



BHARAT ELECTRONICS LIMITED

Kotdwara

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

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires outstanding Engineers / Officers on Contract basis for its Kotdwara Unit, Uttarakhand.

S No.	Post	Post Code	Discipline : No of Posts	Upper Age Limit as on 01.09.2020	Minimum Post Qualification on Experience as on 01.09.2020	Place of Posting
1	Trainee Engineer -I	TE1/OPS/001	Electronics : 2	25 years	0 to 1 Year	Delhi
2		TE1/D&E/002	Computer Science : 2		1 Year	Kotdwara
3		TE1/D&E/003	Mechanical : 4		1 Year	Kotdwara
4		TE1/D&E/004	Electronics : 2		1 Year	Kotdwara
5		TE1/PA/005	Electronics : 5		6 Months	Kotdwara
6		TE1/PA/006	Electronics : 1		6 Months	Kotdwara
7		TE1/ES/007	Civil : 1		1 Year	Kotdwara
8		TE1/ES/008	Electrical : 1		1 Year	Kotdwara
9		TE1/OPS/009	Mechanical : 1		0 to 1 Year	Kotdwara
10	Project Engineer -I	PE1/OPS/001	Computer Science : 1	28 years	2 Years	Delhi
11		PE1/OPS/002	Electronics : 4		2 Years	Delhi
12		PE1/OPS/003	Electronics : 2		2 Years	Namchi, Gangtok (Sikkim) Itanagar, Passighat (Arunchal Pradesh) Aizawal (Mizoram)
13		PE1/OPS/004	Computer Science : 4		2 Years	Namchi, Gangtok (Sikkim) Itanagar, Passighat (Arunchal Pradesh) Aizawal (Mizoram)
14	Trainee Officer-I	TO/F&A/001	MBA(Finance) : 2	25 years	1 Year	Kotdwara
15	Project Officer-I	PO/HR&A/001	MBA/ MSW(HRM) : 1	28 years	2 Years	Kotdwara

Experience for each post code is mentioned below.

Candidates should be willing to travel extensively across the country. Candidates who are desirous of applying for the posts should be willing to relocate to the places mentioned above.

Relaxations: The upper age limit will be relaxable for SC, ST candidates by 5 years and for OBC candidates by 3 years. For candidates belonging to PWD category having minimum 40% disability or



more will get 10 years' relaxation in addition to the relaxation applicable to the categories mentioned above.

Terms of Engagement & Remuneration:

Project Engineer-I / Project Officer - I : will be engaged initially for a period of Two years which may be extended up to maximum of Four years (including initial period) based on requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs. 35,000, Rs.40,000/- ,Rs. 45,000/- and Rs. 50,000/- for the 1st, 2nd, 3rd year and 4th year of contract respectively.

Trainee Engineer-I / Trainee Officer - I : will be engaged initially for a period of One year which may be extended upto a maximum of Three years (including initial period) based on requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs. 25,000/-, Rs. 28,000/- and Rs. 31,000/- during the 1st, 2nd and 3rd year of contract respectively.

Qualification: Engineering Branch: Full time BE /B.Tech/BSc Engg (4 Year Course) course from reputed Institute/University in the following Engineering disciplines – Electronics/ Electronics & Communication/ Electronics & Telecommunication/ Telecommunication/ Mechanical / Computer Science/Computer Science & Engg / Computer Science Engg / Electrical / Civil

Management Branch: Full time MBA (Finance) and MBA (HRM)/ MSW (HRM) course from reputed Institute/University.

First Class in the indicated qualification for General, OBC and EWS candidates and Pass Class for SC, ST and PWD candidates. Method of conversion of CGPA to percentage has to be indicated in the application.

Candidates with experience in any of the following areas will be preferred:

S N o	Post Code & Qualification		
1	TE1/OPS/001 BE/BTech/BSc Engg (Electronics/Electronics & Communication/ Electronics & Telecommunication / Telecommunication)	Job Responsibility	1.Operation and Maintenance of components like NVR, Camera, hard disk, switches, servers, firewall, UPS, workstations, etc. 2. Day to day interaction on project related activities with customer, OEM, vendors, SI and other stakeholders of the project. 3.Troubleshooting and arranging maintenance of components like NVR, Camera, hard disk, switches, servers, firewall, UPS, workstations, etc through SI and OEM. 4. Preparation of project related Documentation 5. Maintaining records and updating the same to Project Manager 6.Coordination of field visits with SI/OEM for maintenance and service related activities.



		Experience in relevant field	<p>Essential:</p> <ol style="list-style-type: none"> 1.Relevant Industrial experience in IT/ITES/ICT/Surveillance/IOT/Networking projects. 2. Expertise in MS Office tool 3.Good liasioning and communication skills <p>Preferred:</p> <ol style="list-style-type: none"> 1.Experience of Command Control Center and Data Center operations will be preferred. 2.CCNA certificate holder will be preferred 3.Readiness for field work to control system integrator teams in full zone consist of various Assembly constituencies
2	TE1/D&E/002 BE/BTech/BSc Engg (Computer Science/Computer Science & Engg / Computer Science Engg)	Job Responsibility	<ol style="list-style-type: none"> 1. Development of programmes in C and JAVA based Application 2. Development of JAVA base web portal Application 3. Database design and Administration (ORACLE & PostgreSQL) 4. Software documents as per IEEE-12207 standard using IBM RATIONAL Tool 5. Software Testing 6. Generation of user and technical manual 7. Configuration and maintenance of LAN switches, server and chassis. 8. Installation (RHEL), Commissioning and maintenance of VCCS Item at IAF site
		Experience in relevant field	<ol style="list-style-type: none"> 1. Java programming 2. Web portal design and development using Java 3. VoIP and SIP Protocol 4. DB Design – ORACLE, PostgreSQL; Knowledge of SQL, DB procedures & Triggers 5. IP Networking 6. Linux Operating System
3	TE1/D&E/003 BE/BTech/BSc Engg (Mechanical)	Job Responsibility	<ol style="list-style-type: none"> 1. Design, Development, Prototyping and Documentation of Mechanical Hardware as per projects requirement. 2. Installation, commissioning and testing of system
		Experience in relevant field	<ol style="list-style-type: none"> 1. 3D & 2D mechanical design tools i. e. Autodesk Inventor/Solidworks/Pro-E, Autocad.
4	TE1/D&E/004 BE/BTech/BSc Engg (Electronics/	Job Responsibility	<ol style="list-style-type: none"> 1. Design, Development, Prototyping, testing, demonstration and Documentation of Electronics hardware as per projects requirement 2. Installation, commissioning and testing of the system at customer sites in India.



	Electronics & Communication/ Electronics & Telecommunication / Telecommunication)	Experience in relevant field	1. Experience in Micro controller, FPGA , DSP based system, Schematic designing (ORCAD, CADSTAR etc) , VHDL/Verilog language, C language&Linux OS , Hardware debugging, Test and measurement equipments (CRO, multimeter etc).
5	TE1/PA/005 BE/BTech/BSc Engg (Electronics/Electronics & Communication/ Electronics & Telecommunication / Telecommunication)	Job Responsibility	1. Testing & troubleshooting of Assembled Electronic Boards and equipments. 2.Installation, commissioning and resolution of faults at site. 3.Inspection and testing of items at vendor's premises/other BEL units. 4.Clearance of stores from customer both at in-house and user/customer locations. 5.Development of program on functional Tester. 6.Environmental Stress Screening of assembled boards. 7.Collection of items from site.
		Experience in relevant field	1. Troubleshooting & Repair of Assembled Electronic Boards/Systems 2.Working experience in MS Office tool and LINUX 3.Good communication skills
6	TE1/PA/006 BE/BTech/BSc Engg (Electronics/ Electronics & Communication/ Electronics & Telecommunication / Telecommunication)	Job Responsibility	1.Inspection/testing of incoming electronic equipments. 2.Inspection of components and Assembled Electronic Boards. 3.Calibration of test equipments.
		Experience in relevant field	1. Troubleshooting & Repair of Assembled Electronic Boards/Systems 2.Working experience in MS Office tool and LINUX 3.Good communication skills
7	TE1/ES/007 BE/BTech/BSc Engg (Civil)	Job Responsibility	Preparation of estimates & Auto CAD drawings, construction of new civil projects, repair & maintenance of buildings, roof treatment, operation & maintenance of sewage treatment plant & water supply system in Factory and township
		Experience in relevant field	Execution of civil project works, knowledge of civil drawings, measurements, estimation, billing, Quality control tests, knowledge of Auto CAD.
8	TE1/ES/008 BE/BTech/BSc Engg (Electrical)	Job Responsibility	Preparation of estimates & Auto CAD drawings, construction of new civil projects, operation & maintenance of sub-station & diesel power house, HT panel (33,000 Volt), LT panels (440 Volt), transformers, DG sets, solar power plant, distribution boards, light fittings, wiring / cabling & communication system installed at Factory for providing (24x7) uninterrupted power supply in factory and township.

		Experience in relevant field	Hands on experience in areas like operation / maintenance of Electrical installations such as 11KV receiving station / Sub-Station / DG Set/HT< switch gear panels, cabling work, control panels, understanding of elect. Drawings, measurements and billings, Work estimation and execution of infrastructure projects etc.
9	TE1/OPS/009 BE/BTech/BSc Engg (Mechanical)	Job Responsibility	<ol style="list-style-type: none"> 1. CNC Programming, shop planning and product realization in shop 2. Metrology and Quality Inspection of fabricated parts. 3. Preparing reports and status on project progress 4. coordination and follow up between production control, Material management and service providers 5. Preparation of planning chart and material requirements 6. SAP updation for manufacturing activities
		Experience in relevant field	<p>Essential:</p> <ol style="list-style-type: none"> 1. Experience CNC/CAD/CAM / MS Office tool 2. Good liasioning and communication skills <p>Preferred:</p> <ol style="list-style-type: none"> 1. Experience SAP or ERP 2. Prior experience of fabrication or manufacturing process as PRODUCTION/QA engineer
10	PE1/OPS/001 BE/BTech/BSc Engg (Computer Science/Computer Science & Engg / Computer Science Engg)	Job Responsibility	<ol style="list-style-type: none"> 1. Managing database, optimizing software, auto upgradation and bulk data updation of field devices from Command centre, latest antivirus implementation at servers & workstations, maintaining uninterrupted smooth operation of command centre, etc. 2. Troubleshooting and arranging maintenance of components like NVR, Camera, hard disk, switches, servers, firewall, UPS, worstations, etc through SI and OEM. 3. Day to day interaction on project related activities with customer, OEMs and SI. 4. Maintaining records and updating the same to Project Manager 5. Coordination of field visits with SI/OEM for maintenance and service related activities.
		Experience in relevant field	<p>Essential:</p> <ol style="list-style-type: none"> 1. Relevant Industrial experience in IT/ITES/ICT/Surveillance/IOT/Networking projects. 2. Expertise in MS Office tool 3. Good liasioning and communication skills <p>Preferred:</p> <ol style="list-style-type: none"> 1. Experience of Command Control Center and Data Center operations will be preffered. 2. CCNA certificate holder will be preferred



11	<p>PE1/OPS/002</p> <p>BE/BTech/BSc Engg (Electronics/ Electronics & Communication/ Electronics & Telecommunication / Telecommunication)</p>	<p>Job Responsibility</p>	<ol style="list-style-type: none"> 1. Operation and Maintenance of components like NVR, Camera, hard disk, switches, servers, firewall, UPS, workstations, etc. 2. Day to day interaction on project related activities with customer, OEM, vendors, SI and other stakeholders of project. 3. Troubleshooting and arranging maintenance of components like NVR, Camera, hard disk, switches, servers, firewall, UPS, workstations, etc through SI and OEM. 4. Preparation of project related Documentation. 5. Maintaining records and updating the same to Project Manager 6. Coordination of field visits with SI/OEM for maintenance and service related activities.
		<p>Experience in relevant field</p>	<p>Essential:</p> <ol style="list-style-type: none"> 1. Relevant Industrial experience in IT/ITES/ICT/Surveillance/IOT/Networking projects. 2. Expertise in MS Office tool 3. Good liasioning and communication skills <p>Preferred:</p> <ol style="list-style-type: none"> 1. Experience of Command Control Center and Data Center operations will be preferred. 2. CCNA certificate holder will be preferred 3. Readiness for field work to control system integrator teams in full zone consist of various Assembly constituencies
12	<p>PE1/OPS/003</p> <p>BE/BTech/BSc Engg (Electronics/Electro nics & Communication/ Electronics & Telecommunication / Telecommunication)</p>	<p>Job Responsibility</p>	<ol style="list-style-type: none"> 1. Basic level of Operation and Maintenance activities of components like switches, servers, routers, memory, RF devices and UPS. 2. Day to day interaction on project related activities with customer, OEM, vendors, SI and other stakeholders of project. 3. Preparation of project related Documentation. 4. Maintaining records and updating the same to Project Manager 5. Coordination of field visits with SI/OEM for maintenance and service related activities.
		<p>Experience in relevant field</p>	<p>Essential:</p> <ol style="list-style-type: none"> 1. Relevant Industrial experience in IT/ITES/ICT/Surveillance/IOT/Networking projects. 2. Expertise in MS Office tool 3. Good liasioning and communication skills <p>Preferred:</p> <ol style="list-style-type: none"> 1. Experience of Command Control Center and Data Center operations will be preferred. 2. CCNA certificate holder will be preferred 3. The preference will be given to local resident and local language knowledge

13	PE1/OPS/004 BE/BTech/BSc Engg (Computer Science/Computer Science & Engg / Computer Science Engg)	Job Responsibility	<ol style="list-style-type: none"> 1. Basic level of Operation and Maintenance activities of components like switches, servers, routers, memory, RF devices and UPS. 2. Day to day interaction on project related activities with customer, OEM, vendors, SI and other stakeholders of project. 3. Preparation of project related Documentation. 4. Maintaining records and updating the same to Project Manager 5. Coordination of field visits with SI/OEM for maintenance and service related activities.
		Experience in relevant field	<p>Essential:</p> <ol style="list-style-type: none"> 1. Relevant Industrial experience in IT/ITES/ICT/Surveillance/IOT/Networking projects. 2. Expertise in MS Office tool 3. Good liasioning and communication skills <p>Preferred:</p> <ol style="list-style-type: none"> 1. Experience of Command Control Center and Data Center operations will be preferred. 2. CCNA certificate holder will be preferred 3. The preference will be given to local resident and local language knowledge
14	TO/F&A/001 MBA(Finance)	Job Responsibility	<ol style="list-style-type: none"> 1. Sales accounting, preparation of bills & M/S reporting. 2. Bills payables payment processing, accounting and M/S reporting. 3. Fixed Asset accounting & Capitalization. 4. Other misc. work related to accounts
		Experience in relevant field	Hands on experience in areas like Budgeting, Costing, Book Keeping, GST, Sales Accounting & MIS Reporting, Exposure to MS Office etc.
15	PO/HR&A/001 MBA/MSW(HRM)	Job Responsibility	<ol style="list-style-type: none"> 1. To implement a variety of human resource program / policies 2. Industry experience in HR / HRD processes such as Competency Mapping, arranging the Training and Development (T&D), effectiveness of T&D interventions etc 3. Excellent knowledge of MS Office 4. Recruitment, Compensation & Benefits, HR Administration & management
		Experience in relevant field	<ol style="list-style-type: none"> 1. Experience in general HR Policies & procedures. 2. Experience and knowledge of recruitment, organizational planning & development 3. Industry experience in HR / HRD processes such as Competency Mapping, arranging the Training and Development (T&D), effectiveness of T&D interventions etc. 4. Experience in employee relations, employee engagement/labour laws 5. Excellent knowledge of MS Office



Post Qualification Experience (as on 01.09.2020):

1. Minimum post qualification relevant industry experience mentioned against the posts is mandatory to apply for the post of Trainee Engineer - I.
2. Minimum 1 Year post qualification relevant industry experience is mandatory to apply for the post of Trainee Officer-I in Finance discipline.
3. Minimum of 2 years of post qualification relevant industry experience is mandatory to apply for the post of Project Engineer / Officer – I.

Please Note:

1. Academic/Teaching experience will not be considered.
2. One year completed apprenticeship training will be considered as experience.

Selection Procedure: Candidates who meet the eligibility criteria w.r.t. qualification and experience will be allotted weightage as follows:

Criteria	Weightage
Aggregate Marks secured in BE/BTech/BSc Engg (4 Year Course)/MBA(Finance)/MBA/MSW(HRM)	75%
Relevant Post Qualification experience: 2.5 marks will be allocated for minimum experience stipulated for the post. 1.25 marks will be allocated for every additional experience of 6 months subject to a maximum of 10 marks.	10%
Interview for shortlisted candidates(Video- based)	15%

1. Candidates have to compulsorily provide the CGPA conversion to percentage of marks as per the guidelines provided by their University.
2. Candidates will be shortlisted in the order of merit based on their aggregate marks obtained in the degree in required qualification and number of years of experience as indicated above in the ratio of 1:5. Only those candidates shortlisted will be called for the interview.
3. The names of candidates shortlisted for interview will be intimated by email.
4. Candidates are requested to print the call letter and comply with the instructions indicated therein. Please note that call letters will be sent through email only.
5. The results of the final selection will be available on BEL website

Application Fee:

Post	Application Fee	Exemption
Trainee Engineer – I / Trainee Officer – I	Rs 200/-	Candidates belonging to PWD, SC and ST categories are exempted from payment of application fee.
Project Engineer – I / Project Officer – I	Rs 500/-	

1. The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
2. Candidates are requested to read the details and screenshots for making the payment.
3. Candidates can also make the payment by approaching SBI branch. You have to select SBI branch in the payment option and download pre-printed challan generated through SBI Collect and deposit the application fee (as applicable) plus applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official.
4. Candidates have to enter the “SBI Collect reference No.” generated after payment, in the online Application Form.
5. 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.

General Instructions:

1. Selected candidates are required to be covered under a medical insurance scheme for a sum of Rs 2 lakhs per annum and submit the same on joining. In addition to the remuneration indicated, a consolidated amount of Rs. 10,000/- per year will be paid in two installments towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.
2. Shortlisting of candidates will be carried out purely based on the information declared by the candidates in the online application form. If at any further stage of selections, it is found that candidates have declared false information w.r.t. their credentials, BEL reserves the right to debar them at any stage of selection.
3. Candidates are required to possess at least one valid e-mail id and mobile number, which is to be entered in the application form and should remain valid and active till the completion of the selection process. 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...
4. There will be no separate communication to any candidates on their non-selection at any stage.
5. Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selections. In the event it is found that candidates have disclosed false information in the application form, BEL reserves the right to disqualify their candidature at any stage during the selection process.



6. Only Indian nationals need apply.
7. Reservation/relaxation for SC/ST/OBC/PWD/EWS will be as per Government directives.
8. If there are more eligible applicants, the number of candidates to be called will be restricted in proportion to the requirement based on relevant experience, academic excellence, age etc.
9. Candidates working in the PSU/ Government or quasi-government Organizations/Serving in Defence forces should submit NO OBJECTION CERTIFICATE at the time of applying for the post or at the time of interview, without which such candidate will not be considered for the selection process.
10. BEL reserves the right to increase/decrease the number of vacancies to be filled on actual requirement at the time of selection and to cancel the advertisement and/or the entire selection process at any stage.
11. BEL reserves the right to debar/disqualify any candidates at any stage of the selection process for any reason what so ever. Canvassing in any form will result in disqualification.

How to Apply:

1. Candidates who are desirous of applying for the above posts and are willing to be posted at the locations indicated in the advertisement may apply online by clicking the link provided against the advertisement to apply for Trainee engineer-I / Project Engineer- I / Trainee Officer – I / Project Officer - I.
2. The online application can be accessed from 07.10.2020 and the last date to submit the applications online is 21.10.2020.
3. Candidates are required to enter all information correctly in the online application form and verify the same before submission, any changes shall not be permitted after submission of the application form.
4. The dates of the selections, timings and venue will be intimated to the shortlisted candidates through e-mail only. List of candidates shortlisted for interview will also be uploaded on the BEL website.
5. Eligible candidates are required to visit BEL website www.bel-india.in and apply as mentioned. No other means / mode of application will be accepted.

Documents to be submitted by candidates along with the application form:

1. 10th Standard marks card (as proof of date of birth)



2. B.E/ B.Tech / BSc Engg Degree certificate (as applicable). In case of CGPA or credits system of assessments, the candidates are required to indicate the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.
3. Final Consolidated Marks Sheet
4. Caste /Tribe/ Community/ Disability/Economic status certificate in case of candidates belonging to SC/ST/OBC/PWD/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 01.01.2019.
5. Post qualification work experience certificate/s from previous / current employer. Where current employment certificate is not produced, the Offer of current appointment, Employee ID proof and latest pay slip should be compulsorily attached.
6. Candidates working in PSUs / Government organizations should compulsorily submit the 'No Objection Certificate' at the time of application or interview.

For technical clarification if any, email to reckot@bel.co.in

Manager - HR&A