

Bharat Electronics Limited (BEL) a Navaratna Company and India's premier Professional Electronics Company under the Ministry of Defence, requires the following personnel on **TEMPORARY BASIS**.

Sl. No.	Post	No. of Posts	Minimum relevant Post Qualification Experience as on 01.09.2024	Place of Posting	Upper Age limit as on 01.09.2024	Reser vation	Consolidated remuneration per Month
1	<b>Project Engineer-I</b>	Electronics -04	Minimum <b>02 years</b> of relevant post qualification industrial experience	Cochin, Kerala	32 years	GEN-01 EWS-01 OBC-01 SC-01	1 <sup>st</sup> year – Rs. 40,000/- 2 <sup>nd</sup> year – Rs. 45,000/- 3 <sup>rd</sup> year – Rs. 50,000/- 4 <sup>th</sup> year – Rs. 55,000/-
2	<b>Project Engineer-I</b>	Mechanical -01	Minimum <b>02 years</b> of relevant post qualification industrial experience	Cochin, Kerala	32 years	GEN-01	

For PwBD (Person with Benchmark Disability) candidates, reservation will be as per Government guidelines.

**1.0 TERMS OF ENGAGEMENT & ALLOWANCE:**

**a. Project Engineers - I:**

Project Engineers will be engaged for an initial period of **3 years** which may be extended upto a maximum of 01 year (including initial period) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs. 40,000/- per month for the 1st year and Rs. 45,000/- for 2nd year and Rs. 50,000/- for 3rd year. In the event of extension of tenure, the remuneration shall be Rs. 55,000/- for 4th year per month.

**b.** In addition to above a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like Medical Insurance & Life Insurance premium, 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 instalment will be paid after completion of 6 months from the date of joining.

- c. Project Engineers who join as Project Engineer – I and complete overall tenure of 4 years will be entitled for Retention Bonus of Rs. 25,000/- for every completed year. However, the retention bonus will be payable at the end of 4 years i.e, Rs. 1,00,000/-

**2.0 Upper Age limit as on 01.09.2024:**

**a. Project Engineers- I:**

The age should not be more than **32 years** for General & EWS candidates.

The upper age limit will be relaxation for OBC candidates by 03 years and SC candidates by 05 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.

**Please Note:**

- a. Candidates seeking age relaxation will be required to enclose copy of necessary certificate along with application and submit in original in case of selection or provide at any subsequent stage of the process for verification.
- b. The OBC/ EWS/ Disability Category 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. The application of the candidates not meeting the prescribed age criteria will be rejected/ cancelled without any prior intimation.
- d. Candidates belonging to OBC category (Non-Creamy Layer) should produce the certificate issued on or after **01.01.2024** and candidates belonging to EWS must produce a valid Income and Asset Certificate.

**3.0 EDUCATION QUALIFICATION:**

**3.1 Project Engineers - I: Electronics/ Mechanical Engineering discipline**

B.E./ B. Tech Engineering degree (4-year course) in relevant disciplines **Electronics/ Mechanical** from reputed University/ Institution/ College with **PASS CLASS** for General/ OBC/EWS/SC/PwBD Candidates.

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

QUALIFICATION	SUBJECT	DISCIPLINE
B.E/ B.Tech Engineering Degree (4-Years Course)	Electronics	Electronics Electronics & Communication Electronics & Telecommunication Communication Telecommunication
	Mechanical	Mechanical Engineering

**Please Note:**

- a. For the post indicated, the candidates should have qualified from AICTE/ UGC approved college/Institute or recognized University.
- b. Candidates applying for the above indicated post should possess PASS CLASS for General/OBC/EWS/SC/PwBD.
- c. Candidates have to compulsorily attach the Provisional/ Final Degree Certificate as proof of completion of Degree and indication of Class and percentage of marks.
- d. In case any University/Institution or college is following an evaluation system of CGPA/ DGPA/ OGPA or letter grade, wherever applicable, it is mandatory for the candidate to submit **proof of Percentage (%) issued by university/Institution/College and awarded class along with the degree certificate.**
- e. In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification candidates are required to submit a certificate from their University/Institution or college which indicates their specialization in qualifying degree.
- f. Candidates application without the relevant prescribed documents mentioned will be rejected/ cancelled without any prior intimation.

**4.0 RELEVANT POST QUALIFICATION INDUSTRIAL EXPERIENCE AS ON 01.09.2024 FOR PROJECT ENGINEER-I**

Candidate should have Minimum of **'TWO YEARS'** of relevant post qualification industrial experience as on **01.09.2024** for the post of **Project Engineer-I**

**Electronics:** Engineer with experience in design & development with knowledge/ competencies in some of the following areas:

- Electronics PCB Design, Development & Testing
  - Knowledge in SONAR systems & related COTS module benchmarking
  - Circuit simulation & optimization
  - Schematic development & BOM selection
  - PCB design & modelling
  - PCB assembly, testing and system integration.
- Firmware development for FPGA, DSP & ARM Processors
  - Knowledge in acoustic signal processing & beamforming algorithms
  - Schematic validation using tools like Matlab, Vivado, Vitis, Code Composer Studio etc
  - FPGA & ARM based processor code development
  - GUI development using tools like QT
  - Firmware development in Embedded C/C++/Python
  - Firmware development in VHDL/Verilog

**Mechanical:**

- Underwater enclosure Design
  - Knowledge in underwater SONAR systems & related COTS module benchmarking
  - 3D Modeling and design of underwater mechanical parts/ housings,
  - Product engineering including material selection for underwater enclosures
  - Thermal and structural analysis (pressure simulation) of enclosure
  - Simulation and design using tools like Solid Works, Auto CAD, CATIA, ANSYS etc.
  - DXF/DWG model creation for electronic PCBs and systems
  - Test jig and fixture design & development
- PCB Thermal Management
  - Thermal simulation of PCB as well as system
  - Heatsink design for PCB & related simulation
  - PCB Modeling

**Please Note:**

- a. Candidates possessing **post qualification industrial experience** only need to apply.
- b. **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. Work experience prior to completion of BE/ B.Tech will also not qualify as post qualification experience.**
- c. Candidate should possess Experience certificates/ Documents issued by the previous and present employer clearly indicating period of employment and post held.
- d. The decision of the Selection Committee with respect to industrial experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be rejected/ cancelled without any prior intimation.

**5.0 SELECTION PROCEDURE:**

- a. Candidates meeting the specified criteria as mentioned above in the advertisement will be communicated to attend the Written Test for **85 marks**.
- b. Candidates will be short-listed for the interviews in the order of merit based on the performance in the written test, in the ratio of 1:5 Interviews will be conducted subsequently and will be for **15 marks**.
- c. The list of candidates shortlisted for the Written Test/ Interview, will be hosted on the BEL Website. Candidates are required to comply with the instructions indicated in the Admit Card.

**Please Note:**

- Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University. Failure to do so, will result in disqualification.
- Only relevant **post qualification industry experience** will be considered. The decision of the selection committee, with respect to relevant of experience will be final. Work experience indicated without supporting documents, will not be considered.
- Intimation w.r.t conducting of the written test and subsequently the Interviews will be sent through email provided by the candidates. Candidates are required to comply with the instructions indicated therein. The results of the final selection will be made available on BEL website.

**6.0 METHOD OF SELECTION:**

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/ Interview will be at **Cochin, Kerala** and the complete address will be communicated through the call letter.

**7.0 APPLICATION FEES:**

- a. **Project Engineer:** Candidates belonging to General/ OBC/ EWS category are required to pay **Rs. 400/- plus 18% GST** as an application fee.
- b. Candidates belonging to SC/ST & PwBD categories are exempted from payment of application fee.
- c. Candidates are requested to read the details and screenshots for making the payment.
- d. 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 Project Engineer-I 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.

- e. Candidates have to enter the “**SBI Collect Reference No.**” generated after payment, in the Application Form.
- f. Candidate may go through all instructions and eligibility criteria carefully before remitting application fees and sending the application. **Fees once paid will not be refunded under any circumstances.** Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.

**INSTRUCTION FOR MAKING PAYMENT:**

- a. Go to [www.onlinesbi.com](http://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: -  
**Project Engineer-I- “Recruitment of Project Engineer-I for PDIC”**
- g. Complete the payment as indicated above.
- h. Take a print of the payment receipt and attach it with the application form.

**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.**

**8.0 INTERESTED CANDIDATES MEETING ALL THE CRITERIA MENTIONED ALOFT, SHOULD SUBMIT THE APPLICATION IN THE FORMAT APPENDED TO THIS ADVERTISEMENT AND MAIL THE APPLICATION TO THE MAIL ID AS MENTIONED BELOW:**

- a. Duly filled-in, signed application form (Downloaded from the BEL website) along with passport size photo need to be scanned and mailed to [hrpdicrec@bel.co.in](mailto:hrpdicrec@bel.co.in).
- b. Following documents to be scanned and attached in the mail:
  - i. SSC/ SSLC/Matriculation Certificate as proof of Age.
  - ii. Final Degree Certificate/ Provisional Degree Certificate of relevant qualification.
  - iii. Proof of norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College.
  - iv. Post qualification industrial experience certificate/s from previous to till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification industrial experience.
  - v. A separate write up mentioning the details of the post qualification industrial experience.
  - vi. Category/Community/ Disability/ Economic status certificate in case of candidates belonging to SC/ OBC/ PwBD/ EWS respectively. Candidates claiming reservation under any of the above categories are required to submit the certificate in the prescribed format. The formats for reference of various certificates are provided as link to the advertisement. Candidates belonging to OBC category should produce the certificate issued on or after **01.01.2024** and candidates belonging to EWS must produce a valid Income and Asset Certificate.

- vii. Candidates employed on Permanent/Fixed term basis in Government/ Quasi Government and Public Sectors undertaking should compulsorily submit the '**No Objection Certificate**' along with the application.
- viii. Candidates employed on temporary basis in Government/ Quasi Government and Public Sectors undertaking should compulsorily submit Offer of Appointment and latest pay slip.
- ix. Proof of identity - Aadhar/ Voter ID/ Driving License/ Any other Govt. approved identity document.
- x. Copy of the SBI receipt.
- xi. **The Trainee Engineers who are currently working in BEL prior intimation shall be given to the respective HR department of the Unit/ SBU/ CSG where the engineer is working. Copy of the same duly signed by concerned HR to be submit along with application.**

#### **9.0 GENERAL INSTRUCTIONS:**

- a. Only India nationals need to apply for the posts.
- b. Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
- c. **The number of posts indicated above, may vary based on the actual requirement at the time of selection. Application that are incomplete, not in prescribed format, without the required enclosures, not meeting the criteria as specified in the advertisement, 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-selection at any stage.**
- d. The candidates should be willing to travel extensively across the country based on the project requirement. Candidates may be posted anywhere in India at any point of time. Hence, Candidates who are desirous of applying for the posts should be willing to relocate based on the project requirement across India.
- e. Application of the candidate without fee payment (except for SC/ST/PwBD), will be rejected/cancelled without any prior intimation.
- f. All information submitted in the application will be verified with the original documents at the time of document verification or at the stage of the recruitment process. If any documents/information provided by the candidate is found to be false or incorrect or Non-conformity with the eligibility criteria, then his/her candidature is liable to be rejected/cancelled at any stage of the recruitment and selection process without any prior intimation.
- g. Candidature is liable to be rejected at any stage of recruitment/ eligibility/ selection process or after joining, if any information provided by the candidate is not found in conformity with criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if BEL comes across any evidence/knowledge that the qualification, experience and any other particulars indicated in the application/ other forms/formats are not recognized/false/misleading/amounts to suppression of information/particulars, which should have been brought to the notice of BEL.
- h. Mere submission of application does not guarantee the adequacy of the candidature for being considered for the selection process.
- i. Decision of BEL in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.
- j. Relaxation and Concession will be applicable to the candidates belonging to SC/ST/OBC/ PwBD/EWS as per the Government directives.
- k. Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to submitting Medical Fitness Certificate

from a Medical Officer not below the rank of Civil Surgeon/ Assistant Surgeon at the time of joining.

1. Selected candidates are required to obtain a **Medical Insurance cover for a sum of Rs. 2 lakhs per annum and Rs. 5 lakhs per annum for Life Cover Insurance** and the same should be submitted at the time of joining.
- m. BEL reserves the right to debar/ disqualify any candidate at any stage of the selection process for any reason what so ever.
- n. Management reserves the right to cancel/restrict/enlarge/modify/alter the recruitment/selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- o. Canvassing in any form will result in disqualification
- p. **Lateral application of Project Engineers for the same post is not permitted i.e. Project Engineers who are working in one of the units of BEL is not eligible to apply for Project Engineers elsewhere within BEL. If applied, the application will be summarily rejected without assigning any reasons.**
- q. **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 ensure from such fraudulent actions.**

***BEL reserves its right to take legal action including criminal action against such fraudsters.***

Applications complete in all respects should be sent by e-mail only to

[hrpdicrec@bel.co.in](mailto:hrpdicrec@bel.co.in)

The application should be forwarded only to the given mail id on or before **02.10.2024**. No other mode of applications will be accepted. Applications received after the closing date/time will not be considered. Applications that are incomplete, not in the prescribed format, not eligible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained. BEL will not be responsible for any delay or loss of application due non receipt of the mail for whatsoever reason.

***There will be no separate communication to any candidates on their non-selection at any stage.***

For clarification if any in respect of the above advertisement, you may write to [hrpdicrec@bel.co.in](mailto:hrpdicrec@bel.co.in) or contact on **080-2219 5211**.

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