BHARAT ELECTRONICS LIMITED

(A Government of India Enterprise under the Ministry of Defence)
Jalahalli Post, Bengaluru - 560013

HUMAN RESOURCES DIVISION
NETWORK AND CYBER SECURITY

ADVT NO: 383/HR/MILCOM & NWCS Date: 10.03.2026

Bharat Electronics Limited, a Navratna Company and India's premier Professional Electronics company under the Ministry of Defence, requires experienced outstanding professionals for the posts of **Field Operation Engineers & Project Engineers on temporary basis** for its Network & Cyber Security - Strategic Business Unit at Bangalore Complex for the posting location of **New Delhi.**

The details are as follows:

Sl. No.	Posts	Total No. of Posts	Place of posting	Post Qualification Industrial Experience as on 01.02.2026	Reservation	Upper Age Limit 01.02.2026
1	Field Operation Engineer.	6	New Delhi	5	UR -02 EWS-01 OBC(NCL) -02 SC -01	35
2	Project Engineer- I	12		2	UR-05 EWS-01 OBC(NCL) -03 SC-02 ST-01	32

Relaxation will be extended as per Govt. guidelines in respect of Ex-Servicemen.

1.0 EDUCATIONAL QUALIFICATION & CERTIFICATION REQUIRED:

a) **FIELD OPERATION ENGINEER: Pass Class** in BE/ B. Tech in Computer Science/Electronics & Communication from an AICTE/UGC approved college/Institute or recognized University

Candidate should possess at least any one of the valid Certifications mentioned below:

- Basic/Advance level OEM Certifications from Cisco/Fortinet/Juniper/Extreme/ Arista Networks
- Basic/Advance level OEM Certifications from F5/Trellix/OpenText/Kaspersky/FireEye
- Offensive Security Certified Professional (OSCP)
- Certified Ethical Hacking (CEH)
- Cisco Certified Networking Associate (CCNA)
- Cisco Certified Networking Professional (CCNP)
- Certified Information Security Professional (CISP)

b) **PROJECT ENGINEER-I: Pass Class** in BE/ B. Tech in Computer Science/Cyber Security/Information Technology/Information Science/Electronics & Communication from an AICTE/UGC approved college/Institute or recognized University.

Candidate should possess at least any one of the valid Certifications mentioned below:

- Basic/Advance level OEM Certifications from Cisco/Fortinet/Juniper/Extreme/ Arista Networks
- Basic/Advance level OEM Certifications from HPE/Hitachi/Dell/NetApp
- Basic/Advance level OEM Certifications from Sentinelone/Paloalto/Crowdstrike
- Certified Information Systems Auditor (CISA)
- Certified Information Security Manager (CISM)
- Certified Information Systems Security Professional (CISSP)
- Offensive Security Certified Professional (OSCP)
- Certified Ethical Hacking (CEH)
- CompTIA

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

SUBJECTS	DISCIPLINE
Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering
Electronics	Electronics Electronics & Communication Electronics & Telecommunication Communication Telecommunication

Candidates who are desirous of applying for the post should be willing to be posted at New Delhi and should be willing to travel across India.

Please Note: Applicants whose discipline/ specialisation mentioned in their Degree Certificates do not tally with the discipline/ specialisation prescribed in the advertisement will not be considered for selections.

2.0 RELEVANT POST-QUALIFICATION INDUSTRY EXPERIENCE AS ON 01.02.2026:

2.1 KEY SKILL SETS REQUIRED & JOB DESCIPTION FOR FoE:

Candidate should possess skillsets in at least one out of the three domains as mentioned below:

1) SOC Operations:

•Experience into IT Security operations management, hands on experience with open-Source tools as well as Commercial tools.
•Knowledge of common Internet protocols and applications
•Understanding about various technologies like –SIEM, Packet Analysis, HIPS/NIPS, Network Monitoring tools, AV, EDR.
•Knowledge of security concepts such as cyber-attacks and techniques, threat vectors, threat hunting, threat intelligence, network analysis, risk management, incident management is desirable.

2) Networking:

•Experience in IT networking operations. Hands on experience in Open Sourcetools as well as Commercial tools.
•Understanding about various technologies like –IPv4/IPv6, Routing, switching, ACLs, Sub netting, MAC binding, NAT, NAC, Networking protocols like OSPF, RIP, PIM, BGP, Packet Analysis, DDoS, Link load balancer, HA
•Knowledge of security concepts such as cyber-attacks and techniques, threat vectors, threat hunting, threat intelligence, risk management, incident management is desirable.

3) VAPT:

•Experience in Open Source tools as well as Commercial tools VAPT tools.
•Knowledge of common Internet protocols and applications OWASP Top10
•Understanding about various tools like –Wireshark, Kali Linux, Nessus, OpenVAS, Burp suite, Acunetix.

•Knowledge of security concepts such as cyber-attacks and techniques, threat vectors, threat hunting, threat intelligence, risk management, incident management is desirable.

JOB DESCIPTION:

- Security & SOC Operations: Monitor and triage security alerts (SIEM), validate true/false positives, execute initial Incident Response (containment/remediation), and perform Vulnerability Scanning.
- Network Operations: Configure, install, and manage core network hardware (Routers, Switches, Firewalls, Load Balancers). Implement LAN/WAN/VPN networks and ensure performance monitoring/tuning
- Network Security: Implement network security measures, including managing Firewall rules, ACLs, and IPS, in collaboration with security teams
- Vulnerability Assessment & Testing (VAPT): Conduct automated/manual Vulnerability Scans and Penetration Testing (PT) (Black/Grey/White Box) to simulate attacks. Report findings with CVSS scoring and provide remediation strategies.
- Documentation: Maintain up-to-date documentation, network diagrams, and configuration standards

2.2 **KEY SKILL SETS REQUIRED & JOB DESCIPTION FOR PROJECT ENGINEER-I:**

1) Intermediate support & Troubleshooting, Server Administration, Storage Administration, Backup & Recovery Operations.

2) Incident Analysis, IAM, Digital Forensics, Web Application/Malware Attacks, Security Monitoring.

3) Knowledge in integrating various log sources with SIEM.

4) Threat Modelling, SOAR, SIEM Log Knowledge, Threat Intelligence.

5) Knowledge on Network Security Mangement, Basic Security Administration, Incident Response & Recovery.

6) Knowledge of common Internet protocols and Network Monitoring tools.

7) Network Operations Support, Networking fundamentals, understanding of network devices (routers, switches), and experience with network monitoring tools.

8) Network Administration, ITIL Framework, Firewall/Security Device Administraion, VPN/Remote Access Support/SRA, Security Monitoring & Incident handling.

JOB DESCIPTION:

- Deploying, managing and troubleshooting servers and storage systems (SAN/NAS), including VM management, provisioning and backup/restores.
- Configuring, managing and troubleshooting network devices (routers, switches, firewalls, VPN, DNS & DHCP), monitoring network performance & availability.
- Securing and managing all devices (laptops, desktops, servers, IoT) including enforcing security policies and ensuring data protection.
- Analysing security incidents, identifying root cause, triage based on severity and responding effectively. Participating in forensic investigations.

- Configuring and managing security tools (firewalls, endpoint protection, NG-SIEM etc.,) applying security patched and configuring security policies (Windows, Linux, Group Policy)
- Identifying and remediating vulnerabilities, analysing threat intelligence feeds.
- Performing threat modelling and continuously monitoring network traffic, bandwidth utilisation & device status for security threats.

Note:Teaching/Academic/Research work will not be considered as relevant post qualification industrial experience. experience in banking and financial institutions, non-profit organizations and, internship placements which are a part of academic curriculum will not be considered as experience.

3.0 The upper age limit indicated is for candidates belonging to General & EWS Category. The upper age limit will be relaxed by 3 years for OBC (NCL) candidates, 5 years for SC/ST and 10 years for PwBD candidates (having minimum 40% disability, in addition to the relaxation applicable to OBC (NCL)/SC/ST candidates).

4.0 **Period of contract:**

For FOE period of contract is for Four Years from the date of joining.

For Project Engineers initially for a period of Three (3) Years from the date of joining. However, the same may be extended upto a maximum of One more year (Maximum tenure of 4 years including the initial period) depending on the progress of the project and performance of the candidate.

5.0 Remuneration:

Field Operation Engineer (FOE): An all-inclusive consolidated remuneration of Rs.60,000/- per month for the 1st Year of engagement, and an increase of Rs.5000/- for every year of extension of contract.

Project Engineer- I: An all-inclusive consolidated remuneration of Rs. 40,000/- per month for the 1st Year of engagement and an increase of Rs.5000/- for every year of extension of contract.

In addition to the above, Consolidated amount of Rs 12,000/- per year will be paid towards insurance premium, attire allowance, stitching charges, footwear allowance, etc. will be paid.

SELECTION PROCEDURE:

- 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 will be Bengaluru & Delhi and Venue for Interview will be in Bengaluru.**
- 85% Marks will be allotted for the written test and 15% Marks for the interview. Candidates who pass the written test will be called for interview in the ratio of 1:5 in the order of merit in each role in each category.
- The minimum qualifying marks for General/OBC/EWS candidates is 35% and 30% for SC/ST/PwBD candidates in both written test and interview separately.
- The names of candidates shortlisted for Written Test/Interviews and final selections will be notified on our Company's website.

- Please note that Written Test/Interview call letters will be sent through email only.

HOW TO APPLY:

- Candidates who are desirous of applying for the above posts may apply by clicking the relevant link provided against the advertisement on our official website https://bel-india.in.

क्र. / S.No.	गतिविधि / Activity	दिनांक / Date
1	Commencement of On-Line registration of application by candidates उम्मीदवारों के लिए ऑनलाइन पंजीयन प्रक्रिया की शुरूआत	**10.03.2026**
2	Last date for On-line registration & Submission of application by candidates उम्मीदवारों द्वारा ऑनलाइन पंजीयन तथा आवेदन सबमिट करने की अंतमि तारीख	**24.03.2026**

- Candidates are required to register online. Registrations received in any other format will not be considered. Candidates are to register online using the link given on BEL official Website along with the instructions.

STEPS TO FILL THE ON-LINE APPLICATION:

- Candidates are required to fill in the necessary fields through the ONLINE format in the link provided on the website. Submit the application form by clicking submit.
- After clicking on SUBMIT, filled in application form will be sent to your registered mail ID.
- Print the Application form duly filled in all aspects. Carry the printout of the filled in Application form with 2 recent passport size color photograph along with relevant documents mandatorily to the selection centre on the day of selections which will be intimated at later stage on your registered mail ID.
- Candidates are required to enter all the information correctly in the online application form and verify the same before submission as changes shall not be permitted after submission of the application form.
- Before applying for the post, the candidate should ensure that he/ she fulfills the eligibility criteria mentioned in the advertisement. No application will be entertained in hardcopy or any other mode of application.

FEE PAYMENT:

Post	Application fee	Exemption
Field Operation Engineer (FOE)	Rs.400/- + 18% GST	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.
Project Engineer -I	Rs.400/- + 18% GST	

- The application fee should be remitted through SBI Collect (through online mode). Click on the below Payment link or The Link available in BEL Website and select PSU-Pubic Sector Undertaking Bharat Electronics Ltd under the following Payment Category select :

  → **Field Operation Engineer for NWCS**

  → **Recrt. of Project Engineer-I for NWCS**

  SBI Link: https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842

- 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. 400/- plus 18% GST applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official.
- Candidates are requested to read the details and take screenshots for making the payment.
- Candidates have to enter the "**SBI Collect reference No.**" generated after payment, in the Application Form.
- Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application. Fee once paid will not be refunded. Candidates may take note that **no** cheque, DD or cash will be accepted towards payment of application fee.
- The fee receipt/Challan on making the payment of application fee should be uploaded along-with the application.

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: - **Field Operation Engineer Post/ Project Engineer-I Post for NWCS**.
g. Complete the payment as explained above
h. Take a print of the payment receipt and **mandatorily** attach it with the application form where applicable.

Note: While paying application fees through SBI collect, candidates should ensure that they mention the same mobile number and email id in SBI collect as has been mentioned by them in the application form.

Documents to be Attached/uploaded:

Candidates are required to attach/upload the following documents along with the application:

i. SSLC/SSC/ISC/10th Standard marks card (as proof of date of birth).

ii. All certificates (starting from Matriculation/Class X) in support of educational qualifications.

iii. B.E/B.Tech degree certificate (as applicable).

iv. All semester Marks Sheets/Final consolidated marks sheet.

v. Caste/Community/Disability/Income certificate in case of candidates belonging to SC/ST/OBC(NCL)/PwBD/EWS 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 (NCL) category should possess the certificate issued on or after 01.02.2025. Candidates belonging to EWS category are required to produce the Income & Asset certificate for the year 2024-25. (Prescribed formats are attached long with this advertisement).

vi. Post-qualification experience certificate/s from previous till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached/uploaded to determine the number of years of post-qualification experience. Where current employment experience certificate is not produced the joining/appointment letter, first and latest pay slip and employee ID proof should be compulsorily attached/uploaded to determine the number of years of experience.

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

viii. Trainee Engineers/Project Engineers who are currently working in Bharat Electronics Limited should compulsorily submit/attach the copy of the 'Intimation Letter' duly signed by the concerned HR while applying without which your application will be summarily rejected.

ix. Copy of the Application fee payment receipt (SBI receipt).

Note: If any document / certificate furnished are in a language other than Hindi or English, a transcript of the same duly attested by a gazette officer or notary is to be uploaded.

GENERAL:

- Selected candidates are required to obtain a **Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 5 lakhs per annum for Life Cover Insurance** and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.
- **The Trainee Engineers/Project Engineers who are currently working in BEL prior intimation shall be given before the last date of application to the respective HR department of the Unit/SBU/CSG where the engineer is working and upload the copy of the 'Intimation Letter' duly signed by the concerned HR .**
- **Lateral application for the same post is not permitted. If applied, the application will be summarily rejected without assigning any reasons. (Ex. Project Engineer applying for Project Engineer Post)**

- Candidates are required to possess at least one valid e-mail id, which is to be entered in the application form. BEL will not be responsible for bouncing of e-mails, non-receipt of e-mails due to invalid e-mail IDs, setting options exercised by the candidate, etc.
- There will be no separate communication to any candidates on their non-selection at any stage.
- Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selections. In the event it is found that candidates have disclosed false information in the application form, BEL reserves the right to disqualify their candidature at any stage during the selection process.
- Only Indian nationals need apply. The posts indicated above may vary based on the actual requirement at the time of selection. 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 what so ever.
- If candidate shortlisted/selected for the written test/Interview no changes to date/time/venue will be entertained at any point in time during the selection process.

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 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.

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.

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.

BEL reserves its right to take legal action including criminal action against such fraudsters.
For Application and prescribed formats please visit : www.bel-india.in/careers/

For queries related to advertisement & payment of application fee contact us at:

E-mail: hrmilcom@bel.co.in, Telephone: 080-22195466.

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