



## भारत इलेक्ट्रॉनिक्स लिमिटेड/ BHARAT ELECTRONICS LIMITED

(रक्षा मंत्रालय के अधीन भारत सरकार का एक उद्यम/ A Govt. of India Enterprise under the

Advt no: 12949/GAD/SCCS/SE&DM

Bharat Electronics Limited (BEL) a Navaratna Company and a premier Indian Public Sector Undertaking Company in Professional Electronics with a portfolio of over 350 different products in the areas of Military Communication, Radars, Naval Systems, C4I Systems, Weapon & Fire Control Communication, Homeland Security, Strategic Communication & Unmanned System, Electronic Warfare, Tank Electronics and Electro Optics.

Bharat Electronics Limited (BEL) invites applications from experienced professionals on Permanent basis for its **GHAZIABAD UNIT-SCCS SBU**.

Post	Discipline	No. of Posts	Reservation	Post Qualificati on Experience as on 01.09.2022	Upper Age limit as on 01.09.2022	Pay Scale
Senior Engineer	Electronics	04	<b>UR-02, OBC (NCL)-01, ST-01</b>	Min.4 years	32 years	E-III Grade Rs.50,000 – 3% - Rs.1,60,000 + admissible allowances
Deputy Manager	Electronics	02	<b>UR-01, OBC(NCL)-01</b>	Min.8 years	36 years	E-IV Grade Rs.60,000 – 3% - Rs.1,80,000 + admissible allowances

### 1.0 EDUCATIONAL QUALIFICATION:

Senior Engineer/Deputy Manager: **B.E/B.Tech/AMIE/GIETE** (4 years course) from AICTE approved/recognised Institute/University/College in the following Engineering disciplines –

SUBJECT	DISCIPLINE which will be considered
<b>Electronics</b>	Electronics Electronics & Communication Electronics & Telecommunication Communication Telecommunication



**Please Note:**

- i.) Candidates whose discipline/ Specialisation mentioned in their relevant Degree Certificates do not tally with the discipline/ specialisation prescribed in the advertisement or with the discipline/ specialisation mentioned in the application will not be considered for selections.
- ii.) For all the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.
- iii.) Candidates applying for the above indicated posts should possess **FIRST CLASS** for General/OBC(NCL) and **PASS CLASS** for SC/ST/PwBD.
- iv.) Candidates have to compulsorily attach the Provisional/Final Degree Certificate as proof of completion of Degree and indication of Class and percentage of marks.
- v.) **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.**
- v.) 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/College which indicates their specialization in qualifying degree.
- vi.) Candidate's application without the relevant prescribed documents mentioned will be rejected/ cancelled without any prior intimation.

**2.0 RELEVANT POST QUALIFICATION INDUSTRIAL EXPERIENCE AS ON 01.09.2022.**

Post	No of years	Relevant Post Qualification Industrial Experience
<b>SENIOR ENGINEER</b>	Minimum 4 years of relevant post qualification industrial experience	<ol style="list-style-type: none"><li>a) Hands on Experience on RF modules/sub modules like Block up converters, High Power Amplifiers, Low noise amplifiers, RF converters, Satcom Antenna system etc.</li><li>b) Experience in testing of Baseband system, Modulators, demodulators, Timing synchronizations devices, protocol converters etc.</li><li>c) Experience in testing and troubleshooting of Networking devices like High End routers, Switches, FTP servers etc.</li><li>d) Experience in integration of various RF modules with base band and network peripherals.</li><li>e) Well versed with using Lab Instruments/Test Equipment's like Spectrum Analyser, Signal Generator, DMM, Earth Tester etc.</li><li>f) Experience and conversant with various certification and evaluation processes like Environmental testing, MIL STD,JSS 55555,EMI/EMC testing etc.</li></ol>
<b>DEPUTY MANAGER</b>	Minimum 8 years of relevant post qualification industrial experience	<ol style="list-style-type: none"><li>a) Experience and thorough knowledge of satellite and Cellular Communication system and its associated equipment's.</li><li>b) Experience and well versed with formulation of system specifications and understanding the customer requirements and finalization of Link Budget as per</li></ol>



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|  |  | <ul style="list-style-type: none"><li>c) Proficient in testing methodology of various Radio Frequencies products, Baseband technologies like TDMA/ MFTDMA, DVB-S2, CnC, Spread spectrum etc.</li><li>d) Well versed with using Lab Instruments/Test Equipment's like Vector Network Analyser, Noise Figure Analyser, WAN Emulators, Traffic generator, Satellite delay emulators etc.</li><li>e) Thorough Knowledge/In depth understanding of communication protocols, codecs, network security protocols, IP networking with conceptual understanding of MPLS, OSPF, BGP, RIP networks, AAA servers, Call Manager, Firewalls etc.</li><li>f) Experience in planning and execution of communication projects.</li><li>g) Experience in Integration and testing of various communication modules.</li><li>h) Understanding and implementation of various quality tools.</li><li>i) Understanding the architecture of software defined networks, data centre applications, Virtualization, Cyber security aspects, Linux etc.</li><li>j) Shall have strong analytical, Problem solving, team building and organizational abilities.</li><li>k) Well versed with latest communication technologies and standards.</li></ul> |
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**Please Note:**

- i.) Candidate possessing relevant Industrial post qualification experience only needs to apply.
- ii.) Academy/Teaching/Research work, experience in non-profit organization, internship/project work placements are part of academic curriculum will not be considered as experience. Work experience prior to completion of B.E/B.Tech will not qualify as relevant Post Qualification Experience.
- iii.) Candidate should possess experience certificates/documents issued by the previous and present employer clearly indicating period of employment and post held.
- iv.) The decision of the Selection Committee with respect to relevance of industrial experience will be final. Experience indicated without supporting documents will not be considered and is liable to be rejected/cancelled without any prior intimation.

**3.0 UPPER AGE LIMIT AS ON 01.09.2022:**

The age limit should not be more than 32 years for General candidates for Senior Engineer post and 36 years for Deputy Manager post. The upper age limit will be relaxable for OBC category (Non creamy layer) by 03 years and SC/ST candidates by 05 years. For candidates belonging to Persons with Benchmark Disability (PwBD) category having minimum 40% disability or more will get 10 years' of age relaxation in addition to the respective category and for Ex-Servicemen relaxation is as per government guidelines.

SSLC/SSC/ISC mark card and any other valid document will be considered as proof of date of birth.



**Please Note:**

- i.) Candidates seeking age relaxation will be required to attach 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.  
The Caste/Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under 'un-reserved' category, provided they are otherwise meeting all other criteria stipulated for un-reserved Candidates.
- ii.) The application of the candidates not meeting the prescribed age criteria will be rejected/ cancelled without any prior intimation.
- iii.) Candidates belonging to OBC category (Non creamy layer) should produce the certificate issued on or after 01.09.2021 in prescribed format.

**4.0 REMUNERATION:**

SENIOR ENGINEER : Pay scale of Rs. 50,000-3%- 1,60,000.

DEPUTY MANAGER : Pay scale of Rs. 60,000-3%- 1,80,000.

In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical Facilities, Provident Fund, Pension, Gratuity, as per the Company's rules will be part of the remuneration package.

**5.0 METHOD OF SELECTION:**

Selection will be through a Written Test followed by Interview (only for those candidates who qualify in the written test). Written test will be conducted at Delhi/NCR.

**6.0 HOW TO APPLY:**

Candidates willing to apply may submit their application in the prescribed format along with the copies of the relevant documents in support of eligibility and print out of the fee payment receipt with the Journal Number, in a sealed cover super scribing "Application for the post of SENIOR ENGINEER/DEPUTY MANAGER" and addressed to DGM (HR), Bharat Electronics Limited, Site-IV Sahibabad Industrial Area, Bharat Nagar Post, Ghaziabad, Uttar Pradesh-201010. One copy of application and payment receipt may be retained by the candidate for future reference.

**The last date for receipt of application is 22<sup>nd</sup> September,2022.**

**7.0 FEE PAYMENT:**

Post	Application Fee	Exemption
Senior Engineer/Deputy Manager	Rs.600 + 18% GST= Rs.708	<i>Candidates belonging to SC, ST, PwBD &amp; ESM categories are exempted from payment of application fee.</i>

- i.) **MODE OF PAYMENT:-** The payment mode is online only. Please check the link given on BEL.



payment confirmation, please take a print out of the receipt and send it along with the application form. Applications from Gen/OBC candidates without application fee payment receipt will not be accepted.

- ii.) Candidates are requested to read the details and screenshots for making the payment.
- iii.) 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 under any circumstances.** Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.

## **8.0 DOCUMENTS TO BE SUBMITTED BY CANDIDATES ALONGWITH APPLICATION FORM:**

- i.) Passport size photo.
- ii.) SSLC/SSC/ISC marks card or any other valid documents as proof of date of birth.
- iii.) PUC/12 CLASS /DIPLOMA Marks sheet.
- iv.) Mark sheets of all semesters/years. Final degree/Provisional Degree/, certificate of relevant qualification.
- v.) Proof of norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College.
- vi.) Caste/Tribe/Community/Disability Certificate in case of candidates belonging to SC/ST/OBC(NCL)/PwBD 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 produce the Certificate issued on or after 01.09.2021.
- vii.) Post qualification work experience certificate/s from previous/ current employer. The joining /appointment letter and relieving letter (wherever applicable) needs to be attached to determine the numbers of years of post qualification experience. Where current employment certificate is not produced, the joining/appointment letter, first and latest pay slip and employee ID proof should be **COMPULSORILY** attached to determine the number of years of experience. In case, candidate fail to enclose the supporting documents, application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- viii.) **Write up of the roles and responsibilities/ experience.**
- ix.) Candidates working in PSUs/Government/Quasi Government organizations should compulsory produce “**NO Objection Certificate**” at the time of the interview. Such Candidates, who are unable to produce NOC at the time of interview, will not be considered for interview.
- x.) Candidates employed on temporary basis in Govt./Quasi Govt. and Public Sector Undertaking should compulsorily submit Offer of Appointment and latest payslip.
- xi.) Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.



## **9.0 GENERAL INSTRUCTIONS:**

- i.) Only INDIAN NATIONALS can apply for the posts.
- ii.) Prior experience as Trainees/Fixed-Tenure/Contractual engagement in BEL/Other similar PSUs will not be considered as relevant experience for the posts advertised.
- iii.) The number of posts indicated above, may vary based on the actual requirement at the time of selection.
- iv.) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
- v.) 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 what so ever 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.
- vi.) 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.
- vii.) Application of the candidate without fee payment (Expect for SC/ST/PwBD) will be rejected/ cancelled without any prior intimation.
- viii.) Outstation candidates called for interview shall be reimbursed Second (II) class to and fro train fare by the shortest route (from their correspondence address) on production of receipt or other supporting documentary evidence in respect of the onward journey.
- ix.) All information mentioned in the application form will be verified with the original documents at the time of document verification or at any 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.
- x.) 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 the 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 and/or amounts to suppression of information/ particulars which should have been brought to the notice of BEL.
- xi.) There will be no separate communication to any candidates on their non-selection at any stage.**
- xii.) Not more than one application should be submitted by any candidate for same post. In case of multiple applications for same post, only latest valid (completed) application will be retained with latest payment detail receipt and the application fee paid for the other application will stand forfeited. However, candidate applying for more than one post have to fill two separate application forms with separate payment receipt for each post.



- xiii.) 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.
- xiv.) Relaxation and Concession will be applicable to the candidates belonging to SC/ST/OBC(NCL)/PwBD as per the Government directives.
- xv.) Applicant 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.
- xvi.) The cut- off date for deciding the maximum permissible age and experience (Post qualification Experience) shall be 01.09.2022. 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 education qualification shall be considered.
- xvii.) Request for change of category once declared in the application will not be entertained.
- xviii.) The exact date and time shall be communicated in the admit card for Written Test. Candidates are required to possess at least one valid e-mail id which is to be entered in the application form. Information pertaining to the Written Test/interview will be sent by e-mail to the id that is furnished and also will be published at BEL website. BEL will not be responsible for bouncing of any e-mail sent to the candidate.
- xix.) In the event any candidate has litigated with his/her employer in the past, the same should be clearly mentioned in brief.
- xx.) 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.
- xxi.) The disability certificate should be strictly in the format available on the BEL website.
- xxii.) Canvassing in any form will result in disqualification.
- xxiii.) BEL reserves the right to debar/ disqualify any candidate at any stage of the selection process for any reason what so ever.
- xxiv.) Any revision, clarification, addendum, corrigendum, time extension etc to the above advertisement will be hosted on the carriers section of BEL website and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.
- xxv.) Management reserves the right to increase or decrease the vacancies and also cancel/ restrict/enlarge/ modify/alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.

<b>SCHEDULE OF RECRUITMENT</b>	
Submission of Application fee	31 <sup>st</sup> August 2022 to 22 <sup>nd</sup> September 2022
Last date for receiving the complete applications	22 <sup>nd</sup> September 2022
Written Test / Interview	Will be intimated later

**For further details or any clarification mail to: [recruitmentgad@bel.co.in](mailto:recruitmentgad@bel.co.in)**