



QUALITY, TECHNOLOGY, INNOVATION

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

Applicants are advised to go through the website www.bel-india.in for any updates.

Bharat Electronics Limited, a Navratna Company and India's Premier Professional Electronics Company under Ministry of Defence, requires the following personnel **on contract basis** for its Hyderabad Unit.

1. REQUIREMENT OF ENGINEERS/OFFICERS:

Sl. No.	Post	Post Code	No. of Posts	Upper age limit as on 01.09.2020 *	Minimum Post Qualification Experience as on 01.09.2020	Reservation
1	Trainee Engineer – I (Electronics)	TEEL	16	25 Years	1 Year	GEN- 16 OBC- 9 SC-5 ST-2 EWS-3
2	Trainee Engineer – I (Mechanical)	TEME	11			
3	Trainee Engineer – I (Computer Science)	TECS	06			
4	Trainee Officer – I (Finance)	TOFI	02			
5	Project Engineer – I (Electronics)	PEEL	22	28 Years	2 Years	GEN- 14 OBC- 7 SC-4 ST-2 EWS-2
6	Project Engineer – I (Mechanical)	PEME	05			
7	Project Engineer – I (Computer Science)	PECS	01			
8	Project Officer – I (Human Resource)	POHR	01			

* **Age:** The upper age limit will be relaxable for SC, ST candidates by 5 years and for OBC candidates by 3 years. For candidates belonging to PWD 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.

2. TERMS OF ENGAGEMENT & REMUNERATION:

- a) **Trainee Engineer-I** will be engaged initially for a period of ONE year which may be extended upto maximum of THREE years (including initial period) based on requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.25,000/-, Rs.28,000/- and Rs.31,000/- for 1st, 2nd, and 3rd year of contract respectively.

- b) **Project Engineer-I** will be engaged initially for a period of TWO years which may be extended up to maximum of FOUR years (including initial period) based on requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.35,000/-, Rs.40,000/-, Rs.45,000/- and Rs.50,000/- for 1st, 2nd, 3rd year and 4th year of contract respectively.
- c) In addition to above a consolidated amount of Rs.10,000/- per year will be paid towards expenses like 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.

3. EDUCATIONAL QUALIFICATION:

Sl. No.	Post	Post Code	Qualification
1	Trainee Engineer – I (Electronics)	TEEL	BE/B.Tech/B.Sc Engg. in Electronics / Electronics & Communication / E&T / Telecommunication
2	Trainee Engineer – I (Mechanical)	TEME	BE/B.Tech/B.Sc Engg. in Mechanical
3	Trainee Engineer – I (Computer Science)	TECS	BE/B.Tech/B.Sc Engg. in Computer Science
4	Trainee Officer – I (Finance)	TOFI	MBA in Finance
5	Project Engineer – I (Electronics)	PEEL	BE/B.Tech/B.Sc Engg. in Electronics / Electronics & Communication / E&T / Telecommunication
6	Project Engineer – I (Mechanical)	PEME	BE/B.Tech/B.Sc Engg. in Mechanical
7	Project Engineer – I (Computer Science)	PECS	BE/B.Tech/B.Sc Engg. in Computer Science
8	Project Officer – I (Human Resources)	POHR	MBA / MSW / M.HRM in HR

- a) Candidates should have obtained First Class in the indicated qualification for General, OBC and EWS candidates and Pass Class for SC, ST and PWD candidates.
- b) Candidates having part-time or correspondence course in indicated qualification are not eligible.
- c) Candidates having indicated qualification with other disciplines will not be considered.
- d) 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.

4. POST QUALIFICATION EXPERIENCE (AS ON 01.09.2020):

4.1 Minimum 1 Year post qualification relevant industry experience is mandatory to apply for the post of Trainee Engineer/Officer - I.

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

4.3 Please note the following:

- a) Academic / Teaching experience / Research work will not be considered.
- 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 01.09.2020. 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.

4.4 ***Candidates with experience in any of the following areas will be preferred.***

A) ELECTRONICS:

a) Experience for Trainee Engineer (Electronics):

- Knowledge and Working Experience in Testing in RF and Microwave Subsystems or Radars, Communication Systems, Signal Processing areas.
- 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
- Experience in preparation of production documents, etc, 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 Test Requirements and Inspection processes.

b) Experience for Project Engineer (Mechanical):

- Knowledge and Working Experience in RF and Microwave Subsystems or Radars, Communication Systems, Signal Processing 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 will be added advantage

- Knowledge and experience in RF simulations and modelling using MATLAB, HFSS, etc 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 and execution will be desirable

B) MECHANICAL:

a) Experience for Trainee Engineer (Mechanical):

- Hands-on experience in mechanical designing, generation of Engineering drawings, project documents, production documents, etc using AutoCAD and Solid Works software
- Working knowledge of Manufacturing / Fabrication processes and in the Assembly of complex Mechanical Systems
- 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 based drafting for documentation

b) Experience for Project Engineer (Mechanical):

- Hands-on experience in mechanical designing, 3D Modelling, 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.
- Working knowledge of Manufacturing / Fabrication processes and in the Assembly of complex Mechanical Systems
- 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 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 :

a) Experience for Trainee Engineer (Computer Science):

- Knowledge and Working Experience in software development in C++, JAVA, QT with socket programming and PostgreSQL / MySQL Database Programming

b) Experience for Project Engineer (Computer Science):

- Knowledge and Working Experience in software development in C++, JAVA, QT with socket programming and PostgreSQL / MySQL Database Programming
- Knowledge and experience in Artificial Intelligence / Big Data Analytics Technologies with Python or R are preferable.

D) TRAINEE OFFICER (FINANCE):

- Hands on experience in areas like Accounting, Auditing, Budgeting, Costing, Book Keeping, Exposure to MS Office etc.
- Basic knowledge of GST, TDS and FEMA rules
- Preferably aware of SAP FICO module.

E) PROJECT OFFICER (HUMAN RESOURCES) :

- Good understanding of General HR Policies & Procedures. Knowledge of Employment / Labour laws.
- Hand on experience in implementing a variety of Human Resource Program / Policies.
- Experience in HRD processes such as Competency Mapping, arranging Training and Development (T&D) programmes, measuring effectiveness of T&D interventions etc
- Excellent knowledge of MS Office.

05. HOW TO APPLY:

5.1 Interested candidates meeting all the criteria mentioned above, should submit the application in the format appended to this advertisement along with the following self-attested photocopies of the documents (one set in following mentioned sequence) immediately by Speed Post only, superscribing on the envelope the Post Code & Post applied for:

5.2 Documents to be attached along with Application Hard Copy :

- a. Filled in application form, downloaded from the BEL website.
- b. Fee payment Challan as applicable
- c. Certificate / Marks Sheet issued by Board for Matriculation / Higher Secondary in support of proof of age.
- d. 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).

- 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. A copy of latest OBC certificate / a copy of SC/ST/EWS certificate.
- g. Non Creamy Layer Certificate for OBC candidates issued on or after 01.09.2019.
- h. Disability certificate, if the candidate belongs to PWD category.
- 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 passport size colour photographs.
- l. Any other Certificates/Testimonials they may desire to place before the selection committee.

5.3 Applications complete in all respect may be sent through post to Dy. General Manager (HR), Bharat Electronics Limited, I.E.Nacharam, Hyderabad - 500076, Telangana State so as to reach it on or before **22.09.2020**. Application sent through email / any other channel will not be considered. Any Hard Copy Application received after 22.09.2020 will not be considered for the selection process. BEL will not be responsible for any delay or loss in postal transit for any reason whatsoever.

5.4 Applications that are incomplete, not in the prescribed format or without the required enclosures, will summarily be rejected without assigning any reasons and no correspondence will be entertained in this regard.

06. APPLICATION FEE:

Post	Application Fee	Exemption
Trainee Engineer – I / Trainee Officer – I	Rs.200/-	Candidates belonging to PWD, SC and ST categories are exempted from payment of application fee.
Project Engineer – I / Project Officer - I	Rs.500/-	

- ✓ The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
- ✓ Candidates are requested to read the details and screenshots 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.

6.1 Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application.

6.2 Fee once paid will not be refunded.

7. SELECTION PROCEDURE :

Candidates who meet the eligibility criteria w.r.t. Qualification and Experience will be allotted weightage as follows:

Criteria	Weightage
Percentage of Marks: Aggregate Marks secured in BE / B.Tech / B.Sc Engg (4 years) / MBA / MSW / MHRM in the relevant disciplines	75% or 75 Marks
Relevant Post Qualification Experience: 2.5 marks will be allocated for minimum experience stipulated for the post. 1.25 marks will be allocated for every completed experience of 6 months subject to a maximum of 10 marks.	10 Marks
Interview: Interview for the shortlisted candidates (Video - Based)	15 Marks
	100 Marks

7.1 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 along with the application.

7.2 Candidates will be shortlisted in the order of merit based on their aggregate marks obtained in the degree in required qualification and number of years of experience as indicated herein above in the ratio of 1:5. Only those candidates who are shortlisted will be called for the interview.

7.3 The names of candidates shortlisted for interviews will be available on our company's website.

7.4 Candidates who have been shortlisted for the interview will receive interview call only by email.

7.5 Interview will be through Video based and separate instructions for interview will be provided in Interview call letter to the short listed candidates.

7.6 The results of the final selection will be made available on BEL website.

7.7 Provisional appointment order will be issued to the selected candidates by email.

8. 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 is 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 Applications that are incomplete, not in the prescribed format, not legible, without the required / mandatory enclosures / attachments will be summarily rejected 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 It is mandatory for the candidates who are already working with any of the units of Bharat Electronics Limited to send their application through the respective HR or if it is revealed during the selection process that the application was not forwarded by the 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.

8.7 The above opening is for Bharat Electronics Limited, Industrial Estate, Nacharam, Hyderabad - 500076, Telangana State. However, selected candidate may be required to serve in other location/s also, if need arises, as per Company's requirement.

8.8 Candidates are required to provide their one valid e-mail ID which shall be entered in the application form. Information pertaining to the interview will be sent to the shortlisted candidates only by e-mail. BEL will not be responsible for any loss of email sent due to invalid/wrong Email ID provided by the candidate or due to any other reason whatsoever. All correspondence will be done through e-mail only.

8.9 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 and submit the medical report as per the requirement of the Company.

8.10 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.

8.11 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.

8.12 Selected candidates are required to be covered under a medical insurance scheme for a sum of Rs.2 lakhs per annum and submit the same on joining.

8.13 Short listing of candidates will be carried out purely based on the information declared

by the candidates in the application form. 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.

8.14 BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found suitable.

8.15 Candidates claiming to be belonging to SC/ST, OBC, EWS, PWD 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. Certificate in any other proforma or issued by an authority other than the competent authority will not be accepted. Request for change of Category once declared in the application will not be entertained. The Caste/Disability certificate should be strictly in the format available on the BEL website, failing which candidates will be considered under 'General' category, provided that they are otherwise meeting all other criteria stipulated for General Category candidates.

8.16 Candidates belonging to OBC category should produce the certificate dated on or after 01.09.2019 along with Non Creamy Layer Certificate.

9. CLARIFICATIONS:

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

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