



BHARAT ELECTRONICS LIMITED

(A Govt. of India Enterprise under the Ministry of Defence)

Advt No. 21000/KOT/HR/2025-26 /01

Date: 02.12.2025

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires the following personnel for its **Kotdwara** Unit on permanent basis:

1.0 POSTS: DETAILS OF POSTS, MINIMUM ELGIBILITY CRITERIA AND PAY SCALE:-

Sl No	Post/Post Code	Qualification	Discipline / Trade	No. of Posts	Reservation Pattern	Grade / Career Path / Pay Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Engineering Assistant Trainee* (EAT)	3 years Diploma in Engineering from a recognized Institution in relevant subject	Electronics	06	UR -02 OBC -NCL-01 EWS -01 SC-02	Grade: WG- / WG-VII / CP-VI Pay Scale: Rs. 24,500 – 3% – Rs. 90,000/- + admissible allowances
			Mechanical	03	UR-02 OBC-NCL-01	
			Electrical	01	UR -01	
2	Technician 'C'	SSLC + ITI + one year apprenticeship (National Apprenticeship Certificate) in relevant trade	Electronic Mechanic	02	UR -01 EWS -01	WG-IV/ CP-V Rs. 21500-3%- 82000+ admissible allowances
			Fitter	01	UR -01	
			Machinist	01	SC-01	
			Total	14		

* Engineering Assistant Trainees (EAT) will undergo training for an initial period of six months during which they will be paid stipend of Rs. 24,000/-per month. On successful completion of the training and on passing the gradation test they will be placed in the regular pay scales indicated above.

Note: Reservation for PwBD will be as per Government guidelines

ABBREVIATIONS USED: UR=Unreserved, OBC(NCL)=Other Backward Classes (Non-Creamy Layer), SC=Schedule Caste, ST=Schedule Tribe, EWS=Economically Weaker Section, PwBD=Person with Benchmark Disability

2.0 ELIGIBILITY CRITERIA:

2.1 NATIONALITY : Candidate must be a citizen of India.



2.2 Candidates should have Minimum 18 years of age.

2.3 a) Maximum Age Limit (as on 01.12.2025): -

Sl. No	Post	Upper age limit (As on 01.12.2025)
01	Engineering Assistant Trainee (EAT)	28 Years
02	Technician 'C'	28 Years

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

b.) Relaxation of upper age limit:

Sl. 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

- c.) Certificate issued by Board of Secondary Education for passing Matriculation/Higher Secondary mentioning the date of birth shall be the only acceptable document in support of age. In case of non-availability of the date of birth in the Matriculation/Higher Secondary school certificate, Birth certificate issued by competent authorities will be considered.
- d.) Candidates seeking age relaxation will be required to attach copy of necessary certificate(s) along with application and submit in original at any subsequent stage of the selection process for verification.
- e.) The EWS / Caste / Disability 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.
- f.) **Reservation/Relaxation/Concession for OBC Non-Creamy Layer (NCL) candidates** will be subject to submission of attested copy of OBC (NCL) certificate along with Declaration in the format prescribed by the Govt. of India for "Appointment in Central Govt. Posts" issued by the Competent Authority*** on or after 01.12.2024 at the time of document verification. Income Certificate will not be considered as OBC Certificate. (Prescribed formats are made available on the website :www.bel-india.in)
- g.) EWS Certificate issued for the year 2025-2026 by the Competent Authority*** will be considered. (Prescribed formats are made available on the website: www.bel-india.in).
- h.) Request for change of category (GENERAL/SC/ST/OBC(NCL)/EWS/PwBD/Ex-servicemen) once declared in the online application will not be entertained.
- i.) For Candidates belonging to Persons with Benchmark 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.
- j.) Relaxation in age will be applicable to the Ex-Servicemen as per Government guidelines.



3.0 EDUCATIONAL QUALIFICATION:

3.1. All Educational qualifications mentioned in column (3) of Sl. No. 1.0 - Posts should be from a recognized University/Institution/College.

3.2 FOR POST ENGINEERING ASSISTANT TRAINEE (EAT): - Diploma in following discipline will be considered:

Discipline/Trade
Electronics
Mechanical
Electrical

- Candidates should have completed three years Diploma in Engineering in the relevant discipline / subject from a recognized institution.
- Engineering Assistant Trainees will undergo training for an initial period of SIX months during which they will be paid consolidated stipend of Rs. 24,000/- per month. On successful completion of the training and on passing the gradation test, they will be placed on the regular pay scales indicated above.

3.3. FOR POST TECHNICIAN 'C': -

- Candidates should have completed SSLC+ITI in the relevant trade from a recognized institution and one year apprenticeship training with National Apprenticeship Certificate in the relevant trade or SSLC + 3 years National Apprenticeship Certificate Course in the relevant Trade.
- For the post of Technician 'C', ITI / NAC in the following disciplines/ trade only will be considered as eligible. ITI/ NAC in any other discipline/ trade will not be considered. **No claim for considering equivalent qualification/ discipline/ trade shall be entertained.**

Discipline/Trade
Electronics Mechanic
Fitter
Machinist

- 3.4 Diploma/ITI in Subject/Discipline as specified above against respective posts will ONLY be considered as eligible qualification. Diploma/ITI in other than specified Subjects/Discipline shall not be considered.
- 3.5. Qualification prescribed above shall only be considered. No claim of possession of a qualification equivalent to above prescribed qualification shall be entertained.
- 3.6. Candidates have to compulsorily attach the Provisional/Final ITI/Apprentice/Diploma Certificate as proof of completion of Course and percentage of marks.



3.7. 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.

4 MINIMUM PERCENTAGE OF MARKS: -

Sl No.	POST	Minimum Percentage of Marks
01	Engineering Assistant Trainee (EAT)	General/EWS/OBC-60% aggregate, SC/PwBD- 50% aggregate
02	Technician 'C'	General/EWS/OBC-60% aggregate, SC/ST/PwBD- 50% aggregate

5 **EXPERIENCE:** Nil

6 **Registration in Uttarakhand Employment Exchange is Mandatory:**

Registration in Uttarakhand Employment Exchange should be valid and active as on last date of application (23.12.2025). The Expired/ Inactive Employment Exchange registration card will not be considered.

Candidates whose names are sponsored by Employment exchange to BEL against this notification, are advised to apply online, failing which their candidature will not be considered.

7 **METHOD OF SELECTION:**

- The candidates meeting the qualifying criteria and whose online applications have been accepted will be provisionally shortlisted for the **Computer Based Test** to be held at **Dehradun & Haldwani** only.
- 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 **Computer Based Test Admit Card**.
- Candidates are required to print the Admit Card and comply with the instructions indicated therein. Please note that Admit Cards will not be sent through e-mail or through conventional mail.
- Candidates, whose applications are accepted through the process of submission of online applications, are eligible to attend the computer-based test at the respective center. The Admit Cards will be uploaded on the BEL website.
- The eligible candidates will be required to appear for computer-based test for 150 marks consisting of:

Part I: General Aptitude: 50 marks – comprises of general mental ability and aptitude to logical reasoning, analytical, comprehension ability, basic numeracy, data interpretation skills and general knowledge.

Part II: Technical Aptitude: 100 marks – consists of Technical/Professional knowledge Test with 100 questions having specific questions from respective discipline/Course.



The minimum qualifying marks will be:

Category	Part I	Part II
General / OBC / EWS	35%	35%
SC /ST / PwBD	30%	30%

- f. The list of candidates, who have been provisionally short-listed based on the computer-based test, will be available on the BEL website in query mode.
- g. The Computer Based Test will be held tentatively in the month of **January 2026 or February 2026.**
- h. Obtaining minimum qualifying marks in the written test does not confer any right or claim by the candidate for being shortlisted for the final selection, as the same is related to number of positions, reservation position, ratio applied and relative performance in respective categories and subject to meeting the eligibility criteria and other parameters.

8.0 Method of Resolving tie in written test marks i.r.o non-Executive selections: In the event of tie to decide the merit, the following will be taken into consideration:

1. Candidate securing higher marks in the technical section, in case tie persists;
2. Candidate securing higher marks in the General Awareness section, in case tie persists;
3. Percentage of marks obtained in qualification, in case tie persists;
4. Seniority in date of birth will be considered.

9.0 PAY & ALLOWANCES: Selected candidates will be inducted in the pay scales as mentioned in the table at Column 7 of SL No. 1.0 - Posts Engineering Assistant Trainees (EAT) will undergo training for an initial period of six months during which they will be paid stipend of Rs. 24,000/-pm. On successful completion of the training and on passing the gradation test they will be placed on the regular pay scales.

In addition to Basic Pay, other allowance like Dearness Allowance, Perquisites at the rate of 30% on annual basic pay, reimbursement of medical expenses, Group Insurance, PF, Pension, Gratuity etc. as per company rules will be a part of remuneration package.

10.0 APPLICATION FEE:

Candidates belonging to GEN/OBC(NCL)/EWS category are required to pay an application fee of Rs. 500+18% GST i.e Rs.590/- (in total)

- i. SC / ST / PwBD / Ex-servicemen candidates are exempted from paying application fee.
- ii. Prior to paying the application fee, candidates may carefully go through all instructions and eligibility criteria in the advertisement before remitting the Application Fee.
- iii. Application fee once paid will **not be refunded** by the Company/Bank to candidates.
- iv. Application fee needs to be remitted through Online mode i.e., SBI Collect.

NOTE: - Non-Receipt of Application Fees due to any Error like Failure of Amount not being Deducted from Applicants Bank, Payment against any other Post Advertised by BEL, Payment not received by BEL due to any Reason or any other Reason not directly attributable to BEL will not be entertained.



INSTRUCTIONS FOR MAKING PAYMENT:

Click on the Payment link available in BEL Website OR click on this link –
<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842> and select: - State Bank Collect

- 1) Accept terms and conditions and click on proceed.
- 2) Select state of Corporation/Institution: – All India.
- 3) Select PSU – Public Sector Undertaking: - Bharat Electronics Limited and press Submit.
- 4) Select payment category: - (Name of the post: Recruitment of Technician- 'C' for BEL-KOT & Recruitment of Engineering Assistant Trainee (EAT) for BEL-KOT.
- 5) Complete the payment as explained above
- 6) Save & take a print/ Screenshot of the payment receipt and UPLOAD the payment receipt in online application form.
- 7) Detailed instructions along with the screenshots are provided at BEL website.

Candidates have to mention the “**SBI Collect Reference Number**” generated after making payment, in the Application Form and UPLOAD the payment receipt in online application form otherwise application process will not be completed and fee paid will not be reimbursed. BEL will not be responsible for any such cases.

Not more than one application should be submitted by any candidate for same post. In case of multiple applications, only latest valid (completed) application will be retained 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.

11.0 HOW TO APPLY:

- (a) Candidates who meet the above requirement may fill in the application form using online link provided at BEL Website www.bel-india.in. Online link will be open to apply on 02.12.2025.
- (b) Candidates are required to possess one valid and active e-mail id, which is to be mentioned in the online application form. Information pertaining to the Computer Based Test and other correspondence will be sent by e-mail to the email ID furnished by the candidate. Under no circumstance candidate should share e-mail ID of any other person.
- (c) BEL will not be responsible for bouncing of any e-mail sent to the candidates. No change in the email ID or mobile number will be allowed once entered.
- (d) Please retain print-out of application form & payment acknowledgment slip for future reference.
- (e) Please do not send hard Copy of the application form to the office of BEL as NO manual / paper application will be entertained.
- (f) Before applying for the post, the candidates should ensure that he/she fulfills the eligibility criteria mentioned in the advertisement.
- (g) BEL shall not be responsible if candidates are not able to submit their application on account of the last-minute rush.



12.0 GENERAL INSTRUCTIONS:

1. **Relaxation in age, qualification, minimum percentage of marks in Computer Based test etc. will be provided subject to vacancy in respective category in that particular discipline as listed above under SL.No. 1.0 POSTS.**
2. Only those candidates who meet all the aforementioned eligibility criteria for the post shall be called for Computer Based Test. However, the candidature of the applicant will be provisional and subject to verification of Certificates/Testimonials submitted by him/her.
3. Candidates working in Government/Quasi Government/Public Sector Organization are required to produce **"No Objection Certificate"** at the time of Document Verification. In case the candidate fails to do so, his/her candidature will be disqualified.
4. The qualification mentioned in the advertisement should be from a recognized Institution/Board/Council/ University. Wherever CGPA/OGPA/DGPA or Letter Grade in the Final / Convocation Certificate is awarded, its equivalent percentage of marks must be indicated in the application as per norms adopted by University/Institute. **Proof of norms** adopted by the Institution/Board/Council/University to convert CGPA/OGPA/DGPA into percentage is to be submitted at the time of document verification.
5. The candidates have to produce a valid photo identity proof such as Aadhar card/Voter Id card/Passport/Driving License etc. while appearing for the Computer Based Test.
6. Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to their being found medically fit in the Pre-employment Medical Examination to be conducted as per Norms & Standards of Medical Fitness by our Company Medical Authorities.

All outstation SC/ST/PwBD /Ex-servicemen candidates called for Computer Based Test shall be reimbursed Travelling allowance to and fro sleeper class train fare from their correspondence address/place of work in India on production of actual tickets by the shortest route. It may also be noted that bank account details, railway/bus ticket for onward journey and self-attested SC/ST/PwBD Certificate to be provided at the time of Computer Based Test in order to make Travelling Allowance payment after verification of relevant documents submitted by the candidates. The SC/ST/PWBD/Ex-servicemen candidates claiming TA for travel have to produce original Caste/ Disability Certificate. Reimbursement will be made at a later date through ECS.

7. Local Travel cost, if any, shall be borne by the candidates.
8. Reservation/Relaxation/Concession for OBC Non-Creamy Layer (NCL) candidates will be subject to submission of attested copy of OBC (NCL) certificate along with declaration in the format prescribed by the Govt. of India for "Appointment in Central Govt. Posts" issued by the Competent Authority*** at the time of document verification. Income Certificate will not be considered as OBC Certificate. (Prescribed formats are made available on the website: www.bel-india.in).
9. EWS Certificate issued for the year 2025-26 by the Competent Authority*** will be considered. (Prescribed formats are made available on the website: www.bel-india.in).



10. Relaxation in age will be applicable to the Ex-servicemen as per Government guidelines.
11. In the event of any applicant has litigated with his/her employer or BEL in the past, the same should be clearly mentioned in the online application in brief.
12. Online applications that are incomplete and without any prescribed fee, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.
13. There will be no separate communication to any candidate on their non-selection at any stage of the recruitment process
14. Mobile phones/Pagers/iPad/iPod/Tablets/Calculators or any other such electronic device is strictly prohibited inside the examination hall. Candidates are advised not to carry the same to the examination hall. Possession of any electronic device inside the examination hall may lead to disqualification of candidature of the candidate.
15. 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.
16. The candidature at all stages of the selection process shall be provisional in nature. Mere fulfilling the minimum requirement of qualification will not vest any right on the candidates to be called for the Computer Based Test
17. BEL reserves the right to change (cancel/modify/add) any of the criteria, method of selection and number of posts, indicated above based on the actual requirement at the time of selection.
18. Candidature is liable to be rejected at any stage of selection process or after joining, if any information provided by the candidate is found not 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/declarations are not recognized/false/misleading and/or amounts to suppression of information/particulars which should have been brought to the notice of BEL.
19. 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 whatsoever, if the candidate is not considerable suitable.
20. 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.
21. Any resulting dispute arising out of this advertisement including the recruitment process shall be subjected to the sole jurisdiction of the Courts situated at Uttarakhand



22. All further announcements / details pertaining to this process will be published / provided on BEL website: www.bel-india.in from time to time.

23. Based on the marks in the Computer Based test, provisionally shortlisted / selected candidates will be called for document verification. The candidates have to produce the original documents and submit the self- attested copies of the following documents:

- 1) Recent color passport size photograph.
- 2) SSLC/SSC/ISC marks card and any other valid document as proof of date of birth.
- 3) All certificates starting from X Std in support of educational qualification. Marks cards of each academic year / semesters in ITI / NAC / Diploma in Engineering as applicable. Proof of norms adopted by the University/Institute to convert CGPA into percentage if applicable.
- 4) Final Certificate / Convocation Certificate pertaining to completion of ITI/NAC/Diploma in Engineering certificate issued by the Competent Authority / Board.
- 5) Proof of norms adopted by the University/Institute to convert CGPA into percentage if applicable.
- 6) Apprenticeship marks card and NAC (for Technician 'C' post only)
- 7) Candidates belonging to SC/ST/OBC(NCL)/PwBD/EWS need to submit their certificate in the prescribed format.
- 8) Candidates belonging to OBC(NCL) category are required to submit the Community Certificate in the prescribed format issued by the Competent Authority*** on or after 01.12.2024 and EWS Certificate issued for the year 2024-25 by the Competent Authority*** shall be accepted. (Prescribed formats are made available on the website: www.bel-india.in).
- 9) Candidates with relevant disability of not less than 40 percent only will be eligible for reservation and relaxation as PwBD. Disability certificate should be issued by the Medical Board in the prescribed format. (Prescribed format is made available on the website: www.bel-india.in).
- 10) No Objection Certificate from your present employer (if employed in Govt./Quasi Govt./PSU) if applicable.
- 11) Ex-servicemen candidates applying for the posts have to submit Discharge book issued by the Indian Armed Forces (Army / Navy / Air force) Concerned Authorities.
- 12) Valid employment registration card in Employment Exchange of Uttarakhand State. The Employment Exchange registration should be valid and active as on 23.12.2025 (last date of application).

To apply for the post, click on the link - <https://jobapply.in/BEL2025KotdwarEATTech>

For queries related to the advertisement and payment of application fee contact us at email: -reckot@bel.co.in
Tel No. 01382 – 236450/452

For technical support w.r.t. online submission of application form please contact email Id: -reckot@bel.co.in



Important dates:

Start of application	02.12.2025
Last date of application	23.12.2025

***** Other Backward Class Certificate (Non-Creamy layer) and the Income and Asset Certificate for EWS issued by any one of the following authorities in the prescribed format shall only be accepted as proof of candidate's claim as belonging to OBC / EWS: -**

- District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendiary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner*
- Chief Presidency Magistrate/Additional Chief Presidency Magistrate / Presidency Magistrate*
- Revenue Officer not below the rank of Tahsildar and*
- Sub-Divisional Officer or the area where the candidate and/or his family normally resides.*

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.
