



BHARAT ELECTRONICS LIMITED

A Government of India Enterprise, Under the Ministry of Defence

Advt No: 21001/SAFETY/HR/KOT/2026/02

DATE: 17.03.2026

Bharat Electronics Limited (BEL) a Navaratna Company and a premier Indian Public Limited Company in Professional Electronics with a portfolio of over 350 different products in the areas of Military Radars, Naval Systems, Electro-Optics, Weapon & Fire Control Communication, Homeland Security, Strategic Communication & Unmanned System, Electronic Warfare, Tank Electronics and Electro Optics. BEL has a requirement of following Executive on **FIXED Tenure BASIS for 5 Years** for its **KOTDWAR UNIT**:

Post	No. of Posts	Roster points	Qualification	Prescribed age limit as on 01.03.2026	Scale of Pay
Sr. Safety Officer (Fixed Tenure -05 years) (E-III grade)	01	01 (UR)	B.E./ B. Tech in Engineering along with Degree / Diploma in Safety from a recognized institution/body. OR Two years M.E/ M.Tech in Industrial Safety from recognized institution/body. OR B.E. in Fire and Safety Eng. from recognized institution/body.	35 years	50000-3%-160000

*Selected candidates will be inducted in the pay scales as mentioned above. In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 35% of the annual basic pay, reimbursement of medical expenses, Group Insurance, PF, Gratuity, PRP etc. as per Company rules will be a part of remuneration package.

**The upper age limit indicated above in the table is for candidates belonging to UR Category. For candidates belonging to PwBD category having minimum 40% disability or more will get 10 years' relaxation on the age limit mentioned above. Ex-servicemen will be entitled age relaxation in age will be as per guidelines notified by the Government from time to time.

*** Where reservation is not available for specific category candidates may apply under General category provided they meet the minimum eligibility criteria specified for General Category as on 01.03.2026.

1. RELEVANT POST-QUALIFICATION WORK EXPERIENCE:

- **For Sr. Safety Officer (E- III Grade) (Fixed Tenure 05 Years):**
 - **For BE/B.Tech + Degree / Diploma in Safety from a recognized institution/body OR B.E. in Fire and Safety Eng. from recognized institution/body**– Minimum 04 years of relevant post qualification experience of working in factory/site in a supervisory capacity or Handled /Assisted Safety/Fire related Training/ Audits/ Inspection.



- **For ME/M.Tech in Industrial Safety** – Minimum 02 years of relevant post qualification experience of working in factory/site in a supervisory capacity or Handled /Assisted Safety/Fire related Training/ Audits/ Inspection.

Please Note:

- a. **Candidate possessing relevant Industrial post qualification experience after BE/B.TECH & Diploma in Industrial Safety/M.E./M.Tech. With 60% and above marks in Qualifying Exam from a recognised University/Institution in the relevant discipline are eligible to apply.**
- b. 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 Diploma in Industrial Safety will not qualify as relevant 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 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.

2. HOW TO APPLY:

Candidates are advised to download the application format available on the website (<https://www.bel-india.in>). The application form should be filled in block letters and should be complete in all respects. Self-attested copies of the following documents are required to be submitted along with application form.

- a) SSLC / Matriculation certificate (Proof of Age).
- b) 12th /Diploma in Engg. Standard Marks Card & Certificate.
- c) Marks Card (All Semester/Years) & Degree certificates of all the qualifications acquired (BE/B.TECH and Diploma/M.E./M.Tech).
- d) Proof of norms for SGPA/CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by university/Institution/College.
- e) Post qualification work experience certificate/s from previous / current employer indicating the service dates is compulsory. Where current employment certificate is not produced, the following documents should all be compulsorily attached.
 - **Offer of current appointment**
 - **Employee ID Proof**
 - **Latest pay slip**
- f) No Objection Certificate, if applicable. (Candidates working in the PSU/Government or quasi-government Organizations/ Serving in Defence Forces should submit their application through proper channel or produce a **NO OBJECTION CERTIFICATE** at the time of interview without which they will not be allowed to appear for the interview.
- g) Government issued Identity Proof (Aadhar card / Driving License / Voter ID).
- h) **Copy of SBI Collect Payment Receipt: Candidates belonging to UR/OBC-NCL/EWS Category are required to submit an amount of Rs. 472/- (Rs. 400+ 18% GST) towards application fee.**
- i) Ex-servicemen/ SC/ ST/ PwBD candidates are exempted from payment of application fee. Candidates claiming reservation for fee exemption under any of the above categories are required to submit the certificate in the prescribed format. The formats of various certificates are provided as links to the advertisement.



- j) The application fee is non-refundable. Candidates must go through all instructions and eligibility criteria carefully before remitting Application Fee. Fee once paid will not be refunded in any case/ circumstance.
- k) Failure to forward the indicated enclosures will result in disqualification.

3. APPLICATION FEE:

Post	Application Fee	Exemption
Sr. Safety Officer (Fixed Tenure -05 years) (E-III grade)	Rs. 472/- (Rs. 400+ 18% GST)	Candidates belonging to SC/ST/PwBD/Ex-Servicemen are exempted from payment of application fee.

4. INSTRUCTION FOR MAKING PAYMENT: -

- Candidates are requested to read the details and screenshots for making the payment available on BEL website.
- The link to remit the application fee is given below:
<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>
- Select payment category. : **Recruitment of Sr. Safety Officer (Fixed Tenure 5 Years) (E-III Grade) for BEL-Kotdwar.**
- Complete the payment as explained in the instruction file.
- Candidates have to enter the "SBI Collect No." generated after payment, in the Application Form and enclose a copy of the receipt along 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.

5. METHOD OF SELECTION: -

Selection will be through a Written Test followed by an Interview (only for those candidates who qualify in the written test). Candidates will be shortlisted in the ratio of 1:7. Selection process will be held at Kotdwar only.

Candidates willing to apply should send their application in the prescribed format (**Application Form**) along with the copies of the relevant documents in support of eligibility, in a sealed cover super scribing **"APPLICATION FOR THE POST OF SENIOR SAFETY OFFICER(E-III GRADE) FIXED TERM FOR KOTDWAR UNIT"** on the envelope and addressed to **Assistant Manager (HR&A), BHARAT ELECTRONICS LIMITED, BALBHADRAPUR, KOTDWAR-246149, UTTARAKHAND** through Regd. Post/Speed Post/courier. Please note applications by hand will not be accepted.

The last date for receipt of applications is 06.04.2026.

6. GENERAL CONDITIONS:-

- Only Indian Nationals can apply.
- No Objection Certificate, if applicable. (Candidates working in the PSU/Government or quasi-government Organizations/ Serving in Defence Forces should submit their application through proper channel or produce a NO OBJECTION CERTIFICATE at the time of interview without which they will not be allowed to appear for the interview)
- Appointment of the selected candidates will be subject to being found medically fit by the Company's Medical Authorities.
- There will be no separate communication to any candidate on their non-selection at any stage.**



- e. In respect of Persons with Benchmark Disability, the degree of disability that the candidate should have, for consideration under the category, will be as prescribed by Government of India norms.
- f. BEL reserves the right to debar you at any stage of the written test / interview proceedings, if your candidature is not considered suitable for any reason.
- g. Canvassing in any form will result in disqualification.
- h. The admission at all stages of the selection process will be purely provisional. Mere issue of admit card / interview call letter to the candidate will not imply that his / her candidature has been cleared by BEL.
- i. The officer may be posted at any location in India/ abroad at the sole discretion of BEL Management.
- j. Candidates are required to possess at least one valid e-mail ID. Candidates are advised to keep the email ID (to be entered compulsorily in the application form) active for at least one year. No change in the email ID will be allowed once entered. All correspondence with candidates shall be done through email only. Responsibilities of receiving and downloading of information/ communications etc. will be of the candidate. 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. and no correspondence in this regard will be entertained. No conveyance/ travelling charges will be reimbursed for attending the written test.
- k. Screening and selection will be based on the details provided by the candidates in the application form. Furnishing of wrong/false information and inaccurate or incomplete information will be disqualified and BEL will not be responsible for any consequence of furnishing such wrong /false/ inaccurate/ incomplete information.
- l. Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of BEL Website: www.bel-india.in only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.
- m. 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.
- n. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
- o. 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.

SCHEDULE OF RECRUITMENT	
Start of Submission of Application fee	17.03.2026
Last date for receiving fees	06.04.2026
Last date for receiving the complete applications	06.04.2026
Date of Written Test/Interview	Will be Intimated later

For further details/queries or any clarification mail to: reckot@bel.co.in or contact us on Telephone No.01382-236452/456.

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.

*****END*****