



**BHARAT ELECTRONICS LIMITED,
HOMELAND SECURITY AND SMART CITY BUSINESS SBU
BENGALURU COMPLEX**

Advertisement No.383/HR/HLS&SCB/2025-26

Date: 02.09.2025

Bharat Electronics Limited a Navarna Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel on temporary basis for HLS&SCB SBU for its project at Kerala & Punjab.

Sl. No.	Role	Total No. of Post	Place of posting	No of Post	Qualification / Discipline	Post Qualification Experience as on 01.09.2025	Reser vation	Upper Age Limit 01.09.2025
1	Post - Field Operation Engineer.	5	Kerala	2	B.E/B.Tech/B.Sc Engineering (4-year course)/M.E/M.Tech in (Electronics, / Electronics & Communication / Electronics & Telecommunication/ Telecommunication / Communication / /Electrical / Electrical & Electronics / Computer Science /Computer Science & Engineering Computer Engineering/ Information Science/ Information Technology) or MCA (Master of Computer Application.)	5	UR-2 OBC-1 SC-1 ST-1	40
			Punjab	3				
2	Post - Project Engineer- I	62	Kerala	15	B.E/B.Tech/B.Sc Engineering (4-year course) in (Electronics, / Electronics & Communication / Electronics & Telecommunication/ Telecommunication / Communication / /Electrical / Electrical & Electronics / Computer Science /Computer Science & Engineering Computer Engineering/ Information Science/ Information Technology))	2	UR-25 OBC-17 EWS-6 SC-10 ST-4	32
			Punjab	47				



***Note:** Number of vacancies may be increased or decreased based on the actual requirement at the discretion of the Management. Reservation for Persons with Disability (PwBD) concession/relaxation for reserved categories will be as per Government guidelines.

Candidates who are desirous of applying for the post should be willing to be posted at the locations mentioned above and should be willing to travel across India.

ELIGIBILITY:

1. **Qualification: M.Tech/ME/B.Tech/BE/B.Sc Engineering (4-Years course) or MCA from recognized university.**

Discipline	Branch
ME/M.Tech/B.Tech/BE/ B.Sc Engineering (4-Years course): Electronics	Electronics Electronics & Communication Electronics & Telecommunication Telecommunication Communication
ME/M.Tech/B.Tech/BE/ B.Sc Engineering (4-Years course): Electrical	Electrical Electrical & Electronics
ME/M.Tech/B.Tech/BE/ B.Sc Engineering (4-Years course): Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering. Computer Engineering Information Technology Information Science
MCA	Master of Computer Application

Pass Class for General, OBC (NCL), EWS & SC/ST/PwBD (Person with Benchmark Disabilities).

Please Note:

- For the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.
- 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.
- M.Tech/ME/B.Tech/BE/B.Sc Engineering (4-Years course) or MCA Degree certificate (as applicable). **In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.**



2. **Age limit:**

Post Name	Upper age limit as on 01.09.2025
Field Operation Engineer	40 years.
Project Engineer	32 years

The upper age limit indicated is for candidates belonging to General & EWS Category. The upper age limit will be relaxed by 3 years for OBC (NCL) candidates, 5 years for SC/ST and 10 years for PwBD candidates (having minimum 40% disability, in addition to the relaxation applicable to OBC (NCL)/SC/ST candidates).

3. **Period of contract:**

For FOE initially for a period of Three (3) Years from the date of joining. However, the same may be extended upto a maximum of Two more years (Maximum tenure of 5 years including the initial period) depending on the progress of the project and performance of the candidate.

For Project Engineers initially for a period of Three (3) Years from the date of joining. However, the same may be extended upto a maximum of One more year (Maximum tenure of 4 years including the initial period) depending on the progress of the project and performance of the candidate.

4. **Remuneration:**

Field Operation Engineer (FOE): An all-inclusive consolidated remuneration of Rs.60,000/- per month for the 1st Year of engagement, and an increase of Rs.5000/- for every year of extension of contract.

Project Engineer- I: An all-inclusive consolidated remuneration of Rs. 40,000/- per month for the 1st Year of engagement and an increase of Rs.5000/- for every year of extension of contract.

In addition to the above:

- Consolidated amount of Rs. 20,000/- per year will be paid towards medical insurance premium, attire allowance, stitching charges, footwear allowance etc. for FOE.**
- Consolidated amount of Rs 12,000/- per year will be paid towards insurance premium, attire allowance, stitching charges, footwear allowance, etc. will be paid for Project Engineer.**

5. **Post Qualification Experience as on 01.09.2025:**

Sl. No.	Post	Experience
1	Field Operation Engineer.	a) 5 years in networking/ surveillance system management and in installation/managing/trouble shooting of elements ISP or fibre optic networks.



2	Project Engineer	The candidates should have relevant post qualification Industrial experience. Experience in IP Networking, Helpdesk Management is desirable. Experience in IT Infrastructure Projects/ IP Networking / Data Centre Projects/CCTV Projects/Sensors based IOT Projects / any IP enabled Electronic / Software product Installation, Configuration, Maintenance or Product Support services are preferred.
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Note: Teaching/Academic/Research work will not be considered as relevant post qualification industrial experience. experience in banking and financial institutions, non-profit organizations and, internship placements which are a part of academic curriculum will not be considered as experience.

SELECTION PROCEDURE:

FOE/PROJECT ENGINEERS:

- Selection will be through a Written Test for shortlisted candidates, followed by an Interview, only for those candidates who qualify in the Written Test. **The venue for the Written Test / Interview will be intimated later.**
- 85% Marks will be allotted for the written test and 15% Marks for the interview. Candidates who pass the written test will be called for interview in the ratio of 1:5 in the order of merit in each role in each category.
- The names of candidates shortlisted for Written Test/Interviews and final selections will be notified on our Company's website.
- Please note that Written Test/Interview call letters will be sent through email only.

HOW TO APPLY:

- Candidates who are desirous of applying for the above posts may apply by clicking the relevant link provided against the advertisement on our official website <https://bel-india.in>.

क्र. / S.No.	गतिविधि / Activity	दिनांक / Date
1	Commencement of On-Line registration of application by candidates उम्मीदवारों के लिए ऑनलाइन पंजीयन प्रक्रिया की शुरुआत	02.09.2025
2	Last date for On-line registration & Submission of application by candidates उम्मीदवारों द्वारा ऑनलाइन पंजीयन तथा आवेदन सबमिट करने की अंतिम तारीख	17.09.2025

- Candidates are required to register online. Registrations received in any other format will not be considered. Candidates are to register online using the link given on BEL official Website along with the instructions.

STEPS TO FILL THE ON-LINE APPLICATION:

- Candidates are required to fill in the necessary fields through the ONLINE format in the link provided on the website. Submit the application form by clicking submit.



- After clicking on SUBMIT, filled in application form will be sent to your registered mail ID.
- Print the Application form duly filled in all aspects. Carry the printout of the filled in Application form with 2 recent passport size color photograph along with relevant documents mandatorily to the selection centre on the day of selections which will be intimated at later stage on your registered mail ID.
- Candidates are required to enter all the information correctly in the online application form and verify the same before submission as changes shall not be permitted after submission of the application form.
- Before applying for the post, the candidate should ensure that he/ she fulfills the eligibility criteria mentioned in the advertisement. No application will be entertained in hardcopy or any other mode of application.

Documents to be Attached:

Candidates are required to attach the following documents along with the application:

- i. SSLC/SSC/ISC/10th Standard marks card (as proof of date of birth).
- ii. All certificates (starting from Matriculation/Class X) in support of educational qualifications.
- iii. ME/M.Tech/MCA/B.E/B.Tech/B.Sc Engineering (4-Years course) degree certificate (as applicable). **In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms issued from the University. In the event of failing to do so the candidature will be cancelled.**
- iv. All semester Marks Sheets/Final consolidated marks sheet.
- v. Caste/Community/Disability/Income certificate in case of candidates belonging to SC/ST/OBC(NCL)/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 (NCL) category should possess the certificate issued on or after 01.09.2024. Candidates belonging to EWS category are required to produce the Income & Asset certificate either for the year 2025-26. (Prescribed formats are attached long with this advertisement).
- vi. **Post-qualification experience certificate/s from previous till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification experience. Where current employment experience 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.**
- vii. Candidates if working in PSUs/ Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
- viii. **Trainee Engineers/Project Engineers/FOE/Sr.FOE who are currently working in Bharat Electronics Limited should compulsorily submit/attach the copy of the**



‘Intimation Letter’ duly signed by the concerned HR while applying without which your application will be summarily rejected.

- ix. Copy of the Application fee payment receipt SBI receipt.

Note: If any document / certificate furnished is in a language other than Hindi or English, a transcript of the same duly attested by a gazette officer or notary is to be uploaded.

APPLICATION FEES:

Post	Application fee	Exemption
Field Operation Engineer (FOE)	Rs.450/- + 18% GST	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.
Project Engineer -I	Rs.400/- + 18% GST	

- The application fee should be remitted through SBI Collect (through online mode). Click on the below Payment link or The Link available in BEL Website and select PSU-Pubic Sector Undertaking →Bharat Electronics Ltd →under the following Payment Category select :

[Field Operation Engineer for IPSS & Kfon HLS SCB](#)

[Recrt. of Project Engineer-I for IPSS K-fon HLS](#)

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

- Candidates are requested to read the details and take screenshots for making the payment.
- Candidates have to enter the “SBI Collect reference No.” generated after payment, in the Application Form.
- 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.

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 mentioned by them in the online application form.

GENERAL:

- FOE selected candidates are required to obtain a **Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 10 lakhs per annum for Life Cover Insurance** and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 20,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc
- PE selected candidates are required to obtain a **Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 5 lakhs per annum for Life Cover Insurance** and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.



- The Trainee Engineers/Project Engineers/Field Operation Engineer/Senior Field Operation Engineer who are currently working in BEL prior intimation shall be given before the last date of application to the respective HR department of the Unit/SBU/CSG where the engineer is working.
- Lateral application for the same post is not permitted. If applied, the application will be summarily rejected without assigning any reasons.
- Candidates are required to possess at least one valid e-mail id, which is to be entered in the application form. 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.
- There will be no separate communication to any candidates on their non-selection at any stage.
- 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.
- Only Indian nationals need apply. The posts indicated above may vary based on the actual requirement at the time of selection. 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 what so ever.
- If candidate shortlisted/selected for the written test/Interview no changes to date/time/venue will be entertained at any point in time during the selection process.

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 whatsoever 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.

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 selection, 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.

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. For Application and prescribed formats please visit : www.bel-india.in/careers/

For queries related to advertisement & payment of application fee contact us at:

E-mail: rechr4042@bel.co.in, Telephone: 080-22195629.



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BENGALURU COMPLEX**

Advertisement No.383/HR/HLS&SCB/2025-26

Date: 02.09.2025

Bharat Electronics Limited a Navarna Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel on temporary basis for HLS&SCB SBU for its project at various locations in **Uttar Pradesh State**.

S. No.	Role	No of Post	Qualification / Discipline	Post Qualification Experience as on 01.09.2025	Reserva tion	Upper Age Limit 01.09.2025
I	Post - Field Operation Engineer.					
a	DC Support/ IT Support staff	3	B.Tech/B.E/BSc Engg (4 years) (IT/CS/ECE/Electronics/E&TC/Mech/EEE) or MCA	5	ST-3	40
II	Post - Project Engineer- I					
a	IT Helpdesk Staff	1	B.Tech/B.E/BSc Engg (4 years) (IT/CS/ECE/Electronics/E&TC/Mech/EEE)	2	ST-1	32
III	Post – Trainee Engineer- I					
a	District Technical Support	12	B.Tech/B.E/BSc Engg (4 years) (IT/CS/Electronics/ECE/ETC) or MCA/MSc (IT)	1	UR-4 OBC-3 EWS-1 SC-3 ST-1	28

***Note:** Number of vacancies may be increased or decreased based on the actual requirement at the discretion of the Management. Reservation for Persons with Disability (PwBD) concession/relaxation for reserved categories will be as per Government guidelines.

Candidates who are desirous of applying for the post should be willing to be posted at the locations mentioned above and should be willing to travel across India.

ELIGIBILITY:

- 1. Qualification: B.Tech/BE/MSc/BSc Engg (4 Years)/ MCA from recognized university.**

Discipline	Branch
B.Tech/BE/BSc Engg (4 years): Electronics	Electronics Electronics & Communication Electronics & Telecommunication



B.Tech/BE/BSc Engg (4 years) : Electrical	Electrical Electrical & Electronics
B.Tech/BE/BSc Engg (4 years): Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering. Information Technology
B.Tech/BE/BSc Engg (4 years): Mechanical Engineering	Mechanical Engineering
MSc	Computer Science Information Technology
MCA	Master of Computer Application

Pass Class for General, OBC (NCL), EWS & SC/ST/PwBD (Person with Benchmark Disabilities).

Please Note:

- a. For the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.
- b. 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.
- c. B.E/B.Tech/BSc Engg (4 Years)/MSc/MCA Degree certificate (as applicable). **In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms.**

2. **Age as on 01.09.2025:**

Field Operation Engineer (FOE) : Upper age limit is 40 years.
Project Engineer (PE) : Upper age limit is 32 years
Trainee Engineer (TE) : Upper age limit is 28 years

The upper age limit indicated is for candidates belonging to General & EWS Category. The upper age limit will be relaxed by 3 years for OBC (NCL) candidates, 5 years for SC/ST and 10 years for PwBD candidates (having minimum 40% disability, in addition to the relaxation applicable to OBC (NCL)/SC/ST candidates).

3. **Period of contract:**

For FOE / Project Engineers initially for a period of Two (2) Years from the date of joining. However, the same may be extended upto a maximum of Two more years (Maximum tenure of 4 years including the initial period) depending on the progress of the project and performance of the candidate.



For Trainee Engineers initially for a period of Two (2) Years from the date of joining and extendable by one more year (Maximum tenure of 3 years including the initial period).

4. Remuneration:

Field Operation Engineer (FOE): An all-inclusive consolidated remuneration of Rs.60,000/- per month for the 1st Year of engagement, and an increase of Rs.5000/- for every year of extension of contract.

Project Engineer- I: An all-inclusive consolidated remuneration of Rs. 40,000/- per month for the 1st Year of engagement and an increase of Rs.5000/- for every year of extension of contract.

Trainee Engineer- I: An all-inclusive consolidated remuneration of Rs. 30,000/- per month for the 1st Year of engagement, an increase of Rs.5000/- for every year of extension of contract.

In addition to the above:

- a. Area allowance at 10% of consolidated remuneration per month and a consolidated amount of Rs. 20,000/- per year will be paid towards medical insurance premium, attire allowance, stitching charges, footwear allowance etc. for FOE.
- b. Area allowance at 10% of consolidated remuneration per month and ₹12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc. will be paid for Project Engineer/Trainee Engineer.

5. Post Qualification Experience as on 01.09.2025:

Sl. No.	Role	Experience	Job Roles & Responsibilities	Desirable Certifications
1	DC support Staff.	➤ Minimum 5 years' experience in IT DC Support.	<ul style="list-style-type: none"> ➤ DC Support staff shall be deployed at the Data centre to address any exigencies whenever they arise. ➤ Responsible to ensure the reliability and availability of the Data Centre ➤ Responsible to address the challenges with the servers, storage, software, and networking equipment that constitutes a data centre ➤ Support staff should be conversant with the key architectural and design parameters of a DC e.g., Rack, Cooling, Power Distribution, Generator, Availability and Reliability, Physical Infrastructure Management, Fire Protection methods, General Design 	



			considerations etc. and should be able to come up with solutions or should be aware of complete escalation procedures for resolving the issues that may surface in the Data Centre
2	IT Support staff	➤ Minimum 5 years' experience in IT Support	<ul style="list-style-type: none"> ➤ Responsible for first level diagnosis and troubleshooting the problems related to hardware and software installed at the office locations ➤ Troubleshooting of MDT, Radio devices, Desktop, Network and Telephony and other software deployed etc.
3	IT Helpdesk Staff.	➤ Minimum 2 years' experience in IT Support	<ul style="list-style-type: none"> ➤ IT Helpdesk staff shall be the dedicated personnel for Project responsible for handling all IT related problems. ➤ Responsible for creating the issues tickets and providing immediate solution physically or remotely (if possible). ➤ Responsible for first level diagnosis and troubleshooting of the problems relating to network, IP phones, applications, OS, Internet Explorer, Open Office, messaging solutions, Anti-virus, etc. ➤ To monitor and respond quickly and effectively to requests received through the IT helpdesk
4	District technical Support.	➤ Minimum 1 year experience in IT Support Roles	<ul style="list-style-type: none"> a) Ensure entry of Human resource and assets related information in HRMS/Asset/Inventory management portal. b) District technical support staff shall be designated at each district and Commissionerate to resolve the problems arising at the filed locations relating to Hardware, software, IT equipment, CAD etc. c) Responsible for first level diagnosis and troubleshooting the problems relating to network, IP phones, applications, OS, Internet Explorer, Open Office, messaging solutions, Anti-virus, MDTs, applications etc

Note: Teaching/Academic/Research work will not be considered as relevant post qualification industrial experience. experience in banking and financial institutions, non-profit organizations and, internship placements which are a part of academic curriculum will not be considered as experience.



SELECTION PROCEDURE:

TRAINEE ENGINEERS:

- Selection will be through a Written Test for shortlisted candidates, **the venue for the Written Test will be intimated later.**
- The Written test shall be conducted for 100 Marks. Negative marks of $\frac{1}{4}$ for each wrong answer will be awarded.
- Final list of shortlisted candidates shall be drawn in the order of merit i.e. role-wise, category-wise.
- The names of candidates shortlisted for Written Test and final selections will be notified on our Company's website.
- Please note that Written Test call letters will be sent through email only.

FOE/PROJECT ENGINEERS:

- Selection will be through a Written Test for shortlisted candidates, followed by an Interview, only for those candidates who qualify in the Written Test. **The venue for the Written Test / Interview will be intimated later.**
- 85% Marks will be allotted for the written test and 15% Marks for the interview. Candidates who pass the written test will be called for interview in the ratio of 1:5 in the order of merit in each role in each category.
- The names of candidates shortlisted for Written Test/Interviews and final selections will be notified on our Company's website.
- Please note that Written Test/Interview call letters will be sent through email only.

HOW TO APPLY:

- Candidates who are desirous of applying for the above posts may apply by clicking the relevant link provided against the advertisement on our official website <https://bel-india.in>.

क्र. / S.No.	गतिविधि / Activity	दिनांक / Date
1	Commencement of On-Line registration of application by candidates उम्मीदवारों के लिए ऑनलाइन पंजीयन प्रक्रिया की शुरूआत	02.09.2025
2	Last date for On-line registration & Submission of application by candidates उम्मीदवारों द्वारा ऑनलाइन पंजीयन तथा आवेदन सबमिट करने की अंतिम तारीख	17.09.2025

- Candidates are required to register online. Registrations received in any other format will not be considered. Candidates are to register online using the link given on BEL official Website along with the instructions.

STEPS TO FILL THE ON-LINE APPLICATION:

- Candidates are required to fill in the necessary fields through the ONLINE format in the link provided on the website. Submit the application form by clicking submit.
- After clicking on SUBMIT, filled in application form will be sent to your registered mail ID.



- Print the Application form duly filled in all aspects. Carry the printout of the filled in Application form with 2 recent passport size color photograph along with relevant documents mandatorily to the selection centre on the day of selections which will be intimated at later stage on your registered mail ID.
- Candidates are required to enter all the information correctly in the online application form and verify the same before submission as changes shall not be permitted after submission of the application form.
- Before applying for the post, the candidate should ensure that he/ she fulfils the eligibility criteria mentioned in the advertisement. No application will be entertained in hardcopy or any other mode of application.

Documents to be Attached:

Candidates are required to attach the following documents along with the application:

- i. SSLC/SSC/ISC/10th Standard marks card (as proof of date of birth).
- ii. All certificates (starting from Matriculation/Class X) in support of educational qualifications.
- iii. MCA/MSc/B.E/B.Tech/BSc Engg (4 years) degree certificate (as applicable). **In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage in accordance with the respective University norms issued from the University. In the event of failing to do so the candidature will be cancelled.**
- iv. All semester Marks Sheets/Final consolidated marks sheet.
- v. Caste/Community/Disability/Income certificate in case of candidates belonging to SC/ST/OBC(NCL)/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 (NCL) category should possess the certificate issued on or after 01.09.2024. Candidates belonging to EWS category are required to produce the Income & Asset certificate for the year 2025-26. (Prescribed formats are attached long with this advertisement).
- vi. **Post-qualification experience certificate/s from previous till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification experience. Where current employment experience 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.**
- vii. Candidates if working in PSUs/ Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
- viii. **Trainee Engineers/Project Engineers/FOE/Sr.FOE who are currently working in Bharat Electronics Limited should compulsorily submit/attach the copy of the 'Intimation Letter' duly signed by the concerned HR while applying without which your application will be summarily rejected.**



- ix. Copy of the Application fee payment receipt SBI receipt.

Note: If any document / certificate furnished is in a language other than Hindi or English, a transcript of the same duly attested by a gazette officer or notary is to be uploaded.

APPLICATION FEES:

Post	Application fee	Exemption
Trainee Engineer - I	Rs.150/- + 18% GST	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.

- The application fee should be remitted through SBI Collect (through online mode). Click on the below Payment link or The Link available in BEL Website and select PSU-Public Sector Undertaking → Bharat Electronics Ltd → under the following Payment Category select :

[Recruitment of Trainee Engineer-I \(UP\) HLS SCB](#)

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

- Candidates are requested to read the details and take screenshots for making the payment.
- Candidates have to enter the “SBI Collect reference No.” generated after payment, in the Application Form.
- 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.

Note: While paying application fees through SBI collect, candidates should ensure that the mention the same mobile number and email id in SBI collect as has been mentioned by them in the online application form.

GENERAL:

- FOE selected candidates are required to obtain a Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 10 lakhs per annum for Life Cover Insurance and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 20,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc
- PE/TE selected candidates are required to obtain a Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 5 lakhs per annum for Life Cover Insurance and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.
- **The Trainee Engineers/Project Engineers/Field Operation Engineer who are currently working in BEL prior intimation shall be given before the last date of application to the respective HR department of the Unit/SBU/CSG where the engineer is working.**
- **Lateral application for the same post is not permitted. If applied, the application will be summarily rejected without assigning any reasons.**
- Candidates are required to possess at least one valid e-mail id, which is to be entered in the application form. 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.



- There will be no separate communication to any candidates on their non-selection at any stage.
- 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.
- Only Indian nationals need apply. The posts indicated above may vary based on the actual requirement at the time of selection. 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 what so ever.
- If candidate shortlisted/selected for the written test/Interview no changes to date/time/venue will be entertained at any point in time during the selection process.

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 whatsoever 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.

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 selection, 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.

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. For Application and prescribed formats please visit : www.bel-india.in/careers/

For queries related to advertisement & payment of application fee contact us at:

E-mail: rechr4042@bel.co.in, Telephone: 080-22195629.



भारत इलेक्ट्रॉनिक्स लिमिटेड - बेंगलुरु संकुल/ BHARAT ELECTRONICS LIMITED
जालहल्ली पीओ, बेंगलुरु 560013 Jalahalli P.O., Bengaluru 560013

No. 383/HR/REC/MR/25/PE-I

Date of Release of Advertisement:03.09.2025
Date of Walk in selection at Guwahati:17.09.2025

Bharat Electronics Limited a Navarna Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel on temporary basis for its MR SBU, Bengaluru Complex.

BEL Bangalore will conduct walk in selection for the following posts on temporary basis on 17.09.2025 at Guwahati, Assam.

Sl. No.	Post	Upper age limit as on 01.09.2025	No. of posts	Reservation of Posts	Minimum post qualification Experience as on 01.09.2025	Location of posting
1	Project Engineer-I	32 Years	Electronics : 09 Computer Science :04 Electrical :03	UR - 8 OBC(NCL) - 5 EWS -2 SC - 1	2 Years	Jorhat & Tezpur - Assam

Note: Number of vacancies may be increased or decreased based on the actual requirement at the discretion of the Management. Reservation for Persons with Benchmark Disability (PwBD) concession/relaxation for reserved categories will be as per Government guidelines.

Candidates who are desirous of applying for the post should be willing to be posted at the locations mentioned above and should be willing to travel across India.



- 1) Upper age limit mentioned above is for General & EWS candidates. The upper age limit will be relaxable for SC candidates by 5 years and for OBC candidates by 3 years. Upper age limit will be relaxable by 10 years for candidates belonging to Persons with Benchmark Disability (PwBD) category in addition to the relaxation applicable to their respective category.

Note: Where reservation is not available for a specific category or categories, candidates may apply for an unreserved post, provided they meet the minimum eligibility criteria for the unreserved posts.

2) **Terms of Engagement & Remuneration:**

- a) **Project Engineers** will be engaged initially for a period of **THREE** years which may be extended upto a maximum of Four years (including initial period) based on Project requirement and individual's performance. Candidates will be paid a consolidated remuneration of Rs. 40,000/- per month for the 1st year, Rs. 45,000/- per month for 2nd year, Rs. 50,000/- per month for 3rd year and Rs. 55,000/- per month for 4th year.

However, if any candidate has completed three years of tenure as a Trainee Engineer in BEL and has applied for Project Engineer post he/she will be directly inducted as Project Engineer -II. The remuneration of such candidates will be Rs. 45,000/- for the 1st Year, Rs. 50000/- for the 2nd Year and Rs. 55,000/- for the 3rd Year. The overall tenure will be limited to 3 years only.

Additional benefits payable: ₹12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc.

- b) **Retention Bonus for Project Engineer:** Project Engineers who join as Project Engineer-I and complete overall tenure of 4 Years will be entitled for Retention Bonus of Rs.25,000/- for every completed year. However, the retention bonus will be payable at the end of 04 Years i.e., Rs.1,00,000/-.

3) **Qualification for Project Engineer :**

Candidates need to possess the following essential qualification for the post:

Sl. No.	Post	Essential Qualification	Discipline
1	Project Engineer	B.E./ B.Tech./B.Sc (4 Years)Engineering degree from an AICTE/UGC approved college/Institute or recognized University in relevant discipline with PASS Class	Electronics - Electronics, Electronics & Communication, Electronics & Telecommunication, Communication, and Telecommunication.
			Computer Science - Computer Science/ Computer Science & Engineering/ Information Technology
			Electrical - Electrical & Electronics Engineering

Please Note:

- For the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.
- Candidates applying for the above indicated posts should possess Pass Class.
- Candidates have to compulsorily attach the Provisional / Final Degree Certificate as proof of completion of Degree and indication of Class and percentage of marks.
- 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.
- Candidate's application without the relevant prescribed documents mentioned will be rejected / cancelled without any prior intimation.

4) **Post Qualification Experience:**

Minimum Post Qualification Experience (As on 01.09.2025)

2 years relevant post qualification industrial experience. Only relevant post qualification experience will be considered.

Candidates should have experience in any of the following areas:

Experience in IP Networking, Helpdesk Management is desirable. Experience in IT Infrastructure Projects / IP Networking / Data Centre Projects / CCTV Projects/Sensors based IOT Projects / any IP enabled Electronic / Software product Installation, Configuration, Maintenance or Product Support services are preferred.

Please note that experience that is part of internship/ project work placements which were part of academic curriculum will not be considered as relevant experience. Work Experience prior to completion of the relevant minimum essential qualification will not qualify as relevant post qualification experience. Candidate should possess experience certificates / documents issued by previous and present employer clearly indicating the period of employment and post held. One year completed apprenticeship training will be considered as experience.

Work experience indicated without supporting documents, will not be considered.

The decision of the selection committee, with respect to relevance of experience will be final.

5) **JOB DESCRIPTION:**

- Configuration, Updation and Maintenance of IP Enabled sensors viz Cameras, Radar, Controller for electrical fence and its accessories and meet uptime SLA.
- Configuration, Updation and Maintenance of Data Centre infrastructure viz Servers, Switches, Storage, Fire control System, Access control System, CCTV System, Precision AC, DG Sets and UPS to meet uptime SLA.
- Configuration, Updation and Maintenance of IT Application Software and meet uptime SLA.
- Configuration, Updation and Maintenance of Command and Control Centre Viz PC, Work Station, Data Wall etc., along with sensor network, Power System and meet uptime SLA.
- Co-ordination with Customer, various OEMs/vendor's and BEL Bengaluru for smooth execution of project i.e., Installation & Commissioning and maintenance
- To maintain all standard documents required for Internal and External audit.



- Complaint registration & resolution, NMS verification, and logistic support.
- Client Interaction
- Ticket Management
- Alarm handling and escalation
- Documentation and reporting
- Co-ordination with partners/vendors and end users in resolving complaints for maintaining SLA.
- Troubleshooting & providing solutions
- Documentation and reporting the status of Systems
- Should be willing to work in 3 rotational shifts

6) **SELECTION PROCEDURE:**

- Selection will be conducted through **WALK-IN SELECTION OF PRE-RESIGTERED CANDIDATES** as per the schedule given below:

Name of the Post	Venue	Date	Reporting Time
Project Engineer	Guwahati (Venue will be intimated on BEL website on or before 11.09.2025)	17.09.2025	08:00AM

Interested candidates must pre-register for the walk in selection through below QR Code by 10th September 2025 06:00 PM. Candidates who do not register, will not be allowed to participate in the Selection Process.





- The selection process will commence at 08:00 AM. No candidate will be allowed to enter the venue after 08:30 AM. Selection will be through written test followed by interview. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:5 in each category.
- **Candidates may be required to stay for an additional day for the selection process. Candidates are therefore advised to come prepared accordingly.**
- No traveling expenses/ allowance will be given for attending the walk in selection.
- When coming for the selection , candidates have to carefully enter the details in the application and attach the documents as prescribed. Screening and selection will be based on the details provided by the candidates in the application form. Candidates furnishing 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. If at any further stage of selection , 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 without prior intimation. 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.
- Minimum qualifying marks required for suitability for different categories of candidates are as under:

Category	Written test	Interview
General/ EWS/ OBC-NCL	35%	35%
SC/PwBD	30%	30%

- The assessment weightage will be 85% and 15% for written test and interview respectively.



Please Note :

- Candidates are required to enter all the information correctly in the online application form and verify the same before submission as changes shall not be permitted after submission of the application form.
- Before applying for the post, the candidate should ensure that he/ she fulfils the eligibility criteria mentioned in the advertisement. No application will be entertained in hardcopy or any other mode of application.

Documents to be submitted at the time of walk in Selection :

- i) Duly filled in application form
- ii) 2 recent passport size photographs
- iii) Self attested copy of SSLC/Matriculation certificate (as proof of date of birth).
- iv) Self attested copy of PUC/12th Class/Diploma Marks Card
- v) Self- attested copies of Degree Certificate . All semester Marks Sheets/Final consolidated marks sheet. **In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/Credits to percentage in accordance with the respective University norms.**
- vi) Self- attested copies of Provisional/ Final Degree Certificate
- vii) Caste/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 01.09.2024 and for EWS Certificate issued for the year 2024-25.

- viii) Post qualification work experience certificate/s from previous / current employer clearly indicating service dates is compulsory. Where current employment proof is not produced the following documents shall be compulsorily attached:
- Offer of current appointment
 - Employee ID Proof
 - Latest Pay Slip
- ix) Candidates if working in PSUs/Govt. Organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
- x) Application fee payment receipt(if applicable)
- xi) Government issued Identity proof
- xii) Write up of the roles and responsibilities/ experience.
- xiii) Any other certificates
- xiv) If candidates are employed in BEL, they shall submit prior intimation to their respective SBU/Unit HR and copy of the same to be produced on the day of walk in interview.

Note: If any document / certificate furnished is in a language other than Hindi or English, a transcript of the same duly attested by a gazette officer or notary is to be uploaded.

Candidates are required to enter all information correctly in the online application form and verify the same before submission, as changes shall not be permitted after submission of the application form.

7) Application Fee:

Post	Application Fee	Exemption
Project Engineer	Rs. 472/- (Rs. 400 + 18%GST)	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.



- a) The application fee should be remitted through SBI Collect (through online or through SBI Branch). Application fees can be paid online by visiting the following link: <https://www.onlinesbi.com/sbicollect/icollecthome.htm?corpID=14842>
- b) Candidates are requested to read the details and screenshots for making the payment.
- c) 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 candidates should ensure to obtain the seal and signature of the bank official.
- d) Candidates have to enter the “SBI Collect reference No.” generated after payment in the online Application Form.
- e) 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

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 mentioned by them in the online application form.

8) GENERAL:

- a) Selected candidates are required to be covered under a medical insurance scheme for a sum of Rs.2 lakhs per annum and Life insurance for Rs. 5 lakhs per annum and submit the same on joining. In addition to the remuneration indicated, a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.
- b) Project Engineers who are presently working in BEL will not be eligible to apply for the post of Project Engineer. If applied, the application will be summarily rejected without assigning any reasons.
- c) If candidates are employed in BEL as Trainee Engineer and are fulfilling the eligibility criteria as per the advertisement can apply for the post of Project Engineer-I. They shall submit prior intimation to their respective SBU/Unit HR.
- d) Only Indian citizens can apply.
- e) The postings will be done based on the Company's requirement.



- f) The posts indicated above may vary based on the actual requirement at the time of selection.
- g) 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.

If at any further stage of selection, 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.

- h) Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selection. In case there is no mention of specialization in the qualifying degree as required in the minimum essential qualification, candidates are required to submit a certificate at the time of interview from their university/ institution/ college with a clear mention of their specialization in the qualifying degree.
- i) The results of the final selection will be made available on BEL website. The Provisional appointment order will be issued to the selected candidates by email.
- 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.
- k) Request for change of Mailing address/ email ID/ category/ posts as declared in the application will not be entertained.
- l) There will be no separate communication to any candidates on their non-selection at any stage.
- m) Candidates may also be deployed to work on other projects based on exigencies of work.
- n) Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on “Careers” section of BEL Website: <https://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.



- o) 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.
- p) Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
- q) Recruitment for posts reserved for EWS category will be governed as per DOPT OM dated 36039/1/2019-Estt(Res). 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.
- r) 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.
- s) 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.
- t) Appointment of the provisionally selected candidate will be subject to being found 'Medically Fit' by the Company's medical authorities as per the medical fitness standards laid down by the Company. The candidate who is called to report on selection should get himself/herself medically examined by a Civil Surgeon/Asst. Civil Surgeon and submit the medical report as per the requirement of the Company.

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.

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For any queries you can reach out to us at hrrmr@bel.co.in
