

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

Advt. No:11836050/Advisor

Dated 19.11.2025

Bharat Electronics Limited, a Navaratna Company and India's premier professional electronics Company under the Ministry of Defence invites application from Officers who have retired from Government/ PSUs/ Research Organization & Labs/ Defence Forces **preferably Speaking in Hindi** to work as Advisor on **Temporary/Contractual** basis for Software SBU, Bengaluru unit on a consolidated monthly remuneration. Details of the vacancies are as below:

Domain	Role & responsibilities
Post -1 Advisor for Design, Development and Deployment of Integrated Financial Management Information System (IFMIS).	• Guide and handhold the development team to elicit the requirements through discussions with concerned departments, stakeholders, users and exploiting the current IFMIS and other IT systems of Treasuries and Accounts. • Collaborate with Treasuries & Accounts and other key stakeholders to finalize processes and workflows of IFMIS. • Guide the development team to understand financial logic, processes and workflows. • Guide the team to understand the APIs of existing systems / applications, optimize and finalize APIs for integration. • Guiding the team to understand the dynamically changing government policies, schemes, rules and regulations and handhold the team to adopt the same for application development. • Technical handholding of the development team in implementing the financial calculations, logics, algorithms, transactions, process and workflows. • Guiding the development team to understand all possible use cases, scenarios, test cases and test methodologies. • Provide checkpoints & checklist for system development and to ensure accuracies of the crucial/core functional features of the application. • Technical handholding of the development team for integration, testing and validation of the system. • Collaborate with 3rd party PMG groups, cross-functional teams, concerned departments and stakeholders for technical discussions, presentations, reviews, demos, trial runs, acceptance, etc. • Collaborate with 3rd party Testing and Audit teams. • Collaborate with Treasuries & Accounts and other key stakeholders to resolve roadblocks and dependencies. • Technical handholding to check the compliance with standards, policies and guidelines of state and central government. • Ensure system acceptance. • To guide off site development team through VCs and in person to be available at BEL Bangalore on need basis.
Post-2: Advisor for Integration of Integrated Financial Management Information System (IFMIS) with existing state and central government portals.	• Guide and handhold the development team to elicit the requirements through discussions with concerned departments, stakeholders, users and exploiting the existing state and central government portals identified for integration like e-Kuber, SNA-SPARSH, CRA(NSDL, e-PROTEAN & K-FinTech), EPFO/ESIC/SCPPC, GeM, NPCI, etc. • Collaborate with Treasuries & Accounts and other key stakeholders to finalize processes and workflows of IFMIS. • Guide the development team to understand financial logic, processes and workflows of the existing state and central government portals identified for

	integration. • Guide the team to understand the existing state and central government portals identified for integration. • Guide the development team to understand the sources of external system data, the APIs of existing state and central government portals for integration. • To engage the external departments to capture the requirements Statutory and Regulatory requirements and ensure compliance of existing state and central government portals. • Guide to understand various financial reports and arrive at legally acceptable formats. • Technical handholding of the development team in implementing the financial calculations, logics, algorithms, transactions, process and workflows. • Guiding the development team to understand all possible use cases, scenarios, test cases and test methodologies. • Provide checkpoints & checklist for system development and to ensure accuracies of the crucial/core functional features of the application. • Technical handholding of the development team for integration, testing and validation of the system. • Collaborate with 3rd party PMG groups, cross-functional teams, concerned departments and stakeholders for technical discussions, presentations, reviews, demos, trial runs, acceptance, etc. • Collaborate with 3rd party Testing and Audit teams. • Collaborate with Treasuries & Accounts and other key stakeholders to resolve roadblocks and dependencies.. • Technical handholding to check the compliance with standards, policies and guidelines of state and central government • To validate financial correctness and reports. • Ensure system acceptance. • To guide offsite development team through VCs and in person to be available at BEL Bangalore on need basis.
Post 3: Advisor & Auditor for Design, Development and Deployment of Accounts & Audit Modules and Conduct Internal Audit of Integrated Financial Management Information System (IFMIS)	• Guide the team to design, develop and deploy - accounts, audit and other audit & Accounts related modules. • Guide and handhold the development team to elicit the requirements through discussions with concerned departments, stakeholders, users and exploiting the current IFMIS and other IT systems of Treasuries and Accounts. • Collaborate with Treasuries & Accounts and other key stakeholders to finalize processes and workflows of IFMIS. • Guide the development team to understand financial logic, processes and workflows. • Guide the team to understand the audit & Accounts related modules APIs of existing systems / applications, optimize and finalize APIs for integration. • Guiding the team to understand the dynamically changing government policies, schemes, rules and regulations and handhold the team to adopt the same for application development. • Technical handholding of the development team in implementing the financial calculations, logics, algorithms, transactions, process and workflows. • Guiding the development team to understand all possible use cases, scenarios, test cases and test methodologies. • Provide checkpoints & checklist for system development and to ensure accuracies of the crucial/core functional features of the application. • Technical handholding of the development team for integration, testing and validation of the system. • Collaborate with 3rd party PMG groups, cross-functional teams, concerned departments and stakeholders for technical discussions, presentations,

	reviews, demos, trial runs, acceptance, etc. • Collaborate with 3rd party Testing and Audit teams. • To guide the team to understand and address 3rd party testing, certification and audit. • Provide audit activities of Treasury office, Pension Office and SABs with respect to rules, regulation, notifications, etc. • Provide detailed internal audit plan. • Audit the modules rolled out time-to-time in phased manner in consultation with Treasury and Accounts customers. • Conduct internal audit of Integrated Financial Management Information System (IFMIS) and ensure readiness for 3rd party Audits and Inspection. • Review and analyse 3rd Party Audit points. • Handhold the team to address all audit points. • Collaborate with Treasuries & Accounts and other key stakeholders to resolve roadblocks and dependencies. • Technical handholding to check the compliance with standards, policies and guidelines of state and central government • Ensure system acceptance. • To guide offsite development team through VCs and in person to be available at BEL Bangalore on need basis.
--	--

1. Term of Contract: The Advisor will be engaged initially for a period of 1 year and the contract may be extended at the discretion of the Company as per the requirement, if services of the advisor are found useful and satisfactory.

2. Age: The upper age limit for applying for the post is 62 years as on 01.11.2025.

3. Qualification and Experience:

Post	Experience	Core Competencies	Qualification	Location
1&2	Over 35 years in Treasuries & Financial Management Information System, retired government employee (preferable in state government FMIS)	Specialization in Financial management, Financial Analysis, Audits and other Financial activities, administration and treasury operations, Budget management, Interpretation of Rules and Regulation of State and Central Government, Working experience in Treasuries and Accounts	M.Sc (Mathematics) / Master of Commerce	Bhopal, Madhya Pradesh
3	15+ years Post Qualification experience in Financial Management	Extensive knowledge of financial processes and regulations within Government, PSU, or BFSI sectors, with over 3 years of experience.	CA/CMA or Equivalent	Bhopal, Madhya Pradesh

- 4. Remuneration/Grade:** The remuneration payable to Advisors shall be as follows depending upon the grade of Superannuation:

BEL Grade/equivalent	Consolidated Remuneration will be paid
Executive Director (ED)	Rs.1,50,000/-
General Manager (GM)	Rs.1,20,000/-
Addl. General Manager (AGM)	Rs.1,00,000/-

If the scale of pay at the time of superannuation is higher than ED pay scale of BEL, the remuneration will be fixed at minimum basic pay in ED grade of BEL. In the event of extension, the remuneration for the extended period (i.e. one year) shall be increased by 5% on the last drawn remuneration (excluding conveyance component).

- 5. Mode of operation:** Physical Mode. The Advisor will function for the Unit/Office/ On-site Location. The minimum working days shall be 5 days a week.

- 6. CONFIDENTIALITY-CUM-NON-COMPETE AGREEMENT:** External Advisors who are bound by the Confidentiality-cum-Non-Compete agreements with their previous employer are not eligible to apply. On joining, Advisors shall enter into a 'Confidentiality-cum-Non-Compete' Agreement with BEL.

- 7. VIGILANCE/DISCIPLINARY ANGLE CLEARANCE:** The candidate shall be clear from Vigilance /Disciplinary angle at the time of retirement.

- 8. HOW TO APPLY:** Interested and eligible retired officers of Government/PSUs/ Research Organization & Labs/Defence Forces shall have to fill the prescribed application form at Annexure-I along with this notification.

- 8.1 The complete Applications in all respects should be sent by Email to: hrsoftware@bel.co.in
- 8.2 Completed application should reach on or before 03.12.2025.(11:59 PM)
- 8.3 Applications that are incomplete, not in the prescribed format, not legible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained.
- 8.4 Subject containing the application form should be superscribed with application for the post of advisor for Software SBU.
- 8.5 Not more than one application should be submitted by any candidate .In case of multiple application, only latest valid complete application will be retained
- 8.6 Candidates are required to attach the following documents along with the application form in the mail.
- 8.6.1 SSC/10th Marks card certificate (as proof of Date of Birth).

- 8.6.2 Self-Attested copies of Educational Qualification Certificate (10th/12th/ M.Sc (Mathematics) / Master of Commerce Degree Certificates for the **Post 1 and 2.**
- 8.6.3 Self-Attested copies of Educational Qualification Certificate (10th/12th/ CA / CMA/ equivalent Certificates) for the **Post 3**
- 8.6.4 Self-Attested copies of Experience/Service certificate from the respective employers.
- 8.6.5 Superannuation/Relieving Certificate from the employer.
- 8.6.6 Last drawn pay certificate.
- 8.6.7 Undertaking for Police verification: the applicants shall mandatorily attach the duly signed copy of proforma while applying for the post, the format of proforma (Annexure-II) is provided in the BEL website.
- 8.6.8 All correspondence with the candidates shall be done through e-mail. Information regarding personal interview call letters shall be provided through email. For this purpose, candidates are advised to visit our website www.bel-india.in regularly for further instructions. BEL shall not be responsible for bouncing of any e-mail sent, due to invalid/wrong email ID provided by the candidate or due to other reasons.
- 9. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview. BEL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason whatsoever 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.**
- 10. Short listing of candidates will be carried out purely based on the information declared by candidates in the application form. If at any further stage of selection, 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.**
- 11.** BEL has a robust and transparent recruitment process where the selection criteria is purely based on merit of the candidate. BEL does not demand or charge any fee or request for money deposits at any stage of the recruitment process other than the application fee mentioned in this advertisement. We urge job seekers not to be misled by any communication made by fraudsters purporting to be representatives of our Company and demanding payment in lieu of employment in BEL. The Company is not liable for any loss that may ensue from such fraudulent actions.
- 12.** BEL reserves its right to take legal action including criminal action against such fraudsters.
- 13. For Application and prescribed formats please visit : www.bel-india.in/careers/**
- 14. For queries related to advertisement & payment of application fee contact us at: E-mail: sampathkumark@bel.co.in & Telephone: 080-22197160.**
