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

CENTRES OF EXCELLENCE (CoE)

Bharat Electronics Limited (BEL) a Navaratna Company and Indian's premier Professional Electronics Company with a portfolio of over 350 different products in the areas of Military Communication, Radars, Naval Systems, C4I Systems, Weapon Systems, Homeland Security, Telecom and Broadcast, Electronic Warfare, Tank Electronics and Electro Optics.

Centres of Excellence on the technology / business segments of Radar & Weapon Systems, Military Communication Systems and Electro-Optics & Lasers have been formed to focus on design and development of futuristic, state-of-the art systems, systems of systems and to address Make II opportunities. CoEs are also involved in leveraging existing ToTs to bring out new products / systems expeditiously. BEL invites applications from experienced & competent engineering professionals having strong background in Radar & Weapon Systems, Communication Systems and Electro-Optics & Laser domains for its CoEs at Bengaluru. The details are as follows:

Sl. No.	Post / Grade	Job Code	Required / Relevant Education Qualification & Discipline	No. of Post(s)	Upper age limit as on 01.02.2022	Relevant post-qualification experience Industry/ Defence Laboratory experience as on 01.02.2022	CTC / Pay scale	Reservation
1	Deputy Manager (Control Electronics/ Electronics/ Mechanical) - E-IV	EOL01	B.E/ B.Tech in Electronics/Electrical Engineering	01	36 years	Minimum 8 Years	17 Lakhs (approx.)/ 60000-3%-180000	UR - 02 OBC - 02 SC - 01 ST - 01
2		RWS01	B.E/ B.Tech in Electronics Engineering	02				
		COM01		02				
3		RWS02	B.E/ B.Tech in Mechanical Engineering	01				
4	Senior Engineer (Control Electronics/ Electronics/ Mechanical/ Computer Science/ Optics) - E-III	EOL02	B.E/ B.Tech in Electronics/Electrical Engineering	01	32 years	Minimum 4 Years	14 Lakhs (approx.)/ 50000-3%-160000	UR - 12 EWS - 02 OBC - 07 SC - 04 ST - 02
5		RWS03	B.E/ B.Tech in Electronics Engineering	06				
		COM02		04				
		EOL03		02				
6		RWS04	B.E/ B.Tech in Mechanical Engineering	03				
		COM03		01				
		EOL04		02				
7		RWS05	B.E/ B.Tech in Computer Science Engineering	04				
		COM04		02				
		EOL05		01				
8		EOL06	M.Sc (Tech) in Optics/ Photonics	01		Minimum 3 Years		
			M.E/ M.Tech in Optics/ Photonics			Minimum 2 Years		

1.0 EDUCATIONAL QUALIFICATION:

I DEPUTY MANAGER: Electronics/Electrical/Mechanical Engineering discipline.

Full time B.E/ B.Tech in relevant discipline. **First Class** for General/ OBC candidates and **Pass Class** for SC/ ST/ PwBD (Person with Benchmark Disability) candidates from an AICTE approved College/ Institute or a recognized University.

II a) SENIOR ENGINEER: Electronics/Electrical/Mechanical/Computer Science Engineering discipline.

Full time B.E/ B.Tech in relevant discipline. **First Class** for General/ OBC/ EWS candidates and **Pass Class** for SC/ ST/ PwBD (Person with Benchmark Disability) candidates from an AICTE approved College/ Institute or a recognized University.

b) SENIOR ENGINEER: Optics/Photonics discipline.

Full time M.Sc (Tech)/ M.E/ M.Tech in relevant discipline. **First Class** for General/ OBC/ EWS candidates and **Pass Class** for SC/ ST/ PwBD (Person with Benchmark Disability) candidates from an AICTE approved College/Institute or a recognized University.

The Disciplines and subjects defined for the Engineering posts mentioned above are as follows:

SUBJECTS	DISCIPLINE
Electronics	Electronics Electronics & Communication Electronics & Telecommunication Communication Telecommunication
Electrical	Electrical & Electronics Engineering Electrical Engineering
Mechanical	Mechanical Engineering
Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering
Optics	Optics/ Photonics

Please Note:

a. Candidates whose discipline/ specialisation mentioned in their relevant Degree Certificate do not tally with the discipline/ specialisation prescribed in the advertisement or with the discipline/ specialisation mentioned in the application will not be considered for selections.

b. B.E/B.Tech/M.Sc (Tech)/M.E/M.Tech Degree certificate (as applicable). **In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.**

2.0 RELEVANT POST-QUALIFICATION EXPERIENCE:

"Candidates with specific experience as per the job responsibilities brought out will be considered for the job role. Prior experience as Trainees/ Fixed-tenure/ Contractual Engagement in BEL/ other PSUs will not be considered as relevant experience for the posts advertised".

2.1 DEPUTY MANAGER (E-IV)

I. JOB CODE - EOL01: Minimum EIGHT YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Understanding of Customer requirements and formulation of system specifications.

b. Design & Development of Algorithms and software for implementing Control loops (PID) to stabilize the platform.
c. Knowledge of Testing Methodology (using Rate table) for characterizing the stabilization performance of the gimbal.
d. Knowledge in generation of Test plans for motion control testing and validation.
e. Knowledge of communication protocols for interfacing with various components of gimbal system
f. Knowledge in Selection of appropriate Servo components like motors, encoders, Electro mechanical Actuators etc.
g. Thorough knowledge / in depth understanding of the operation of different types of Gyros (FOG/RLG/ MEMS Gyros), Accelerometers, Motors (Direct Drive / Geared) and other components of Gimbal
h. Knowledge in design of FPGA / DSP/controller based Hardware
i. Knowledge of MATLAB/SIMULINK

Desirable:

a. Knowledge on engineering documentation
b. Understanding of various certification processes like CQ, CEMILAC etc.
c. Design of Scanning Mirror based high bandwidth Gimbal systems
d. Prior experience on working with IR/IIR Seekers
e. Prior experience of working on airborne systems

II. JOB CODE - RWS01: Minimum EIGHT YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Design of System/Subsystem of Radars, RF Seekers and Weapon systems.
b. Design of RF modules like Antenna, T/R modules, exciter, synthesizer, amplifiers, Receivers, down converters, LNA etc
c. Development of Digital modules of Radar such as Signal Processor, Digital Receiver, Beam former, Wave form generator, Radar controller, etc
d. Simulation of Radar system design using Matlab and other simulation softwares.
e. Integration and testing of Radar system/subsystem
f. Digital/SBCs/ DSPs development.
g. PCB design tools such as allegro, OrCAD, etc.
h. Microwave design tools ADS, System Vue, Microwave Office AWR, VSS simulation tools.
i. Intel/Xilinx/AlteraFPGAs development tools & simulation requirements.
j. Knowledge of MATLAB/LABVIEW/Visual Basic/VHDL programming.
k. Antenna 3D simulation tool HFSS (Ansys)
l. Usage of Lab instruments (Spectrum Analyzer, Network Analyzer, oscilloscope, Logic analyser, etc)
m. Testing Antenna radiation pattern in far field/near field test ranges
n. Conducting environmental validation, EMI/EMC tests for any system/subsystems
o. Shall have strong analytical, team building, problem solving and organizational abilities.
p. Design Servo control systems.

Desirable:

a. Design experience in RFSoc based boards.
b. Interactions with end customer for finalization of requirements.
c. Ability to solve issues arising in field trials.
d. PMP Certified.

III. JOB CODE - COM01: Minimum EIGHT YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Experience in System design of Wireless Transceivers, RF Chain, PA
b. Experience in design of Baseband Hardware & Associated Electronics
c. Experience in implementing algorithms for tactical and/or cellular networks.
d. Experience in simulation of Communication/RF system design using Matlab and other simulation software.
e. Experience in integration and testing of Communication/Cellular system/subsystem
f. Experience in Digital logic / SBC / DSP development.
g. Experience in conducting environmental validation, EMI/EMC tests for any system/subsystems.
h. Preparation of Engineering documents, Technical manuals, User manuals, etc
i. Experience in Satcom / Tropo System / Communication systems design
j. Experience in design of FPGA based H/w, High speed Boards, Firmware
k. Experience in implementing ADC, DAC, RF, FEC, Digital Modems
l. Experience in simulation of subsystems design using Matlab and other simulation softwares.
m. Experience in Digital/SBCs/ DSPs development.
n. Experience in conducting environmental validation, EMI/EMC tests for any system/subsystems
o. Shall have strong analytical, team building, problem solving and organizational abilities.
p. Experience in design and development of Cellular systems.
q. Good knowledge of 3GPP standards for 4G/5G.
r. Good knowledge of O-RAN standards.
s. Experience in end-to-end testing.
t. Strong skills in C /C++ /Linux Programming
u. Experience in Intel/Xilinx/Altera FPGAs development tools & simulation requirements.
v. Experience in VHDL programming
w. Experience in simulations using MATLAB 5G Toolbox.
x. Well versed with using Lab instruments like oscilloscope, Logic Analyser, etc
y. Preparing the relevant test procedures, test documents and obtain clearances from the competitive authority.

Desirable:

a. Work experience in handling Communication Test Beds, BTS, Multi-Node Tactical Radio System
b. Work experience on RF design tools such as ADS, System Vue, Microwave Office AWR
c. Design experience in RFSoC based boards.
d. Testing of IP networks / Routers/ switches
e. Interactions with end customer for finalization of requirements.
f. Ability to solve issues arising in field trials.

IV. JOB CODE - RWS02: Minimum EIGHT YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Mechanical design of Radar systems/subsystems.
b. Design of Ship Stabilised platform.
c. Experience in design softwares like Solid works 3D modelling, Ansys, Autocad drafting software package.
d. Experience in Structural, thermal analysis package.

Desirable:

a. Work experience on design of Servo control system.

2.2 SENIOR ENGINEER (E-III)

I. JOB CODE - EOL02: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Hands one experience in design & development of FPGA / DSP/controller-based Hardware for Servo stabilization
b. Thorough knowledge / in depth understanding of the operation of different types of Gyros (FOG/RLG/ MEMS Gyros), Accelerometers, Motors (Direct Drive / Geared) and other components of Gimbal
c. Well conversant with MATLAB/SIMULINK
d. Design and Development of Algorithms and software for implementing Control loops (PID) to stabilize the platform.
e. Knowledge of Testing Methodology (using Rate table) for characterizing the stabilization performance of the gimbal.
f. Knowledge of communication protocols for interfacing with various components of gimbal system
g. Knowledge in Selection of appropriate Servo components like motors, encoders, Electro mechanical Actuators etc.
h. Hands on experience in design, testing and validation of hardware
i. Experience in Environmental testing and qualification
j. Knowledge of ORCAD or equivalent schematic design tool

Desirable:

a. Knowledge on SAP for engineering documentation
b. Understanding of various certification processes like CQ, CEMILAC etc.
c. Design of Mirror based high bandwidth Gimbal systems
d. Prior experience on working with IR/IIR Seekers
e. Prior experience of working on airborne systems

II. JOB CODE - RWS03: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Design of System/Subsystem of Radars, RF Seekers and Weapon systems.
b. Design of RF modules like Antenna, T/R modules, exciter, synthesizer, Power amplifiers, Receivers, down converters, LNA etc
c. Development of Digital modules of Radar such as Signal Processor, Digital Receiver, Beam former, Wave form generator, Radar controller, etc
d. Simulation of Radar system design using Matlab and other simulation softwares.
e. Integration and testing of Radar system/subsystem
f. Digital/SBCs/ DSPs development.
g. PCB design tools such as allegro, OrCAD, etc.
h. Microwave design tools ADS, System Vue, Microwave Office AWR, VSS simulation tools.
i. Intel/Xilinx/AlteraFPGAs development tools & simulation requirements.
j. Knowledge of MATLAB/LABVIEW/Visual Basic/VHDL programming.
k. Antenna 3D simulation tool HFSS (Ansys)
l. Usage of Lab instruments (Spectrum Analyzer, Network Analyzer, oscilloscope, Logic analyser, etc)
m. Testing Antenna radiation pattern in far field/near field test ranges
n. Conducting environmental validation, EMI/EMC tests for any system/subsystems

o. Shall have strong analytical, team building, problem solving and organizational abilities.
p. Design Servo control systems.
q. Knowledge of Embedded Systems and understanding on Microcontroller/ Processor/ FPGA/ DSPs / GPUs.
r. Knowledge of Sensor/ Display Interface protocols like MIPI-CSI, MIPI-DSI, and VGA/HDMI.
s. Knowledge of protocols like TCP/ IP for Ethernet.
t. Experience in Intel/ Xilinx FPGAs development tools & simulation requirements

Desirable:

a. Exposure to MIL and JSS5555 Standards.
b. Understanding and hands on experience on working with MIL 1553, ARINC 429, ARINC 818, STANAG 3550 standards
c. Design experience in RFSoC based boards.
d. C++ / Linux Programming
e. Work experience in Interface protocols like RS232, RS422, I2C, SPI, TCP/IP, UDP Ethernet, USB, 1G/10G, Fibre optics etc.

III. JOB CODE - COM02: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Experience in design, testing of RF modules like Receiver, synthesizer, down converter, LNA, etc
b. Work experience on Microwave design tools ADS, System Vue, Microwave Office AWR, VSS simulation tools.
c. Experience with using Lab instruments (Oscilloscope, Spectrum Analyzer, Network Analyzer, logic analyser etc)
d. Experience in integration of RF subsystems, Environmental, EMI/EMC testing
e. Experience in development of interface protocols RS232, RS422 I2C, Ethernet, USB etc
f. Experience in Microcontroller/processor/Intel/Xilinx/ Altera FPGAs/DSP development tools & simulation requirements.
g. Experience in VHDL/C programming
h. Experience of MATLAB/LABVIEW/Visual Basic
i. Experience in SBCs/ DSPs development tools.
j. Experience in development of Digital modules of Wireless Radio such as Signal Processor, Digital Receiver, PLL, ADC, DAC, etc
k. Experience in Intel/Xilinx/Altera FPGAs development tools & simulation requirements.
l. Experience in VHDL / Embedded C programming
m. Experience in using PCB design tools such as Allegro, OrCAD, etc.
n. Well versed with using Lab instruments like Oscilloscope, Logic & Spectrum Analyzer, Digital Power Supply, etc.
o. Experience in design and development of Cellular systems.
p. Good knowledge of 3GPP standards for 4G/5G.
q. Good knowledge of O-RAN standards.
r. Good programming skills using VHDL/Verilog on Intel/Xilinx FPGAs
s. Experience in embedded software development using Intel/Xilinx SoCs.
t. Well versed with using Lab instruments (Spectrum Analyzer, Network Analyzer etc)
u. Experience in Intel/Xilinx FPGAs development tools & simulation requirements

Desirable:

a. Ip networks testing

b. Design experience in RFSoC based boards.
c. C++ / Linux Programming
d. Work experience in Interface protocols like RS232, RS422, I2C, SPI, TCP/IP, UDP Ethernet, USB, 1G/10G, Fibre optics etc.
e. Experience in using tools like System Vue and O-RAN Studio.
f. AVX programming on Intel Flex RAN platform

IV. JOB CODE - EOL03: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Knowledge of VHDL /C /C++
b. Knowledge on OpenCV/Linux Kernel Programming
c. Knowledge of Embedded Systems and understanding on Microcontroller / Processor / FPGA / DSPs /GPUs.
d. Knowledge of Design and Implementation of Image processing algorithms on MATLAB / Hardware
e. Knowledge of Sensor / Display Interface protocols like MIPI-CSI, MIPI-DSI, and VGA/HDMI.
f. Knowledge of protocols like TCP/IP for Ethernet.
g. Knowledge of ORCAD or any other schematic design tool
h. Knowledge of high speed PCB design requirements

Desirable:

a. Knowledge on different Imaging bands like SWIR, LWIR, NIR.
b. Exposure to MIL and JSS5555 Standards.
c. Development of Tracking algorithm for Optical Sights.
d. Understanding and hands on experience on working with MIL 1553, ARINC 429, ARINC 818, STANAG 3550 standards

V. JOB CODE - RWS04: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Experience in Mechanical design of SWAP compliant Radar systems/subsystems.
b. Experience in design of Ship Stabilised platform.
c. Experience in softwares like Solid works 3D modeling, Ansys, Autocad drafting software package.
d. Experience in Structural, thermal analysis package.

Desirable

a. Work experience on design of Servo control system.

VI. JOB CODE - COM03: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Experience in Mechanical design of Electronic systems/subsystems in form factors of portable/ rack mount/ manpack etc.
b. Experience in design softwares like Solid works 3D modeling, Ansys, Autocad drafting software package.
c. Experience in Structural, thermal analysis package.

d. Experience in Environmental, EMI/EMC testing of systems
e. Experience of manufacturing processes, material selection, component selection etc for the design.

Desirable:

a. CRE Certified
b. DFSS projects

VII. JOB CODE - EOL04: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Design, 3D modelling of Opto-mechanical system
b. Experience in designing of Servo Control System for EO payloads
c. Knowledge in selection of appropriate servo components like motors, bearings, Actuators etc.
d. Experience in design verification by carrying out structural and thermal analysis using tools like ANSYS etc.
e. Knowledge of GD&T and Stack-up Implementation
f. Prototyping, knowledge in design validation on prototypes and engineering
g. Understanding critical tolerances in realizing opto-mechanical systems

Desirable:

a. Knowledge on SAP, documentation for AS9100D, CEMILAC
b. Understanding of various certification processes like CQ, CEMILAC etc.
c. Design of Mirror based high bandwidth Gimbal systems
d. Application of DFMEA/DFMA

VIII. JOB CODE - RWS05: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Experience in Radar Data Processing software development for Radar systems.
b. Experience in Seeker signal processing, tracking, digital receiver and coded waveform generation.
c. Coding of Algorithms for Radar detection, Centroiding and tracking. Work experience in Implementing of Data Association Methodologies such as Global Nearest Neighbor (GNN), Joint Probabilistic Data Association (JPDA) and Multiple Hypothesis Tracking (MHT).
d. Experience in software development on platforms like Power PC, GPGPU, Intel processors, SBC, etc.
e. Knowledge of Software documentation standards.
f. Experience in Multithread programming using Core affinity
g. Experience in software testing, validation, IV&V.
h. Experience in programming languages C, C++,Java, Database software tools, Linux, etc

Desirable:

a. Experience in Data Distribution Services (DDS).
b. Experience in device driver development
c. Experience in Artificial Intelligence programming.

IX. JOB CODE - COM04: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Experience in Kernel programming like memory mgt, Threads/processes, IPCsetc
b. Experience in software development on platforms like Power PC, GPGPU, Intel processors, SBC, etc.
c. Experience of Software documentation standards.
d. Experience in software testing, validation, IV&V
e. Experience in programming languages C, C++, Java, HTML, Python, Device driver in Windows/Linux/Vxworks & S/w tools etc
f. Experience of 3GPP, O-RAN standards for 4G/5G

Desirable:

a. AI, Machine learning algorithms
b. Testing of IP networks

X. JOB CODE - EOL05: Minimum FOUR YEARS relevant post-qualification Industry/ Defence Laboratory experience in the following domains as on 01.02.2022.

Essential:

a. Knowledge of C/C++, Java, Python and OpenCV Languages.
b. Knowledge of HTML, JavaScript, CSS and HTTP/REST APIs.
c. Knowledge of Application Software Development for embedded platforms
d. Knowledge of webserver hosting on embedded platforms
e. Thorough Understanding of Operating System Internals like System calls, Mutex, Semaphores, device tree etc. for Linux / Windows.

Desirable:

a. Good understanding on Code Maintenance and Documentation as per CMMI Level 4/5
b. Knowledge on Building Data Fusion GUI for Imaging and Sensor Applications
c. Knowledge of video codecs and gstreamer.
d. Knowledge of DO254 and D0178 documentation standards
e. Knowledge of VX Works/ FreeRTOS Real time operating Systems

XI. JOB CODE - EOL06: Minimum THREE YEARS relevant post-qualification Industry/ Defence Laboratory experience for M.Sc (Tech) candidates and Minimum TWO YEARS relevant post-qualification Industry/ Defence Laboratory experience for ME/M.Tech candidates in the following domains as on 01.02.2022.

Essential:

a. Thorough knowledge / in depth understanding of optical system simulation tools like Zemax Optic Studio, Code V, Trace Pro and Lens mechanics etc.
b. Practical experience in design & development of various optical systems like continuous zoom, Dual field of view, fixed field of view and wide angle type lenses in the wavelength band of UV, Visible and Infrared regions (SWIR, NIR, MWIR & LWIR).
c. Practical experience in testing of various optical systems for performance measurements like MRTD, Field of view, MTF, Focal length, Surface irregularities etc.
d. Optical design experience in infrared continuous zoom systems, various objective lenses and eye pieces.
e. Capable of carrying out Tolerancing, Athermalization, Ghost & Narscisus analysis etc for finalizing / freezing the optical design of various infrared systems.
f. Experience in optical designing, development & testing of Cataoptric & Catadioptric systems.
g. Thorough knowledge / in depth understanding of the Opto-mechanical design in realizing various optical systems.

h. Thorough knowledge / in depth understanding of integration of various optical components like lenses, mirrors etc in a mechanical Enclosure/housing.

Desirable:

a. Knowledge on SAP, AS9100 D for documentation.

b. Knowledge of Fibre Laser Design and other laser based systems

c. Knowledge in design and development of Laser based systems like focal, afocal and beam deflection systems.

d. Understanding of various certification processes like CQAL, CEMILAC etc.

Please Note:

a. Only relevant educational qualification and relevant post-qualification Industry/ Defence Laboratory experience will be considered, as per the advertisement.

b. Academy/Teaching/Apprenticeship Training/Research work experience will not be considered as relevant post qualification/ industrial experience. Prior experience as Trainees/ Fixed-tenure/ Contractual Engagement in BEL/ other PSUs will not be considered as relevant experience for the posts advertised.

c. The decision of the selection committee, with respect to relevance of experience and selection of candidates in specified grade Deputy Manager (E-IV) & Sr. Engineer (E-III)) will be final. Work experience indicated without supporting documents, will not be considered.

3.0 UPPER AGE LIMIT & RELAXATION:

The upper age limit, as on 01.02.2022, is 36 years for the post of Deputy Manager (E-IV) & 32 years for the post of Sr. Engineer (E-III).

SC/ST - 5 years, OBC (Non–Creamy Layer) - 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 mentioned above.

4.0 REMUNERATION:

Deputy Manager (E-IV) -
Pay scale Rs. 60,000-3%-1,80,000, in addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities and Provident Fund as per the Company's rules will be part of the remuneration package.

Senior Engineer (E-III) -
Pay scale Rs. 50,000-3%-1,60,000, in addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities and Provident Fund as per the Company's rules will be part of the remuneration package.

5.0 SELECTION PROCEDURE:

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

b. Candidates meeting the eligibility criteria as stipulated in the advertisement will be called for **Written Test** (85 marks) for shortlisted candidates based on screening of the application and the documents submitted by the candidate.

c. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:5 category wise.

d. The list of candidates shortlisted for the Written Test / Interview, will be posted on the BEL Website. Candidates are required to comply with the instructions indicated in the call letter.

6.0 METHOD OF SELECTION:

Selection will be through a Written Test for shortlisted candidates, followed by an Interview, only for those candidates who qualify in the Written Test. **The venue for the Written Test / Interview will be at Bengaluru**.

7.0 FEE PAYMENT:

a) Candidates are required to remit an amount of Rs. 600/- plus 18% GST towards application fee through SBI Collect (through online mode or through SBI Branch). SC/ST/PwBD candidates are exempted from payment of application fee.

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. Candidates are required to select SBI branch in the payment option and download & print the challan generated through SBI Collect and deposit the application fee of Rs. 600/- plus 18% GST applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official.

d) Candidates have to enter the "**SBI Collect Reference No.**" generated after payment, in the Application Form.

e) Candidate may go through all instructions and eligibility criteria carefully before remitting application fees and sending the application. **Fees once paid will not be refunded under any circumstances.** Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.

INSTRUCTION FOR MAKING PAYMENT:

a. Go to www.onlinesbi.com and select: - State Bank Collect.
b. Accept Terms and Conditions and click on "**Proceed"**.
c. Select state of Corporation/ Institution: - All India.
d. Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on "**Go"** option.
e. Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on "**Submit"** button.
f. Select Payment category: -

   Deputy Manager (E-IV) Post - "Recruitment of Deputy Manager (E-IV) for CoE"

   Senior Engineer (E-III) Post - "Recruitment of Senior Engineer (E-III) for CoE"
g. Complete the payment as explained above
h. Take a print of the payment receipt and attach it with the application form.

8.0 GENERAL INSTRUCTIONS:

a) Internal candidates of BEL are not eligible to apply.

b) The Cut-off date for deciding the maximum permissible age and experience (Post-Qualification Experience) shall be **01.02.2022**. In order to compute post-qualification work experience, the period of work experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered.

c) Candidates working in PSUs/Government/Quasi Government organizations should compulsory produce "**No Objection Certificate**" at the time of the interview. Such candidates, who are unable to produce NOC at the time of interview, will not be considered for interview.

d) Candidates are required to travel extensively anywhere in India.

e) Outstation Candidates called for interview shall be reimbursed First (I) Class for Deputy Manager & Second (II) Class for Senior Engineer to and fro train fare by the shortest route (from their correspondence address) on production of receipt or other supporting documentary evidence in respect of the onward journey.

f) Request for change of category once declared in the application will not be entertained.

g) The exact date and time shall be communicated in the Admit Card for Written Test. Candidates are required to possess at least one valid e-mail id which is to be entered in the application form. Information pertaining to the Written Test/ Interview will be sent by e-mail to the id that is furnished and also will be published in the BEL Website. BEL will not be responsible for bouncing of any e-mail sent to the candidate.

h) In the event any candidate has litigated with his/her employer in the past, the same should be clearly mentioned in brief.

i) The Disability Certificate should be strictly in the format available on the BEL website.

j) The number of posts indicated above may vary based on the actual requirement at the time of selection.

k) Canvassing in any form will result in disqualification.

l) Only Indian nationals need to apply.

m) Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview/Written Test. BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason what so ever and also reserves the right to cancel / restrict / enlarge / modify or alter the recruitment or selection process, if need so arise without issuing any further notice or assigning any reason thereafter.

n) Interested candidates meeting all the criteria mentioned aloft, should submit the application in the format appended to this advertisement and send the applications through post, super-scribing on the envelope the post applied for. The following documents should compulsorily be enclosed:

i. Self-attested copy of 10th Std/ SSLC Certificate (proof of DoB/ Age).

ii. Self-attested copy of PUC/ 12th Class/ Diploma Marks Card.

iii. Self-attested copies of Degree Marks cards for having passed all semesters/years.

iv. Self-attested copy of Final Degree Certificate.

v. Post qualification experience certificate(s) from previous to current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification experience. Where current employment certificate is not produced the joining/appointment letter, first and latest pay slip and employee ID proof should be **compulsorily** attached to determine the number of years of experience. In case, candidate fail to enclose the supporting documents, application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.

vi. Category/ Tribe/ Community/ Disability certificate in case of candidates belonging to SC/ ST/ OBC/ EWS/ PwBD 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/EWS category should produce the certificate issued on or after **01.01.2021.**

vii. Candidates, if working in PSUs/ Govt. organizations/ Quasi Government Organisations should compulsorily submit 'No Objection Certificate' at the time of application or interview.

viii. SBI Fee Payment Receipt (if applicable).

ix. Write up of the roles and responsibilities/ experience.

o) Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.

p) Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

Applications complete in all respects should be sent by post (sealed envelope-A4 size only) –
Super-scribed for Deputy Manager (E-IV) "**Application for the post of Deputy Manager (Job Code No.: _____)**"
Super-scribed for Senior Engineer (E-III) "**Application for the post of Senior Engineer (Job Code No.: _____)**"
and sent to below mentioned address:

Manager (HR),
Product Development & Innovation Centre (PDIC),
Bharat Electronics Limited,
Prof. U R Rao Road, Near Nagaland Circle,
Jalahalli Post, Bengaluru – 560 013, India.

The application should reach the given address on or before **18.04.2022 by 5.00 PM**, any applications received after the closing date will not be considered, applications that are incomplete, not in the prescribed format, not eligible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained.

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

For clarification if any in respect of the above advertisement, you may write to **hrpdic@bel.co.in** or contact on 080-2219 5211.

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