

**BHARAT ELECTRONICS LIMITED**  
**NDA Road, Pashan, Pune - 411021**

Bharat Electronics Limited, a Navaratna category Central Public Sector Enterprise and India's leading professional Electronics Company, under Ministry of Defence, Government of India, requires professionals for the post of Project Engineers – 13 Posts (BE / B.Tech in Electronics / Mechanical / Electrical), Project Officer – 01 Post (MBA / MSW in HR), and Trainee Engineers – 16 Posts (BE / B. Tech in Electronics / Mechanical / Electrical / Computer Science) on short term basis for its Manufacturing Unit located at NDA Road, Pashan, Pune, Maharashtra.

S. No.	Post & Discipline	Post Code	No. of Posts	Reservations					Upper age limit as on 01.02.2023	Minimum Post Qualification Experience as on 01.02.2023
				UR	OBC	SC	ST	EWS		
1	Project Engineer - I (Electronics)	PE - I	06	02	02	01	-	01	32 Years	2 Years
2	Project Engineer - I (Mechanical)		06	02	01	02	01	-		
3	Project Engineer - I (Electrical)		01	01	-	-	-	-		
4	Project Officer - I (HR)	PO - I	01	01	-	-	-	-		
5	Trainee Engineer - I (Electronics)	TE - I	04	01	01	01	-	01	28 Years	Nil
6	Trainee Engineer - I (Mechanical)		06	02	02	01	-	01		
7	Trainee Engineer - I (Computer Science)		01	01	-	-	-	-		
8	Trainee Engineer - I (Electrical)		05	02	02	-	01	-		

**\*AGE RELAXATION:** The upper age limit will be relaxable for SC and ST candidates by 5 years, for OBC-NCL candidates by 3 years. For candidates belonging to PwBD category having minimum 40% disability or more will get 10 years relaxation in upper age limit in addition to the relaxation applicable to the categories mentioned above. Candidates from OBC / SC / ST / EWS category applying for UR Post will be treated on par with UR criteria.

**TERMS OF ENGAGEMENT & REMUNERATION:**

**Project Engineer/ Officer - I** will be engaged initially for a period of **THREE** years which may be extended up to maximum of **ONE** year (**Maximum tenure of 4 years**) based on requirement and individual performance. Candidates will be paid a consolidated remuneration as follows:

Years	Designation	Consolidated Remuneration
1 <sup>st</sup> Year	Project Engineer / Officer - I	Rs. 40,000 /- PM
2 <sup>nd</sup> Year	Project Engineer / Officer - II	Rs. 45,000/- PM
3 <sup>rd</sup> Year	Project Engineer / Officer - III	Rs. 50,000/- PM
4 <sup>th</sup> Year	Project Engineer / Officer - IV	Rs. 55,000/- PM

**NOTE:** Trainee Engineers who have completed the overall tenure i.e., 3 years with BEL and those who apply and get selected for the post of Project Engineer will be directly inducted at Project Engineer-II and the overall tenure in such cases will be limited to 3 years only.

**Trainee Engineer-I** will be engaged initially for a period of **TWO** years which may be extended up to maximum of **ONE** year (**Maximum tenure of 3 years**) based on requirement and individual performance. Candidates will be paid a consolidated remuneration as follows:

Years	Designation	Consolidated Remuneration
1 <sup>st</sup> Year	Trainee Engineer – I	Rs. 30,000 /- PM
2 <sup>nd</sup> Year	Trainee Engineer – II	Rs. 35,000/- PM
3 <sup>rd</sup> Year	Trainee Engineer – III	Rs. 40,000/- PM

In addition to above a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like Medical Insurance & Life Insurance Premiums, Attire Allowance, Stitching Charges, Footwear Allowance etc. The additional amount shall be paid in two instalments. First instalment 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.

**QUALIFICATION:**

**Project Engineer – I:** BE/ B. Tech/ B.Sc. Engineering (4 years course) from recognized University / Institution in the relevant disciplines.

Minimum percentage of marks qualifying examination (aggregate of all semesters / years):

UR, OBC, EWS Candidates: 55% and above  
SC / ST / PwBD Candidates: Pass Class

**Project Officer – I:** Full time MBA, MSW, PG Degree / PG Diploma in Human Resources Management / Industrial Relations / Personnel Management from AIMA recognized Institute / University.

Minimum percentage of marks qualifying examination (aggregate of all semesters / years):

UR Candidates: 55% and above

**Trainee Engineer – I:** BE/ B. Tech/ B.Sc. Engineering (4 years course) from recognized University / Institution in the relevant disciplines.

Minimum percentage of marks qualifying examination (aggregate of all semesters / years):

UR, OBC, EWS Candidates: 55% and above  
SC / ST / PwBD Candidates: Pass Class

**NOTE:**

- In case any University / Institute following an evaluation system of CGPA / DGPA / OGPA or letter grade, the candidate, wherever applicable, it is mandatory for the candidate to submit percentage (%) conversion certificate issued by university / institution and awarded class at the time of Written Test.**
- Candidates from OBC / SC / ST / EWS category applying for UR Post will be treated on par with UR criteria.**

**POST QUALIFICATION EXPERIENCE (AS ON 01.02.2023):**

**Project Engineers / Officers** - Minimum of 2 years of post-qualification relevant industry experience is mandatory to apply for the post of Project Engineer / Officer – I.

**NOTE:** 1. Academic / Teaching experience will not be considered.  
2. One year completed Graduate Apprenticeship training will be considered as experience.

**Trainee Engineers** – No experience required.

**EXPERIENCE & JOB RESPONSIBILITIES:**

**A. PROJECT ENGINEER**

***Electronics (06 Posts):***

**Approved Branches** – Electronics, Electronics & Communication, Electronics & Telecommunication, Communication, Telecommunication Engineering.

**NOTE:** Electrical & Electronics Engineering will not be considered for these posts.

**Job Responsibilities** – Candidate is required to work in any of the following areas:

1. Production Assembly, Testing of PCBs, Functional Testing, ATP Testing including Environmental Testing, Testing of Equipment, Installation and Commissioning of Equipment at Customer Site, Participation in Field trials and evaluation.
2. Designing of various parts / Assembly of systems & sub systems, simulation and design validation activity, Preparation of Project documentation.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

**Mandatory Experience** – Minimum 02 years post qualification work experience in one or more areas mentioned above.

***Mechanical (06 Posts):***

**Approved Branches** – Mechanical Engineering.

**NOTE:** Industrial / Production Engineering will not be considered for these posts.

**Job Responsibilities** – The candidate may be posted in one of the following areas:

1. Production activities like PPC, Assembly, Fabrication, Inspection, Functional and Acceptance Testing including Environmental Testing, Repair and Maintenance of Equipment / Machinery, Sub-Contract Activities.
2. Designing of various parts / Assembly of sub-systems & systems, engineering drawings, simulation and design validation activity.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

**Mandatory Experience** – Minimum 02 years post qualification work experience in one or more areas mentioned above.

**Electrical (01 Post):**

**Approved Branches** –Electrical / Electrical & Electronics Engineering.

**Job Responsibilities** – The candidate may be posted in one of the following areas:

1. Operation / Maintenance of Electrical Installations at Receiving Station / Sub-Station / DG Set / HT&LT Switch Gear Panels, Liaising with Grid Officials.
2. Cabling Work, Control Panels, Understanding of Electrical Drawings.
3. Measurements and Billings, Work Estimation and Execution of Infrastructure Projects, etc.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

**Mandatory Experience** – Minimum 02 years post qualification work experience in one or more areas mentioned above.

**B. PROJECT OFFICER**

**Human Resource (HR) (01 Post):**

**Approved Branches** – MBA, MSW, PG Degree, PG Diploma in Human Resources Management, Industrial Relations, and Personnel Management.

**Job Responsibilities** – Candidate is required to work in any of the following areas:

1. Implement a variety of human resource program / policies.
2. HRD Processes such as Competency Mapping, Training and Development (T&D) arrangement, Effectiveness of T&D Interventions, etc.
3. General HR Policies & Procedures.
4. Handling Employee Relation, CSR Activities, Performance Appraisal, etc.
5. HR Data Management.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

**Mandatory Experience** – Minimum 02 years post qualification work experience in one or more areas mentioned above.

**C. TRAINEE ENGINEER**

**Electronics (04 Posts):**

**Approved Branches** – Electronics, Electronics & Communication, Electronics & Telecommunication Engineering, Communication, Telecommunication Engineering.

**NOTE:** Electrical & Electronics Engineering will not be considered for these posts.

**Job Responsibilities** – Candidate is required to work in any of the following areas:

1. Assembly, Testing of PCBs, Functional Testing, ATP Testing including Environmental Testing, Testing of Equipment, Installation and Commissioning of Equipment at Customer Site, Participation in Field trials and evaluation.
2. Designing of various parts / Assembly of systems & sub systems, simulation and design validation activity, Preparation of Project documentation.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

***Mechanical (06 Posts):***

**Approved Branches** – Mechanical Engineering.

**NOTE:** Industrial / Production Engineering will not be considered for these posts.

**Job Responsibilities** – The candidate may be posted in one of the following areas:

1. Production activities like PPC, Assembly, Fabrication, Inspection, Functional and Acceptance Testing including Environmental Testing, Repair and Maintenance of Equipment / Machinery, Sub-Contract Activities.
2. Designing of various parts / Assembly of sub-systems & systems, engineering drawings, simulation and design validation activity.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

***Computer Science (01 Post):***

**Approved Branches** – Computer Science, Computer Science & Engineering, Computer Science Engineering.

**NOTE:** Information Technology will not be considered for these posts.

**Desired Knowledge** – The Candidates are required to have knowledge in one of the following areas

1. Basic knowledge of web programming languages like asp.net, php or any other language.
2. Basic knowledge of DBMS and SQL.
3. Basic programming and system administration knowledge.
4. Network Topology.

**Job Responsibilities** – The candidate may be posted in one of the following areas

1. Cyber Security in respect of Patch Management.
2. Internal Web Server Management i.e., Database Updation, Server Hardening, New feature Updation, Backup of Webserver.
3. Active Directory Server Management.
4. AV Server Management

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

***Electrical (05 Posts):***

**Approved Branches** – Electrical Engineering / Electrical & Electronics Engineering.

**Job Responsibilities** – The candidate may be posted in one of the following areas:

1. Operation / Maintenance of Electrical Installations at Receiving Station / Sub-Station / DG Set / HT&LT Switch Gear Panels, Liaising with Grid Officials.
2. Cabling Work, Control Panels, Understanding of Electrical Drawings.
3. Measurements and Billings, Work Estimation and Execution of Infrastructure Projects, etc.

Further Candidate may have to travel all over India for official work if need arises, as per Company's requirement.

**Important Note:** Candidates may be posted to outside Locations all over India during their tenure if need arises, as per Company's requirement.

### **SELECTION PROCEDURE:**

1. Selection will be through Written Test and Interview at Pune.
2. Candidates who have registered through 'Google Forms' shall only be allowed to undergo the Selection process.
3. Candidates should invariably carry their Photo ID Proof - Aadhar Card or Driving License or Voter ID for the Written Test.
4. **Date and Location of the Written Test and Personal Interview:** will be informed to the shortlisted candidate through their individual Email IDs only.
5. The written test will consist of objective type multiple choice questions from engineering/management subjects in respective disciplines / specializations.
6. The assessment weightage will be 85% for written test and 15% for interview.
7. Candidates who passed the Written Test will be shortlisted for Interview in the ratio of 1:5 in the order of merit.
8. Passing marks for General/EWS/OBC is 35% and SC/ST/PwBD is 30% for Written Test and Personal Interview.
9. The results of the final selection will be displayed on BEL website. [www.bel-india.in](http://www.bel-india.in)
10. Provisional appointment order will be issued to the selected candidates through their individual Email IDs.

### **APPLICATION FEE:**

Post	Application Fee	Exemption
Project Engineer / Officer – I	Rs.472/- (Rs.400/- + 18% GST)	<b>Candidates belonging to SC, ST, and PwBD categories are exempted from payment of application fee.</b>
Trainee Engineer – I	Rs.177/- (Rs.150/- + 18% GST)	

- The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
  - Candidates are requested to read the details and manual provided on the website for making the payment.
  - 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.
1. Candidates should go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the Google Form Application.
  2. Fee once paid will not be refunded for whatever reason.

### **GENERAL CONDITIONS:**

1. Only Indian nationals need to apply.
2. One candidate can apply for only ONE POST in one application.
3. Candidates employed in Govt. / Quasi Govt. and Public Sector Undertaking is required to submit the '**No Objection Certificate**' at the time of Written Test without which such candidate will not be considered for the interview process.

4. The outstation candidates shortlisted for Personal Interview will be reimbursed with II class train fare by the shortest route between the correspondence address and place of interview on production of valid train tickets. There will be no reimbursement of fare for attending the written test.
5. The number of posts indicated above may vary based on the actual requirement at the time of selection.
6. It is mandatory for the candidates who are already working with any of its Units of Bharat Electronics Limited to intimate their respective HR or if it is revealed during the selection process that the respective HR is not intimated, such registration / candidature 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.
7. Lateral application of BEL Employees for the same post is not permitted i.e. Project Engineers, Trainee Engineers who is working in one of the units of BEL is not eligible to apply for Project Engineers, Trainee Engineers elsewhere within BEL. If applied, the candidature will be summarily rejected without assigning any reasons.
8. The above openings are for Bharat Electronics Limited, Pune location. However, selected candidate may be required to serve or posted in other location/s also, if need arises, as per Company's requirement.
9. Candidates are required to provide their one valid e-mail ID which shall be mentioned in the Google application form. Information pertaining to the Written Test / Interview will be sent to the shortlisted candidates (meeting the eligibility criteria) only by e-mail. BEL will not be responsible for bouncing of any e-mail sent to the candidate. All correspondence will be done through e-mail only.
10. BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found acceptable.
11. Candidates claiming to be belonging to SC/ST, OBC, EWS, PwBD category are required to submit a copy of latest certificate in the prescribed proforma (available in Company's website [www.bel-india.in](http://www.bel-india.in)) issued by the prescribed authority at the time of Written Test. Certificate in any other proforma or issued by an authority other than the prescribed authority will not be accepted.
12. Candidates belonging to OBC category should submit the certificate issued on or after 01.02.2022 along with Non Creamy Layer Certificate at the time of Written Test.
13. 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. The candidate who is called to report on selection should get himself/herself medically examined by a **Civil Surgeon/Asst. Civil Surgeon of Government Hospital** and submit the medical report as per the requirement of the Company.
14. Candidates with relevant disability of not less than 40% only will be eligible for reservation and relaxation as PwBD. PwBD candidates are required to submit Disability Certificate issued by the Medical board in the prescribed format (available in Company's website [www.bel-india.in](http://www.bel-india.in)) at the time of Written Test.
15. The admission at all/any stage of selection process will be purely provisional. Mere issue of written test / 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.
- 16. Canvassing in any form will result in disqualification at any stage of the selection process.**
17. Please ensure that the applicant fulfils all the eligibility criteria as stipulated in the advertisement. In case applicant 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. Application Fees once paid will not be refunded in any case/circumstances.

18. Shortlisting 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.
19. Request for change of Category (GEN/OBC/EWS/SC/ST) once declared in the “Google Forms” will not be entertained.
20. 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.
21. A candidate’s shortlisting for interview and subsequent processes is strictly provisional. Mere fulfilling the minimum requirement of qualification will not vest any right on the candidates to be called for the selection process/ interview.
22. BEL reserves the right to cancel the entire selection process at any stage of time for any reason whatsoever.

### **HOW TO APPLY:**

- Interested Candidates 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 Written Test.
- Candidates are required to register online using following link:

#### **Project Engineer (PE) / Project Officer (PO) Link:**

[https://docs.google.com/forms/d/e/1FAIpQLScylBJNHOFDhhRnMJBQyuKGQqEGSHKILCqEjVTMEZ2VplDalA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLScylBJNHOFDhhRnMJBQyuKGQqEGSHKILCqEjVTMEZ2VplDalA/viewform?usp=sf_link)

#### **Trainee Engineer (TE) Link:**

[https://docs.google.com/forms/d/e/1FAIpQLSeJqjlsGs8sncmEmDMzJFoo47gSYXBxXgdGfOkBcNleAeVG\\_Q/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeJqjlsGs8sncmEmDMzJFoo47gSYXBxXgdGfOkBcNleAeVG_Q/viewform?usp=sf_link)

**Online Link for Pre-Registration for attending Written Test will be open from 22.02.2023 to 08.03.2023.  
The Candidates who have NOT registered will not be allowed to appear for the Written Test.**

### **✚ Steps to Fill the “Google Forms”:**

1. Candidates are required to fill in the necessary fields through the ONLINE format (‘Google Forms’) in the link provided above / on the website.
2. Submit the application form by clicking on submit button.
3. Candidates are requested to use the latest version of Google Chrome or Firefox browser for filling of the ‘Google Forms’ successfully:
4. Registrations received in any other format will not be considered.
5. Documents required to be uploaded while filling the “Google Forms”: Candidate’s Photograph and Date of Birth Proof (ONLY 10<sup>th</sup> Class Certificate or Birth Certificate are acceptable).
6. Documents required to be uploaded should NOT be MORE THAN 1 MB and should be in either PDF or JPG Format ONLY.
7. Candidate has to pay the applicable application fee amount (if applicable) and KEEP the SBI Collect Reference Number available before Google Form filling.



- ✚ **Documents Required to be Submitted during Written Test:** Candidates are required to carry the photocopies of the following documents **MANDATORILY** at the time of Written Test:
- Birth Certificate / Marks Sheet issued by Board for Matriculation / SSC certificate in support of proof of age.
  - All certificates (starting from Matriculation / Class X) in support of educational qualifications. (Candidates having part-time or correspondence course in prescribed qualification are not eligible).
  - Mark sheets of all semesters of qualifying degree examination.
  - Certificate issued by the institute for conversion formula for conversion of CGPA / DGPA / OGPA or letter grade to percentage marks & awarded class, duly certified by the University / Institution, wherever applicable.
  - A copy of latest OBC certificate / a copy of SC/ST/EWS certificate.
  - Non Creamy Layer Certificate for OBC candidates issued on or after 01.02.2022.
  - Disability certificate, if the candidate belongs to PwBD category.
  - No objection certificate if employed in Government / Quasi Government and Public Sector undertakings.
  - Experience certificate from the previous and present employer clearly specifying the experience area.
  - Two passport size colour photographs.

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**Applicants are advised to go through the website [www.bel-india.in](http://www.bel-india.in) for all updates.**