

भारत इलेक्ट्रॉनिक्स लिमिटेड  
BHARAT ELECTRONICS LIMITED  
(भारत सरकार का उद्यम, रक्षा मंत्रालय के अधीन)  
(A Government of India Enterprise, under the Ministry of Defence)

भारत इलेक्ट्रॉनिक्स लिमिटेड, एक नवरत्न कंपनी जोकि रक्षा मंत्रालय के अधीन है और भारत की प्रमुख इलेक्ट्रॉनिक्स कंपनी है। इसे अपने पंचकूला एकक हेतू निम्नलिखित प्रशणार्थी और परियोजना अभियन्ता / अधिकारियों की अनुबंध के आधार पर आवश्यकता है।

Bharat Electronics Limited, a Navratna Company and India's Premier Professional Electronics Company under Ministry of Defence, requires the following Trainee and Project Engineers/ Officers **on contract basis** for its Panchkula Unit and Project Sites.

**1. योग्यता और अनुभव / QUALIFICATION AND EXPERIENCE:**

क्रं सं/ Sl. No.	पद / Post	पदों के संख्या / No. of Posts	योग्यता Qualification	01.11.2020 को सामान्य वर्ग के लिए अधिकतम आयु सीमा / Upper Age Limit for General category as on 01.11.2020	01.11.2020 को न्यूनतम पोस्ट योग्यता अनुभव / Minimum Post Qualification Experience as on 01.11.2020	आरक्षण / Reserva tion*	वांछनिए अनुभव / Desirable Experience
1.	Trainee Engineer – I (Electronics)	15	BE/B.Tech/B.Sc Engg. (Electronics)with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.	25 Years	1 Year	GEN- 16 OBC- 9 SC-5 ST-2 EWS-3	<ul style="list-style-type: none"> <li>•Experience in Design of VLF, VHF, UHF and S-band based power amplifiers and receivers, Testing and troubleshooting of high speed processor based digital PCBs and modules. Parametric and functional testing of VHF, UHF trans receivers, Link encryptors, S band full duplex communication systems.</li> <li>•Conversant with Operation and Power meters, Spectrum Analyzers, Signal Generators, Vector signal analyzers and other RF based instruments, Operation of high bandwidth MSOs, Logic analyzers, function generators and other high end digital domain instruments.</li> <li>•Hands on experience in Development of RF and Digital domain equipments using LAB VIEW, HTBasic and other software platforms.</li> <li>•Experience in Project Management tools such as Microsoft online etc.</li> </ul>

2.	Trainee Engineer – I (Mechanical)	18	BE/B.Tech/B.ScEngg. (Mechanical)with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.				<ul style="list-style-type: none"> <li>•Running of SMT line consisting of solder paste printer, P&amp;P machine, Reflow oven etc.</li> <li>•Automatic optical inspection of SMD populated PCB assemblies</li> <li>•Mounting of Press fit connectors, operation of cleaning machine, de-paneling of PCB Panel through machine, knowledge of soldering process</li> <li>•Knowledge about AS9100D &amp; ISO 14000 standards</li> </ul>
3.	Trainee Officer – I (Finance)	02	MBA (Finance) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.				<ul style="list-style-type: none"> <li>•Hands on experience in areas like Accounting, Auditing, Budgeting, Costing, Book Keeping, Exposure to MS Office etc.</li> <li>•Basic knowledge of GST, TDS and FEMA rules</li> <li>•Preferably aware of SAP FICO module.</li> </ul>
4.	Trainee Engineers-II (Place of Posting: 12 each at Jamnagar, Jodhpur, Jaisalmer, Naliya and Bhuj.; The engineers shall be posted at respective sites and will be working in shifts to manage 24X7 operations)	60	BE / B.Tech (E&C) / MCA with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.	28 Years	2 Years	GEN- 27 OBC- 16 SC-8 ST-4 EWS-5	<ul style="list-style-type: none"> <li>•<b>Data centre related projects with CCNA certification is desirable. (Note: In case candidates do not possess CCNA certification, the same shall be obtained and furnished to the Company within 3 months from the date of joining. The cost incurred for the same shall be borne by the candidate.)</b></li> <li>•IP based devices and other networking projects</li> </ul>
5.	Project Engineer – I (Electronics)	25	BE/B.Tech/B.ScEngg. (Electronics) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.	28 Years	2 Years	GEN- 14 OBC- 8 SC-4 ST-2 EWS-2	<ul style="list-style-type: none"> <li>•Experience in Testing and troubleshooting of VLF, VHF, UHF and S-band based power amplifiers and receivers, Testing and troubleshooting of high speed processor based digital PCBs and modules. Parametric and functional testing of VHF, UHF trans receivers, Link encryptors, S band full duplex communication systems.</li> <li>•Conversant with Operation and Power meters, Spectrum Analyzers, Signal Generators, Vector signal analyzers and other RF based instruments, Operation of high bandwidth MSOs, Logic analyzers, function generators and other high</li> </ul>

							<p>end digital domain instruments.</p> <ul style="list-style-type: none"> <li>•Hands on experience in Development of testing software for testing of various RF and Digital domain equipments using LAB VIEW, HT Basic and other software platforms.</li> <li>•Experience in Project Management tools such as Microsoft online etc.</li> </ul>
6.	Project Engineer – I (Civil)	2	BE/B.Tech/B.ScEngg. (Civil) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.				<p>Experience in Civil construction works of buildings, RCC frame structures, roads, sewage, water supply, sanitation and other allied works.</p>
7.	Project Engineer – I (Electrical)	2	BE/B.Tech/B.ScEngg (Electrical) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.				<ul style="list-style-type: none"> <li>•Experience in basic Electronics circuit design, testing and documentation</li> <li>•Experience in BSP/ device driver development for ARM Processor on Linux platform</li> <li>•Basic knowledge in C, Java</li> </ul> <p>Hands on experience working on Linux Platform</p>
8.	Project Officer – I (Human Resource)	1	MBA / MSW (HRM) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.				<ul style="list-style-type: none"> <li>•Good understanding of General HR Policies &amp; Procedures. Knowledge of Employment / Labour laws.</li> <li>•Hands on experience in implementing a variety of Human Resource Program / Policies.</li> <li>•Experience in HRD processes such as Competency Mapping, arranging Training and Development (T&amp;D) programmes, measuring effectiveness of T&amp;D interventions etc.</li> <li>•Knowledge of MS Office.</li> </ul>

\*4% of the posts will be reserved for Persons with Disability (PWD) as per government guidelines.

## 2. पात्रता मापदंड / ELIGIBILITY CRITERIA:

- a. राष्ट्रियता / NATIONALITY: केवल भारतीय नागरिक ही आवेदन कर सकते हैं। Only Indian Citizens need apply.
- b. अधिकतम आयु सीमा / AGE LIMIT (as on 01.11.2020)

क्रम सं / Sl. No.	पद / Post	01.11.2020 को अधिकतम आयु सीमा / Upper Age Limit for General Category Candidates as on 01.11.2020
1.	Trainee Engineer – I/ Trainee Officer -I	25 Years
2.	Trainee Engineers-II	28 Years
3.	Project Engineer – I / Project Officer - I	28 Years

The upper age limit will be relaxable for candidates belonging to SC, ST category by 5 years and OBC category by 3 years. 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.

Candidates seeking age relaxation are required to enclose copy of necessary certificate (s) along with application and submit in original at the time of interview and at any subsequent stage of the process for verification.

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

### c. शैक्षिक योग्यता / EDUCATIONAL QUALIFICATION :

- B.E. /B.Tech in the Engineering disciplines mentioned above with First Class for General, EWS & OBC candidates & Pass Class for SC/ST/PwD Candidates.
- Candidates having qualification with disciplines other than those indicated below will not be considered for selection.
  - Electronics: Electronics, Electronics & Communication, Electronics & Telecommunication, Communication, Telecommunication.
  - Mechanical: Mechanical
- Candidates must possess all years/semesters mark sheets and Degree certificate. (In case of CGPA grading, Conversion certificate to substantiate the claim shall be attached with the application form. Applications without the conversion certificate will be rejected.)
- 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.

### d. अनुभव / EXPERIENCE :

- Candidate should ensure that they possess the requisite Post Qualification Experience (PQE) as mentioned above.
- The cut of date for deciding the maximum permissible experience (Post-Qualification Experience) shall be 01.11.2020. 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 qualification shall be considered.
- Teaching experience or/and training acquired will not be considered as relevant experience.
- Candidates should possess Experience certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held failing which experience will not be calculated/ considered.
- Decision of the selection committee w.r.t. qualifying experience and relevancy shall be final.

### 3. चयन की प्रक्रिया / MODE OF SELECTION:

- a. Candidates should meet the qualifying criteria as specified in the advertisement.
- b. A merit list will be prepared, based on the aggregate percentage obtained in qualifying education and work experience, as indicated below:

Criteria	Weightage
<b>Percentage of Marks:</b> Aggregate Marks secured in BE / B.Tech / B.ScEngg (4 years) / MBA / MSW / MHRM in the relevant disciplines	75%
<b>Work Experience</b> – Candidates meeting basic eligibility criteria of relevant work experience (as advertised) will be awarded 2.5 Marks. For every completed 6 months of additional relevant work experience, 1.25 marks will be awarded. The maximum marks in this criteria is limited to 10 Marks.	10%
<b>Interview:</b> Interview for the shortlisted candidates	15%

Pls note: Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University.

Candidates will be shortlisted in order of merit based on the criteria outlined above. Intimation w.r.t. conducting of interviews will be sent through email. Candidates are required to comply with the instructions indicated therein.

The last date to submit online applications is 25.11.2020.

### 4. आबंध और पारिश्रमिक की अवधि / TERMS OF ENGAGEMENT & REMUNERATION:

- a. **Trainee Engineer-I/ Trainee Officer -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/- per month for 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> year of contract respectively.
- b. **Trainee Engineer-II** 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.28,000/-, Rs.31,000/- and Rs. 34,000/- per month for 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> year of contract respectively.
- c. **Project Engineer-I/ Project Officer-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/- per month for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> year of contract respectively.
- d. 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.

## 5. आवेदन शुल्क / APPLICATION FEE:

Candidates belonging to General /OBC / EWS category are required to pay an application fee as mentioned below :

Post	Application Fee	Exemption
Trainee Engineer – I/ Trainee Officer – I & Trainee Engineer – II	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/-	

- Application fee is non-refundable.
- Candidates may go through all the instructions and eligibility criteria carefully before remitting the Application Fee. Fee once paid will not be refunded.
- An application fee needs to be remitted through SBI Collect: Candidates are requested to read the details and screenshots for making the payment. Screenshots and instructions for the same are provided with the advertisement. Candidates may make the payment by clicking on the link provided below the web advertisement.
- Candidates have to mention the “SBI Collect Reference Number” generated after making payment, in the online Application Form. Payment receipt should also be uploaded along with online application.
- The application fee should be remitted through SBI Collect (through online mode or through SBI Branch) only. Candidates should select the correct post in the dropdown menu.
- 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. कैसे आवेदन करें / HOW TO APPLY :

Candidates who meet the above requirement may apply online on [www.applyexam.co.in](http://www.applyexam.co.in) .Candidates are required to enter all information correctly in the online application form and verify the same before submission. Requests for any changes in the submitted applications will not be entertained.

Interested candidates meeting all the criteria mentioned above, should take a print out of the online application form and forward the same along with self-attested photocopies of the following documents (one set in following mentioned sequence) by Post only, super scribing on the envelope the “Post applied for \_\_\_\_\_” and application no..

### Documents to be attached along with Application Hard Copy and uploaded on the website:

- Printout of online application form.
- Fee payment Challan as applicable
- Certificate / Marks Sheet issued by Board for Matriculation / Higher Secondary in support of proof of age.
- All certificates (starting from Matriculation / Class X) in support of educational qualifications.
- 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. (Candidates belonging to OBC category should produce the certificate dated on or after 01.10.2019 along with Non Creamy Layer Certificate.)
- Disability certificate, if the candidate belongs to PWD category.
- ‘No Objection Certificate’ if employed in PSU / Government / Quasi Government and Public Sector undertakings.

- ix. 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.
- x. Two passport size colour photographs.
- xi. Any other Certificates/Testimonials they may desire to place before the selection committee.

Applications complete in all respect may be sent through post to PO Box 12026, Cossipore Post Office, Kolkata - 700002 so as to reach it on or before **25.11.2020**. Application sent through email / any other channel will not be considered. Any Hard Copy Application received after 25.11.2020 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.

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.

## 7. सामान्य हिदायते / GENERAL INSTRUCTIONS:

- a. Before applying for the post, the candidates should ensure that he/she fulfils the minimum eligibility criteria 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.
- b. One applicant can apply for a given post only once. Duplicate applications received for the same post will be rejected.
- c. Request for change of category (GEN/OBC/EWS/SC/ST) once declared in the application will not be entertained.
- d. Applications received after the last date for submission will not be considered.
- e. Applications that are incomplete, not in the prescribed format, without the required enclosures, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained. 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.
- f. 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](http://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. #
- g. Candidates are required to possess one valid and active e-mail id and mobile no., which is to be mentioned in the application form. Information pertaining to the interview will be sent by e-mail/ SMS to the email Id/ Mobile no. furnished by the candidate. In no circumstance candidate should share e-mail ID of any other person. BEL will not be responsible for bouncing of any e-mail sent to the candidates. 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/ SMS only.
- h. 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.
- i. A candidate's short listing for interview and subsequent processes is strictly provisional. Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
- j. BEL reserves the right to change (cancel / modify / add) any of the criteria, method of selection, number of posts; indicated above based on the actual requirement at the time of selection.
- k. Canvassing in any form will result in disqualification. BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason whatsoever.
- l. 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.

- m. Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Panchkula/ Chandigarh.
- n. 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.
- o. 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.
- p. 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. Expenses to be borne by the candidate
- q. 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.
- r. Selected candidates may be required to serve in other location/s also, if need arises, as per Company's requirement.
- s. All further announcements / details pertaining to this process will be published / provided on BEL website:www.bel-india.in from time to time.
- t. Clarifications if any, can be sought on the helpdesk on [www.applyexam.co.in](http://www.applyexam.co.in).

#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: -

- i. 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
- ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate / Presidency Magistrate
- iii. Revenue Officer not below the rank of Tehsildar and
- iv. Sub-Divisional Officer or the area where the candidate and/or his family normally resides.