

BHARAT ELECTRONICS LIMITED
Jalahalli Post, Bengaluru - 560013

(A Government of India Enterprise under the Ministry of Defence)

Advertisement No. BGEM/2627/09/01

Date of Release of Advertisement: 09.09.2026

Bharat Electronics Limited, a Navratna Company and India's premier Professional Electronics company under the Ministry of Defence, requires professionals for the post of Senior Engineer on Fixed Term Basis (for a period of 5 years) for its Export Manufacturing - SBU in Bangalore Complex.

Post Code	Discipline	No of Post	Domain	Post / Grade	Reservation	Pay Scale	Upper age limit as on 01.08.2026	Experience as on 01.08.2026	Location of Posting
EMCS01	Computer Science	5	Database and Software Development	Senior Engineer / E - III	UR - 5 OBC (NCL) - 4 SC - 2 ST - 1	Rs 50000 - 3% - Rs 160000	35 Years	04 Years Post Qualification Experience in the relevant field	Bangalore
EMEC02	Electronics	5	Embedded System Development						
EMCS03	Computer Science	2	3D Visual Software Development						

PAY & ALLOWANCES: Selected candidates will be inducted in the pay scale of Rs 50000 - 3% - Rs 160000. In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Conveyance Allowance, Perquisites at the rate of 35% on annual basic pay, Performance related Pay, reimbursement of medical expenses, Group Insurance, PF, Pension, Gratuity(if applicable) etc. as per Company rules will be a part of remuneration package.

TENURE OF ENGAGEMENT FOR FIXED TERM ENGINEER:

The tenure of engagement shall be for a period of 05 years, extendable by 02 years, the tenure of engagement shall be reviewed for extension solely based on individual performance and project requirements on completion of 05 years.

UPPER AGE LIMIT:

Category	Upper Age Limit as on 01.08.2026
UR	35 Years

RELAXATION OF UPPER AGE LIMIT:

S No	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	3 Years
2	Scheduled Caste/Scheduled Tribe	5 Years
3	Persons with Benchmark Disability (PwBD) having minimum 40% disability	10 Years
4	Ex - Servicemen	As per Government guidelines

The upper age limit specified is applicable to General Category candidates. The EWS / Caste

which, candidates will be considered under General category, provided they are otherwise meeting all criteria stipulated for General Candidates.

For Candidates belonging to Persons with Disability (PwBD) category having minimum 40% disability will get 10 (ten) years relaxation in addition to the relaxation applicable to SC/ST/OBC(NCL) mentioned above. Relaxation will be extended as per Government guidelines in respect of Ex - Servicemen.

EDUCATIONAL QUALIFICATION:

Full Time B E / B Tech / BSc Engineering (4 Years Course) from AICTE approved Colleges / Institutions or a recognized University.

Electronics	Electronics/ Electronics & Communication/ Electronics & Telecommunication/ Telecommunication/ Communication / Electronics & Instrumentation/ Electrical & Electronics
Computer Science	Computer Science / Computer Science & Engineering / Computer Science Engineering / Information Technology/ Information Science & Engineering
Minimum Percentage of Marks in BE / B Tech / BSc Engineering (4 Years Course)	
General / OBC / EWS	60 %
SC / ST / PwBD	50 %
Method of conversion of CGPA to percentage has to be indicated in the application form	
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.	

POST QUALIFICATION EXPERIENCE (as on 01.08.2026):

Should have minimum 04 Years of post qualification experience. Candidates should have worked in / possess expertise in the areas specified below.

A. DATABASE & SOFTWARE DEVELOPMENT:

Role : Database Admin

Experience & Knowledge in

- Should possess Microsoft SQL Certification
- Database Architecture Design
- Database Objects Management and Maintenance
- ETL Development Processes
- Dashboard Development
- Data Analysis Strategies Data Governance
- Performance Optimization and Tuning
- Business Intelligence Predictive Analytics
- Statistical Analysis Methods
- Data Visualization
- MSSQL, ORACLE SQL, Postgresql and PL/SQL development
- HTML and CSS.

Role : Full Stack Java Developer

Experience & Knowledge in

- Java Developer with React UI knowledge for both Web Based Application and

- Java Web based Applications
- Interface Programming with various hardware such as serial port, CROs, verniers, etc
- DTOs, database handling and programming.
- Predictions and data analysing methodologies
- APIs integration with REACT UI
- Version control
- Full Stack Development

Role : REACT UI Developer

Experience & Knowledge in

- React UI based Web based Applications
- Plugins Interface Programming with various hardware such as serial port, etc
- Java API integration.
- UI and Dashboard development
- Version control
- C# programming

B. EMBEDDED SYSTEM DEVELOPMENT:

Role : Medical Electronics System Development

Experience & Knowledge in

- Digital / Analog circuit designs, Development, testing and Integration.
- Embedded Software and firmware development
- Embedded control systems hardware and software development for 32bit or high speed micro controller (Communication protocols like UART, SPI, I2C, RS232, RS485, Ethernet)
- Medical Electronics devices Design, development, qualification and documentation
- Medical standards ISO 13485, IEC60601-1, IEC 60601-1-2, CDSCO requirements, FDA, CE and regulatory requirements
- EMI/EMC tests and design for its compliance.
- Power supply designs: DC- DC converters (Buck/Boost/LDOs).
- Testing, Integration, Qualification, Clinical trials to ensure product safety and efficacy
- Coordination with Cross functional teams

Roles: Embedded System Development & Design For EVM Related Products

Experience & Knowledge in

- Hardware design and development of 32 bit or above high-speed micro-controllers/microprocessors-based designs
- Comprehension of Embedded Hardware Architectures and peripherals
- Familiarity with hardware testing tools and methodologies
- Understanding of sensor technologies, actuators, and relay control circuits
- Problem-solving and circuit troubleshooting skills
- High-speed embedded design
- Various protocols including RS232, RS485, SPI, USB, CAN, ZigBee, Wi-Fi, BLE
- High speed microcontroller/microprocessor Hardware platforms from different OEMs
- Embedded C and/or Python for microcontroller programming.
- Manufacturing Processes, International Electrotechnical Commission (IEC) standards applicable for EMI/EMC and ESS

- Analog and power supply design and development
- Generation of schematics, High-speed PCB Layout design
- Embedded Firmware development
- Working with Arduino, Raspberry Pi or similar development boards.
- Design documentation and generation of production documents Product qualification

C. 3D VISUAL SOFTWARE DEVELOPMENT:

Roles: 3D Visual Software Developer

Experience & Knowledge in

- Unity3D and/or Unreal Engine with C# scripting
- Photoshop
- Illustrator
- After Effects and Exposure to Virtual Reality environment
- 3D Programming

Note 1: *Teaching/Academic/Apprenticeship/ Research work will not be considered as relevant post qualification industrial experience, experience in banking and financial institutions, non-profit organisations 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/ BSc Engineering (4 Years Course) will also not qualify as post qualification experience. Candidates possessing Industrial experience only need to apply.*

Note 2: *The Trainee Engineers, Project Engineers, Fixed Term 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 and the same shall be produced at the time of written test / interview. Lateral application for the same post is not permitted i.e., Fixed Term Engineers in E-III Grade who are presently working in any of the Unit of BEL is not eligible to apply. If applied, the application will be summarily rejected without assigning any reasons.*

Note 3: *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 should be willing to relocate based on the project requirement across India.*

METHOD OF SELECTION:

1. The candidates meeting the qualifying criteria and whose online applications have been accepted will be provisionally shortlisted for the Written Test.
2. Candidates who meet the qualifying criteria and whose online applications are accepted will be sent an SMS and e-mail. They are required to log on to the BEL website and enter their credentials to access and download their Call Letter for Written Test.
3. Candidates are required to print the call letter and comply with the instructions indicated therein. Please note that call letters will not be sent through e-mail or through conventional mail.

4. Selection will be through a Written Test for candidates who meet the eligibility criteria followed by an Interview, only for those candidates who qualify in the Written Test. Candidates will be shortlisted for interview in the order of merit in the ratio 1:7.
5. The assessment weightage will be 85% and 15% for written test and Interview respectively. The eligible candidates will be required to appear for written test for 85 marks.
6. Obtaining minimum qualifying marks in the written test does not confer any right or claim by the candidate for being shortlisted for the interview, as the same is related to number of positions, reservation position, marks scored and subject to meeting the eligibility criteria. Candidates passing the written test will be shortlisted for Personal Interview based on the performance in the written test in the ratio of 1:7. The results of the written test will be made available in our website www.bel-india.in. Candidates are advised to visit the website for updates.
7. The date of written test and interview shall be intimated by SMS and E Mail to the shortlisted candidates.
8. The Written Test will be at Bengaluru only.

HOW TO APPLY:

1. Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before applying.
2. Candidates who are fulfilling the eligibility criteria and desirous of applying for the above posts are required to apply online through the link

<https://jobapply.in/BEL2026JALAHALLIEXPORT>

provided against the advertisement **Recruitment of Senior Engineers (E-III) for Export Manufacturing – SBU.**

3. Online Link for Registration will be available from 09.09.2026 to 29.09.2026. The Candidates who have NOT registered online will not be allowed to appear for the selection process

S No	Activity	Date
1	Commencement of On - Line registration of application by candidates	09.09.2026
2	Last date for On - Line registration & submission of application by candidates	29.09.2026

4. Candidates are required to fill the necessary fields in the online application form by accessing the URL Link provided on the website, pay the requisite fees (if applicable) and submit the application form. After completing the online registration, the candidates are required to print the filled in application form.
5. Only one application should be submitted by a candidate for any particular post. In case of multiple applications for one post by any candidate only the latest valid (completed)

application of that candidate will be considered and retained as final application and the Application Fee & other charges paid for the other multiple application(s) will stand forfeited.

6. Candidates are required to read all the instructions given in the advertisement and enter all information correctly in the online application forms and verify the same before submission, as changes shall not be permitted after submission.
7. Kindly note that the Written Test / Interview for all the job codes will be conducted on the same day. Therefore candidates are requested to choose to apply only for one job code.

PAYMENT OF APPLICATION FEE:

1. General / EWS / OBC candidates are required to remit an amount of Rs. 472/ (Rs 400 + 18% GST) towards application fee through SBI Collect (through online mode). SC/ ST / PWD and Ex Servicemen candidates are exempted from payment of application fee.
2. Candidates are requested to read the details and screenshots for making the payment which is provided in the advertisement. Candidates may make the payment by clicking on the link provided in the advertisement.

<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>

3. Candidates have to mention the “SBI Collect Reference Number.” generated after making payment, in the Application Form.
4. 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 by the Company / Bank to candidates.
5. Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.
6. 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.

INSTRUCTION FOR MAKING PAYMENT:

1. Go to www.onlinesbi.com and select:- State Bank Collect
2. Accept Terms and Conditions and click on “Proceed”
3. Select state of Corporation/ Institution: - All India
4. Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on “Go” option.
5. Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on “Submit” button.
6. Select Payment category: - **“Recruitment for the Post of Senior Engineer - E- III - Fixed Term Engineer For Export Manufacturing - SBU”**
7. Complete the payment as explained above
8. Save & take a print / screenshot of the payment receipt and attach it with the application form

DOCUMENTS TO BE UPLOADED BY CANDIDATES WHILE SUBMITTING ONLINE APPLICATION:

1. Recent colour passport size photograph.

3. Final Consolidated Degree Marks Sheet
4. Final Degree / Provisional Degree certificate of relevant qualification
5. Proof of norms for SGPA/CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by university/Institution/College.
6. Caste/Tribe/Community/Disability/Economic Weaker Section status Certificate in case of candidates belonging to SC/ST/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 of various certificates are provided as link to the advertisement. Candidates belonging to OBC category should produce the Certificate issued on or after 01.09.2025 and for EWS Certificate should be issued for the year 2025-26 on or after 01.06.2025.
7. For persons with Benchmark Disability (PwBD): Disability should not be less than 40% for the PwBD candidates. A person, who wants to avail the benefit of relaxation, will have to submit a Disability Certificate issued by a Competent Authority.
8. Facility of Scribe will be permitted to Persons with Benchmark Disabilities (PwBD) as defined under Section 2(r) of the RPwD Act 2016. Candidates have to arrange scribes of their own at their own expenses.
9. The provision of scribe will be permitted only on production of certificate from the Chief Medical Officer / Civil Surgeon / Medical Superintendent of a Government Health Care Institution to the effect that the person concerned has physical limitation to write and scribe is essential to appear for Written Test on his/her behalf. Certificate should be in the format available on the BEL website.
10. The qualification of the scribe intended to be used by the candidate should be one step below the qualification of the candidate taking examination and the candidate should submit details of the scribe as per proforma available on the BEL website which is to be attested by a Gazetted officer. The candidate is required to carry/produce the signed/attested proforma, while appearing for the written test.
11. Post-qualification experience certificate(s) from previous / current employer. Where current employment certificate is not produced the offer of current employment, last three months payslip and employee ID proof should be compulsorily attached
12. Candidates if working in PSUs / Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of interview
13. Identity Proof (Aaadhar card / PAN Card/ Driving License / Voter ID)
14. A detailed write up on the post qualification experience specifying job role / responsibilities and areas worked in
15. SBI Challan for having remitted the application fee

Candidates are required to enter all information correctly in the application form as changes shall not be permitted after submission of the application form.

Application sent through E-Mail / any other channel will not be considered.

GENERAL INSTRUCTIONS:

1. Only Indian Nationals are eligible to apply.

2. The number of posts indicated above may increase or decrease depending upon the Company's actual requirement at the time of selection .
3. Candidate should possess Experience certificates / Documents issued by the previous and present employer clearly indicating period of employment and post held.
4. The Cutoff date for deciding the maximum permissible **Age and Post Qualification Experience is 01.08.2026**. 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 educational qualification shall be considered.
5. Mere applying does not guarantee the adequacy of the candidature for being considered for the selection process.
6. The decision of the Selection Committee with respect to professional post-qualification experience will be final.
7. Work experience indicated without supporting documents will not be considered and is liable to be rejected / cancelled without any prior intimation.
8. 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.
9. Request for change of mailing address / E-mail ID / Category / Degree as declared in the application form will not be entertained.
10. Candidates employed in Central / State Government department, Central / State PSUs or Semi-Government Organization must produce No Objection Certificate (NOC) at the time of Interview. In case, the candidate fails to produce NOC from his / her present employer at the time of Interview, his / her candidature will not be entertained.
11. Candidates are required to possess at least one valid e-mail id and mobile number, which is to be entered in the application form.
12. Information pertaining to written test for the posts will be sent by e-mail to the email ID / mobile number furnished by the candidates in the application.
13. The Company shall not be responsible for any loss of email sent due to invalid / wrong email ID or mobile number provided by the candidate.
14. All future correspondence with candidates shall be done through e-mail / SMS only. BEL will not be responsible for bouncing of any e-mail / messages sent to the candidate.
15. The E-mail ID and Mobile Number entered by the candidate in his/her Online Application Form must remain valid for at least next one year from the date of filling application.
16. Application Number, password and all other important communication will be sent on the same registered e-mail ID & Mobile No. (Please ensure that email sent to the mailbox of registered E-mail ID is not redirected to junk/Spam Folder).
17. There will be no separate communication to any candidates on their non-selection at any stage. There is no provision for re-checking/re-evaluation of Answer Sheets.
18. Canvassing in any form will result in disqualification.
19. In the event any applicant has litigated with his/ her employer in the past the same should be clearly mentioned in brief.
20. 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's decision shall be final in this regard.
21. BEL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason whatsoever

22. BEL reserves the right to cancel / restrict / enlarge / modify or alter the recruitment or selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
23. 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 recruitment / selection process or after joining, it is found that candidates have declared false information w.r.t. their credentials, BEL reserves the right to debar / reject them at any stage of selection.
24. 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.
25. Travelling Allowance (TA): Out station candidates called for interview will be reimbursed to & fro rail fare of AC Chair Car / III Tier AC class by shortest route either from your correspondence address or from actual place of departure whichever is less, on production of tickets/supporting documentary proofs in respect of onward journey.
26. 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.
27. The advertisement is made available in bilingual (English and Hindi). In case of any misinterpretation of the advertisement, the English version available in BEL website is to be referred and that is final.
28. Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Bengaluru.

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 deposited 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 Further details or clarification, the candidates may mail us to hrem@bel.co.in

Telephone Number: 080 - 22197716

Please note that no other form / mode of communication will be entertained.

**Deputy General Manager
Human Resources
Export Manufacturing - SBU**
