

ADVERTISEMENT NUMBER : 01/2021-22, DATED 21.07.2021

Applicants are advised to go through the website www.bel-india.in for any updates.

Bharat Electronics Limited, a Navratna Company and India's Premier Professional Electronics Company under Ministry of Defence, requires the following personnel **on contract basis** for its Hyderabad Unit.

1.REQUIREMENT OF PROJECT ENGINEERS:

Sl. No.	Post	Post Code	No. of Posts #	Reservat ion	Upper age limit as on 01.08.2021 *	Minimum Post Qualification Experience as on 01.08.2021*
1	Project Engineer – I (Electronics)	PEEL	36	GEN-15 OBC-09 SC-05 ST-03 EWS-04	28 Years	2 Years
2	Project Engineer – I (Mechanical)	PEME	08	GEN-03 OBC-02 SC-01 ST-01 EWS-01		
3	Project Engineer – I (Computer Science)	PECS	04	GEN-01 OBC-01 SC-01 ST-01		
4	Project Officer – I (Human Resources)	POHR	01	GEN-01		

* **Age:** 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 upper age limit in addition to the relaxation applicable to the categories mentioned above.

No. of Posts may vary at the time of final selection based on the requirement.

2. TERMS OF ENGAGEMENT & REMUNERATION:

2.1. **Project Engineer-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 project 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/- per month for 1st, 2nd, 3rd and 4th year of contract respectively.

2.2. In addition to the remuneration indicated above, a consolidated amount of Rs.10,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount shall be paid in two installments. First installment will be processed in the first month's salary after joining and the second installment will be paid after completion of 6 months from the date of joining.

3. EDUCATIONAL QUALIFICATION:

Sl. No.	Post	Post Code	Qualification
1	Project Engineer – I (Electronics)	PEEL	BE/B.Tech/B.Sc Engg. in Electronics / Electronics & Communication / E&T / Telecommunication
2	Project Engineer – I (Mechanical)	PEME	BE/B.Tech/B.Sc Engg. in Mechanical
3	Project Engineer – I (Computer Science)	PECS	BE/B.Tech/B.Sc Engg. in Computer Science
4	Project Officer – I (Human Resources)	POHR	MBA / MSW / MHRM / MA with the Specialisation in Human Resources

- Candidates should have obtained First Class in the indicated qualification for General, OBC and EWS candidates and Pass Class for SC, ST and PWD candidates.
- Candidates having part-time or correspondence course in indicated qualification are not eligible.
- Candidates having indicated qualification with other specialization will not be considered.
- In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates required to submit a certificate at the time of interview from their University/Institute with a clear mention to their specialization in the qualifying degree.

4. POST QUALIFICATION EXPERIENCE (AS ON 01.08.2021):

4.1 A minimum of 2 years of post-qualification relevant industry experience is mandatory to apply for the post of Project Engineer-I / Project Officer-I.

4.2 Please note the following:

- Academic / Teaching Experience/ Research work will not be considered.
- One year completed apprenticeship training will be considered as experience.
- The Cutoff date for deciding the maximum permissible age and experience (Post

Qualification Experience) shall be as 01.08.2021. In order to compute post qualification experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered. Wherever specific relevant experience is prescribed, Experience certificates/ Document issued by the previous / current employer clearly indicating the specific area of experience should be enclosed.

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

A) PROJECT ENGINEER-I (ELECTRONICS):

- Knowledge and Working Experience in RF and Microwave Subsystems or Radars, Communication Systems, Signal Processing areas.
- Knowledge and Testing Experience in the Electronic Warfare Subsystems like ESM, ECM, ELINT, COMINT, Jammers, etc will be an added advantage.
- Hands-on experience in the usage of Test Instruments like Network Analyzer, Spectrum Analyzer, Signal Generator, RF Power Meter, Digital storage Oscilloscope, Chip Scope, Logic Analyzer, Signal Analyzer, etc.
- Knowledge of Antenna Parameters and Hands-on experience in Antenna Testing will be an added advantage.
- Knowledge and experience in RF simulations and modeling using MATLAB, HFSS, etc will be an added advantage.
- Experience in managing Technical Work Teams, preparing and making Project Presentations, Work Planning, scheduling and execution will be desirable

B) PROJECT ENGINEER-I (MECHANICAL):

- Hands-on experience in Mechanical Designing, 3D Modeling, Generation of Engineering Drawings, Project Documents, Production Documents, etc using AutoCAD and Solid Works Software.
- Knowledge and Working Experience in the Design, Fabrication and Realization of Mechanical Structures.
- Experience in Microsoft Office Tools based Drafting for Documentation.
- Knowledge of advance light weight, strong and thermally conductive materials & special materials will be an added advantage.
- Knowledge & Experience in the Structural and Thermal Analysis / Simulations of Mechanical Designs will be an added advantage.

C) PROJECT ENGINEER-I (COMPUTER SCIENCE):

- Working Experience in Software Development in C++, JAVA, QT with Socket Programming and PostgreSQL / MySQL Database Programming.
- Working Experience in Software Testing & Documentation.
- Knowledge on Database & GIS Tools.
- Working Knowledge in Client Server Architecture, Interface Protocols (1553, TCP, UDP, Ethernet etc.,)

D) PROJECT OFFICER (HUMAN RESOURCES) :

- Good understanding of General HR Policies & Procedures. Knowledge of Employment / Labour laws.
- Hands on experience in implementing a variety of Human Resource Program / Policies.
- Experience in HRD processes such as Competency Mapping, arranging Training and Development (T&D) programmes, measuring effectiveness of T&D interventions etc.
- Excellent knowledge of MS Office.

5. REGISTRATION AND ONLINE APPLICATION PROCESS:

5.5 Interested candidates are advised to go through the norms in detail before processing of the online application.

5.6 Eligible candidates are required to apply online through BEL's website www.bel-india.in, click on CAREERS tab and RECRUITMENT tab and click on Advertisement link only. Or login by typing the URL mentioned below:

<https://register.cbtextams.in/BEL/HyderabadUnit/>

On-line application will be opened from 21.07.2021 (0900 hrs) to 04.08.2021 (1700 hrs)

- a. The candidates have to fill in all the details required in separate tabs. Upon filling up all the details, please verify the data entered and click on SUBMIT.
- b. On filling up the details, the application form can be downloaded by the candidate.
- c. Submission of applications through online will be open from 21.07.2021 (0900 hrs) to 04.08.2021 (1700 hrs).
- d. No changes shall be allowed once the candidate has saved and submitted his/her application. The same will be treated final for all the purposes.
- e. Applications are invited through online mode only. No other means/mode of application will be accepted.
- f. All correspondence with candidates shall be done through e-mail only. Candidates should possess a valid e-mail ID and mobile no, which should remain valid & active, till the completion of selection process. BEL will not be responsible for any loss of e-mail sent, due to invalid / wrong e-mail ID provide by the candidate or for delay / non-receipt of information if a candidate fails to access his / her mail / website in time.

06. APPLICATION FEE:

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

- ✓ The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
- ✓ Candidates are requested to read the instructions and screenshots for making the payment.
- ✓ 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.
- ✓ Candidates have to enter the **“SBI Collect Reference No.”** generated after payment, in the Application Form.

6.1 Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application.

6.2 Fee once paid will not be refunded, for what so ever the reason.

7. SELECTION PROCEDURE :

Candidates who meet the eligibility criteria w.r.t. Qualification and Experience will be allotted weightage as follows:

Criteria	Weightage
Percentage of Marks: Aggregate Marks secured in BE / B.Tech / B.Sc Engg (4 years) / MBA / MSW / MHRM in the relevant disciplines	75% or 75 Marks
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 completed experience of 6 months subject to a maximum of 10 marks.	10 Marks
Interview: Interview for the shortlisted candidates (Video - Based)	15 Marks
	100 Marks

7.1 In case any University / Institute following an evaluation system of CGPA / DGPA / OGPA or letter grade, the candidate, wherever applicable, it is mandatory for the candidate to submit percentage (%) conversion certificate issued by university / institution and awarded class along with the application.

7.2 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 relevant experience as indicated herein above in the ratio of 1:5. Only those candidates who are shortlisted will be called for the interview. Further candidates are shortlisted to the next level of selection is purely based on their declaration made about their credentials in the application form. 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.

7.3 The names of candidates shortlisted for interviews will be made available on BEL website.

7.4 Candidates who have been shortlisted for the interview will receive interview call only by email.

7.5 Interview will be through Video based and separate instructions for interview will be provided in Interview Call Letter to the short listed candidates.

7.6 The results of the final selection will be made available on BEL website.

7.7 Provisional appointment order will be issued to the selected candidates by email.

8. GENERAL CONDITIONS:

8.1 Only Indian nationals need to apply.

8.2 Candidate can apply for only ONE POST in one application.

8.3 Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking is required to submit '**No Objection Certificate**' at the time of Interview, without which such candidate will not be considered for the selection process.

8.4 The number of posts indicated above may vary based on the actual requirement at the time of selection.

8.5 Applications that are incomplete, without the required / mandatory enclosures / attachments will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained. There will be no separate communication to any candidates on their non-consideration at any stage of the selection process.

8.6 It is mandatory for the candidates who are already working with any of the units of Bharat Electronics Limited to intimate in writing to the respective HR before submitting their application online or if it is not intimated, candidate will be out of selection process without assigning any reason and no correspondence in this regard will be entertained. There will be no separate communication to any candidates on their non-consideration at any stage of the selection process.

8.7 The above opening is for Bharat Electronics Limited, Industrial Estate, Nacharam, Hyderabad- 500076, Telangana State. However, selected candidate may be required to serve in other location/s also, if need arises, as per Company's requirement.

8.8 Nature of job includes field work at Naval Dock Yards, Shipyards, vendor sites etc., hence the candidates should be willing to go on deputation and willing to travel on naval vessels for testing, field trials etc.,

8.9 Candidates are required to provide their one valid e-mail ID which shall be entered in the application form. Information pertaining to the interview will be sent to the shortlisted candidates only by e-mail. BEL will not be responsible for any loss of email sent due to invalid/wrong Email ID provided by the candidate or due to any other reason whatsoever. All correspondence will be done through e-mail only.

8.10 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.

8.11 The admission at all/any stage of selection process will be purely provisional. Mere issue of Interview Call Letter to the candidate will not imply that his/her candidature has been cleared by BEL. BEL reserves the right to debar / disqualify any candidates at any stage of the selection process for any reason whatsoever. Mere applying for the post shall not be deemed as selection.

8.12 Please ensure that the applicant fulfills all the eligibility criteria as stipulated in the advertisement. In case applicant fails to meet any of the eligibility criteria as stated in the advertisement for the post, his/her candidature will be cancelled at any point of selection process. The decision of the management in this regard would be final. Candidate must go through all instructions and eligibility criteria carefully before submission of Application fee.

8.13 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.

8.14 Short listing of candidates will be carried out purely based on the information declared by the candidates in the 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/terminate their Employment.

8.15 BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found suitable.

8.16 Candidates claiming to be belonging to SC/ST, OBC, EWS, PWD category are required to submit the latest certificate in the prescribed proforma (available in Company's website www.bel-india.in) issued by the competent authority along with the application. Certificate in any other proforma or issued by an authority other than the competent authority will not be accepted. Request for change of Category once declared in the application will not be entertained. The Caste/Disability certificate should be strictly in the format available on the BEL website, failing which candidates will be considered under 'General' category, provided that they are otherwise meeting all other criteria stipulated for General Category candidates.

8.17 Candidates belonging to OBC category should produce the certificate dated on or after 01.01.2020 along with Non Creamy Layer Certificate.

8.18 The advertisement is made available in bilingual (English and Hindi). In case of any misinterpretation of the advertisement, the English version is to be referred and that is final.

9. CLARIFICATIONS:

For further details or any clarifications, please feel free to contact on e-mail hydhrgen@bel.co.in Please note that no other form of communication will be entertained including telephone calls, conventional mail, fax etc.,

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