers will not be eligible for any other benefits / facilities.

3. EDUCATIONAL QUALIFICATION:

Sl. No.	Post	Post Code	Qualification
1	Project Engineer – I (Electronics)	PEEL	BE/B.Tech/B.Sc Engg. in Electronics / Electronics & Communication / Electronics & Telecommunication / Telecommunication
2	Project Engineer – I (Mechanical)	PEME	BE/B.Tech/B.Sc Engg. in Mechanical
3	Project Engineer – I (Computer Science)	PECS	BE/B.Tech/B.Sc Engg. in Computer Science / Computer Science & Engineering / Computer Science Engineering / Information Technology.

- a) 4 Years BE / B.Tech / B.Sc Engg. in the discipline of engineering in the indicated qualification above, with Pass Class for General, EWS, OBC (NCL) SC, ST, PwBD Candidates.
- b) For all the posts indicated above, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.
- c) Candidates whose discipline / specialization mentioned in their relevant Degree Certificate do not tally with the discipline prescribed in the advertisement will not be considered for selections.



- d) Candidates must possess all academic years/semesters mark sheets and Degree Certificate. (In case of CGPA/DGPA/OGPA grading, Conversion certificate to substantiate the claim shall be produced by the candidate during document verification, failing which the candidature will be summarily rejected.)
- e) In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates required to submit a certificate at the time of interview from their University / Institute with a clear mention to their specialization in the qualifying degree.
- f) Candidates having part-time or correspondence course in prescribed qualification are not eligible.
- g) Candidates application form without the relevant documents mentioned will be rejected /cancelled without any prior intimation.

4. POST QUALIFICATION EXPERIENCE (AS ON 01.12.2024):

4.1 Minimum 2 years of post-qualification relevant industry experience is mandatory to apply for the post of Project Engineer–I.

4.2 Please note the following:

- a) Academic / Teaching experience / Research work / any Training which is not a part of work will not be considered. Experience in banking and financial institutions, non-profit organizations and internship placements which are part of academic curriculum will not be considered as experience. Work experience prior to completion of BE / B.Tech / B.Sc Engg. will also not qualify as post qualification experience.
- b) One year completed apprenticeship training will be considered as experience.
- c) The Cutoff date for deciding the maximum permissible age and experience (Post Qualification Experience) shall be as 01.12.2024. In order to compute post qualification experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered. Wherever specific relevant experience is prescribed, Experience certificates/ Document issued by the employer clearly indicating the specific area of experience should be enclosed.

4.3 Candidates with experience in the following areas will be considered for short listing the applications.

A) ELECTRONICS:

- Candidates with good basics/fundamental knowledge on Basic Electronics, RF & Microwaves and Digital circuits is essentially required.
- Knowledge and Working Experience in RF and Microwave Subsystems or Radars,



Communication Systems, Signal Processing, Digital electronics, PCB Testing and High Power supplies areas.

- Knowledge and Testing experience in the Electronic Warfare Subsystems like ESM, ECM, ELINT, COMINT, Jammers, etc will be an added advantage.
- Hands-on experience in the usage of Test Instruments like Network Analyzer, Spectrum Analyzer, Signal Generator, RF Power Meter, Digital storage Oscilloscope, Chip scope, Logic Analyzer, Signal Analyzer, etc.
- Knowledge of Antenna Parameters and Hands-on experience in Antenna Testing and Calibration will be an added advantage.
- Knowledge and experience in RF simulations and modeling using MATLAB, HFSS, etc will be an added advantage.
- Knowledge and experience in tools such as Xilinx ISE, Xilinx VIVADO, Modelsim and Labview will be an added advantage.
- Knowledge and experience in VHDL / Verilog and C coding will be an added advantage.
- Experience in preparation of project documents, production documents, Test Plans, Acceptance Test Procedure documents, technical hand books / manuals with sufficient experience in the usage of Microsoft Office Tools - MS Word, MS Excel, MS Power point, MS Project.
- Experience in Quality Assurance processes such as Qualification and Screening Procedures for various Environmental & EMI/EMC Requirements, Inspection processes, Co-ordination with Customers for Inspection Offering & Clearances, etc
- Experience in managing Technical Work Teams, preparing and making Project Presentations, Work Planning, scheduling & execution and good communication skills is desirable.
- Work experience on installation & commissioning and maintenance of electronic systems on Ship borne and Airborne platforms is desirable

B) MECHANICAL:

- Hands-on experience in mechanical designing, 3D Modeling, generation of Engineering drawings, project documents, production documents, etc using AutoCAD and Solid Works software
- Knowledge and working experience in the Design, Fabrication and realization of Mechanical structures.
- Production planning and Execution: Exposure in SAP/ERP Modules viz Product life cycle management, Production planning, Material Management & Quality Management. Working knowledge of Manufacturing / Fabrication processes and in the Assembly of complex Mechanical Systems
- Hands-on experience in study of mechanical drawings & project documents
- Knowledge in Preparation of ORC (Operation Analysis and Routing Card) for Mechanical Assembly, Cable Assembly and PCB Assembly.
- Experience in Quality Assurance processes such as Qualification and Screening Procedures for various Environmental Requirements, Inspection processes, Co-ordination with Customers for Inspection Offering & Clearances, etc
- Experience in Microsoft Office Tools (Latest Version) based drafting for documentation
- Experience in preparation of cost estimates, tendering, contract management



will be an added advantage.

- Knowledge of advance light weight, strong and thermally conductive materials & special materials will be an added advantage
- Knowledge & experience in the Structural and Thermal Analysis / Simulations of Mechanical Designs will be an added advantage.

C) COMPUTER SCIENCE:

- Knowledge and Working Experience in software code development using structured programming language, Object-oriented programming languages (C, C++, C#, JAVA) on MS Windows / LINUX platform. Knowledge on software design & architecture is an added advantage.
- Working knowledge on VC++ or Qt is an added advantage.
- Knowledge and Working Experience in Python programming or equivalent.
- Knowledge on General Operating System (OS) concepts is essential. Knowledge on Real-Time Operating Systems (RTOS) is an added advantage.
- Knowledge and Working Experience in database design & development using ORACLE, PostgreSQL, MySQL etc.
- Working knowledge in developing Network Protocols (TCP/IP) is an added advantage.
- Working knowledge on Software Testing (Either manual testing or tool based testing). Knowledge on Software Testing Automation is an added advantage.
- Knowledge and Software Testing experience in the Electronic Warfare Subsystems like ESM, ECM, ELINT, COMINT, Jammers, etc will be an added advantage.
- Working experience in Software Development Life Cycle (SDLC) Documentation following standards such as IEEE 12207 or MIL-STD 498 or DRDO standards or any other standard is essential. Knowledge on Software tool based document generation is an added advantage.
- Knowledge on Software Engineering concepts.

05. HOW TO APPLY:

- Interested Candidates who are meeting the qualifying criteria as specified in the Advertisement are required to Pre-Register online through 'Google Forms' for expressing their willingness to attend for the Walk-In Selections.
- Candidates are required to register online using following link :

https://docs.google.com/forms/d/e/1FAIpQLSfmtrZlr_Gql1B31ZHdzFyyP9MwJJp5vZ0Or489Qmq7oqUBCA/viewform?usp=sf_link

Online Link for Pre-Registration for attending Walk-in Selections will be available from 04.12.2024 to 20.12.2024. The Candidates who have NOT registered will not be allowed to appear for the Walk-In Selections.

"STEPS TO FILL THE "GOOGLE FORMS":

Candidates are required to fill in the necessary fields through the ONLINE format ('Google Forms) in the link provided above / on the website.



- Submit the application form by clicking on submit button.
- After clicking on SUBMIT button, the candidates are required to print the filled in form received in the registered mail id and attach a recent colour passport size photograph of the candidate.
- Candidates are advised to use Google Chrome for filling the 'Google Forms' successfully.
- Registrations received in any other format will not be considered.
- Candidates are required to carry the printout of the Pre-Registration Google form with photograph along with the filled in APPLICATION FORM to the Selection Venue.

06. MODE OF SELECTION:

6.1 The Candidates meeting the qualifying criteria as specified in the Advertisement and pre-registered through Google Forms have to appear for Written Test as per the following details:

DATE AND LOCATION OF WRITTEN TEST:

Post	Date of Written Test	Venue for Walk-In Selections	Time of Reporting to Written Test
Project Engineer-I (All disciplines)	22.12.2024 (Sunday)	Little Flower Junior College, Opp. Survey of India, P&T Colony, Uppal, Hyderabad – 500039.	09:00 AM

- Candidates who have registered through 'Google Forms' shall only be allowed to undergo the Selection process.
- Selection will be through a Written Test followed by an Interview. The Written Test and Interview will be at Hyderabad.
- Candidates have to carry a printout of the Google Form submitted online and shall affix a recent colour passport size photograph on it. Without the printout candidate will not be allowed for the Written Test.
- Candidates should invariably carry their Aadhar Card for the Written Test and their Aadhar Number will be the Roll Number.
- Written Test will be conducted for 85 marks for candidates meeting the stipulated eligibility criteria.
- Candidates passing the Written Test will be shortlisted for the Personal Interview (for 15 marks) based on the performance in the Written Test in the order of merit, in the ratio of 1:5. The Written Test results will be announced on the same day at the venue, by 02:00 PM. Hence, candidates are advised to note the same and attend for the personal interview.
- **DATE AND LOCATION OF PERSONAL INTERVIEW:** The interviews will be scheduled from 03:00 PM on 22.12.2024 at Little Flower Junior College and Interviews will continue for the remaining



candidates on 23.12.2024 at BEL factory (Bharat Electronics Limited, I.E.Nacharam, Hyderabad – 500 076) Hence, the candidates are requested to plan their travel accordingly. No accommodation will be provided for the candidates by the Company.

- Passing marks for General/EWS/OBC is 35% for Written Test & Interview and 30% for SC/ST/PwBD.
- The final list of Selections will be displayed on our website : www.bel-india.in

6.2 The candidates appearing for selection have to bring following documents and a copy of the same: Those who clear the Written Test and shortlisted for Interview are required to undergo the Document Verification for permitting them for the Interview.

DOCUMENTS TO BE BROUGHT FOR SELECTION:

Filled in APPLICATION FORM, downloaded from the BEL website.

- a) Copy of Google Registration form received in the registered e-mail ID of the candidate with recent photograph attached.
- b) SSLC/Matriculation Certificate for Proof of Age.
- c) BE/B.Tech/B.Sc Engineering Certificate / Provisional Degree Certificate.
- d) Qualifying degree, BE/B.Tech/B.Sc Engineering Degree Mark sheets of all the semesters.
- e) Conversion formula for conversion of CGPA / DGPA / OGPA or letter grade to percentage marks & awarded class, duly certified by the University / Institution, wherever applicable.
- f) Valid Caste Certificate (if belonging to OBC/SC/ST/PwBD). Non-Creamy Layer Certificate for OBC candidates issued on or after 01.12.2023.
- g) Valid Income & Asset Certificate in case of EWS candidates.
- h) Proof of Identity- Aadhar/VoterID/Driving License/Any other Govt. approved identity document.
- i) 'No Objection Certificate' if employed in PSU / Government / Quasi Government and Public Sector undertakings.
- j) Experience Certificate/s: Post qualification work experience certificate/s from previous / current employer. Where current employment certificate is not produced, the Offer of current appointment, Employee ID proof and latest pay slip should be compulsorily attached.
- k) Two copies of recent passport size colour photographs.
- l) Any other Certificates/Testimonials desired to be placed before the selection committee.



07. APPLICATION FEE:

Post	Application Fee	Exemption
Project Engineer – I	Rs.472/- (Rs.400/- + 18% GST)	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.

- a) The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
 - b) Candidates are requested to read the details and screenshots for making the payment.
 - c) Candidates can also make the payment by approaching SBI Branch. You have to select SBI branch in the payment option and download pre-printed challan generated through SBI Collect and deposit the application fee (as applicable) plus applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official.
- 7.1 Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application.
 - 7.2 Fee once paid will not be refunded whatsoever may be the reason. Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.
 - 7.3 Candidates have to enter the “SBI Collect reference No.” generated after payment, in the online Application Form.

Link for payment of fee: <https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>

08. GENERAL CONDITIONS:

- 8.1 Only Indian nationals need to apply.
- 8.2 One candidate can apply for only ONE POST in one application.
- 8.3 Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking are required to submit the application through proper channel or produce ‘No Objection Certificate’ along with the application without which such candidate will not be considered for the selection process.
- 8.4 The number of posts indicated above may vary based on the actual requirement at the time of selection.
- 8.5 The Trainee Engineers who are currently working in BEL, prior intimation shall be given to the respective HR Department of the Unit/SBU/CSG where the Engineer is working. If it is revealed during the selection process that such intimation has not been made to respective HR, such application will be summarily rejected or candidate will be out of selection process without



assigning any reason and no correspondence in this regard will be entertained. There will be no separate communication to any candidates on their non-consideration at any stage of the selection process.

8.6 Applications of Project Engineers for the same post is not permitted i.e. Project Engineers who are working in one of the units of BEL is not eligible to apply for Project Engineer post elsewhere within BEL. If applied, the application will be summarily rejected without assigning any reasons.

8.7 Candidates are required to provide their valid e-mail ID which is to be entered in the application form. BEL will not be responsible for bouncing of e-mails, non-receipt of e-mails due to invalid/wrong e-mail IDs, provided by the candidate or due to any other reason whatsoever. All correspondence will be done through e-mail only.

8.8 The admission at all / any stage of selection process will be purely provisional. Mere issue of interview call to the candidate will not imply that his/her candidature has been cleared by BEL. BEL reserves the right to debar / disqualify any candidates at any stage of the selection process for any reason whatsoever. Mere applying for the post shall not be deemed as selection.

8.9 The candidate must ensure that he/she fulfills all the eligibility criteria as stipulated in the advertisement. In case candidate fails to meet any of the eligibility criteria as stated in the advertisement for the post, his/her candidature will be cancelled at any point of selection process. The decision of the management in this regard would be final. Candidate must go through all instructions and eligibility criteria carefully before submission of Application fee.

8.10 Selected candidates are required to be covered under a medical insurance scheme for a sum of Rs.2 lakhs per annum and Life insurance for Rs. 5 lakhs per annum and submit the same on joining. In addition to the remuneration indicated, a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.

8.11 Short listing of candidates will be carried out purely based on the information declared by the candidates in the "Google Forms. If at any further stage of selections, it is found that candidates have declared false information w.r.t. their credentials, BEL reserves the right to debar them at any stage of selection/terminate their Employment.

8.12 Candidates claiming to be belonging to SC, ST, OBC (NCL), EWS & PwBD category are required to submit the latest certificate in the prescribed proforma (available in Company's website www.bel-india.in) issued by the competent authority along with the application, failing which candidates will be considered under 'General' category, provided that they are otherwise meeting all other criteria stipulated for General Category candidates.

8.13 Request for change of Category (GEN/OBC/EWS/SC/ST) and selection of venue, once declared in the "Google Forms / Application Form will not be entertained.

8.14 Other Backward Class Certificate (Non-Creamy layer) and the Income and Asset Certificate for EWS issued by any one of the following authorities in the prescribed format shall only be



accepted as proof of candidate's claim as belonging to OBC / EWS: -

- a) District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner.
- b) Chief Presidency Magistrate / Additional Chief Presidency Magistrate / Presidency Magistrate.
- c) Revenue Officer not below the rank of Tehsildar and Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

8.15 Candidates belonging to OBC category should produce the certificate dated on or after 01.03.2023 along with Non-Creamy Layer Certificate.

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

8.17 All information submitted in the application will be verified with the original documents at the time of document verification or at the stage of the recruitment process. If any documents/information provided by the candidate is found to be false or incorrect or in 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.

8.18 Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Hyderabad.

8.19 Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained.

8.20 Applicants should have sound health. No relaxation in health standard is allowed appointment of selected candidates will be subject to submitting Medical Fitness Certificate from a Medical Officer not below the rank of Civil Surgeon/ Assistant Surgeon at the time of joining. Appointment of the provisionally selected candidate will be subject to being found Medically Fit by the Company's medical authorities as per the medical fitness standards laid down by the Company.

8.21 Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selections. In the event it is found that candidates have disclosed false information in the application form, BEL reserves the right to disqualify their candidature at any stage during the selection process.

8.22 Any revision, clarification, addendum, corrigendum, time extension etc to the above advertisement will be hosted on "Careers" section of BEL Website : <https://bel-india.in> only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.

8.23 Canvassing in any form will result in disqualification. BEL reserves the right to debar/disqualify any candidate at any stage of selection process for any reason whatsoever.



8.24 In case any dispute arises on account of interpretation of clauses in any version of this advertisement other than English, the English version available on BEL Website shall prevail.

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

DISCLAIMER:

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 deposit 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 cause from such fraudulent actions.

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

09. CLARIFICATIONS:

For further details or any clarifications, please feel free to contact on e-mail: hydhrgen@bel.co.in. Please note that no other form of communication will be entertained including telephone calls, conventional mail, fax etc.,

Candidates are advised to go through the website www.bel-india.in for all updates.

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