



**BHARAT ELECTRONICS LIMITED**  
**(A Govt. of India Enterprise under the Ministry of Defence)**  
**PANCHKULA**

**Advertisement No. PK84202425001**  
**Date of Release of Advertisement: 18.09.2024**  
**Last Date for Receipt of Applications: 10.10.2024**

Bharat Electronics Limited (BEL) is a Navaratna Company and India's premier Professional Electronics Company with a portfolio of over 350 different products in the areas of Military Communication, Radars, Naval Systems, C4I Systems, Weapon Systems, Homeland Security, Telecom and Broadcast, Electronic Warfare, Tank Electronics and Electro Optics.  
BEL, Panchkula invites applications from outstanding professionals for the post of Senior Engineer (Fixed Tenure Basis) for its project sites in Madhya Pradesh.

| Sl. No. | Post         | Role                                   | Tenure  | Relevant /Required Education Qualification & Discipline  | No. of Post (s) | Place of Posting                | Upper age limit as on 01.09.2024 for UR category | Basic Pay         | Minimum relevant post qualification Experience as on 01.09.2024 (Refer para 2.0 of the advertisement) | Reservation              |
|---------|--------------|--|---------|--|-----------------|---------------------------------|--|-------------------|---|--------------------------|
| 1       | Sr. Engineer | Interface Manager                      | 3 Years | B.E./ B.Tech./ B. Sc. Engineering in ECE/ EE/ ME/ Instrumentation or Equivalent  | 2               | Madhya Pradesh (Bhopal/ Indore) | 35 Years   | Rs. 50,000/- p.m. | 4 Years   | UR : 01<br>OBC(NCL) : 01 |
| 2       | Sr. Engineer | Safety, Health and Environment Manager | 3 Years | B.E./ B.Tech/ B.Sc Engineering and a full time degree/ diploma in Safety which is recognized by State and Central Government | 2               | Madhya Pradesh (Bhopal/ Indore) | 35 Years   | Rs. 50,000/- p.m. | 4 Years   | UR : 01<br>SC : 01       |



Age Relaxation will be extended as per Govt. guidelines in respect of Ex Servicemen and PwBD candidates.

## 1.0 EDUCATIONAL QUALIFICATION

**For the Post of Senior Engineer whose Role is Interface Manager:** B.E./ B. Tech/ B.Sc. Engineering or equivalent from an AICTE approved college/ Institute or a recognised University.

Percentage of Marks / Class: First Class

The Disciplines and subjects defined for the above post are as follows:

| DISCIPLINE                    |
|-------------------------------|
| Electronics and Communication |
| Electronics                   |
| Electrical and Electronics    |
| Mechanical                    |
| Instrumentation               |

**For the Post of Senior Engineer whose role is that of Safety, Health and Environment (SHE) Manager:** B.E./ B. Tech/ B.Sc. Engineering and a full time degree/ diploma in Safety which is recognised by State and Central Government

Percentage of Marks / Class : First Class

### Please Note :

- 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.
- B.E./B.Tech/ B.Sc. Engineering 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.



## 2.0 RELEVANT POST-QUALIFICATION EXPERIENCE

### **For the Post of Senior Engineer (Fixed Tenure) whose Role is that of Interface Manager:**

Candidates with specific experience as per the job responsibilities brought out below only will be considered for the job role.

At least 4 Years of experience of which at least 2 years is in installation, Testing, Commissioning of PSD. The following shall be considered a relevant experience:

- Interface with all stakeholders to achieve the required result in a railways related project
- Prepared the Work Forms to be used in correspondence, application for payments, application for inspection of works, material submittals, technical submittals, etc. The contractor shall use such forms in his correspondence with the construction Manager in a railways related project
- Monitored supervision consultant for compliance with their contractual responsibilities in a railways related project
- Monitored suitability and availability of drawings and other data to ensure the contractor has the right information for the work in hand in a railways related project
- Monitored labour levels and suitability of abilities for outstanding work items in a railways related project
- Monitored quality of product / information / coordination provided by the consultant in a railways related project
- Monitored the quality and timeliness of inspections carried out by the consultant in a railways related project
- Ensured the contractor submitted shop drawings, product data and samples, and coordinated with them with information received from other contractors and transmit to the consultant for review in a railways related project
- Monitored contractors for compliance of their contractual responsibilities in a railways related project
- Monitored progress of the works for compliance with schedule in a railways related project
- Monitored quality of the work installed for compliance with project standards in a railways related project
- Ensured that materials for the works are submitted for approval on time, delivered on time and suitably stored on site prior to incorporation in the works in a railways related project
- Ensured that each contractor complies with the current coordinated method statement for coordinating with other contractors in a railways related project
- Monitored contractor's compliance with HSE & security requirements in a railways related project



**For the Post of Senior Engineer (Fixed Tenure) whose role is that of Safety, Health and Environment (SHE) Manager:**

At least 4 Years to 7 years with minimum 2 years of relevant experience in a railways related project such as

- Managerial experience to verify, approve and monitor safety/environment standards across the Metro network and operations
- Ensured that SHE Policies, Procedures and Systems in accordance with ISO 9001, ISO 14001, ISO 45001 are established implemented and maintained.
- Ensured that the SHE Management System is maintained in accordance with requirement of the International Standard ISO 14001 and all Indian Law requirements
- Conducted safety meetings, audits, and inspections to ensure compliance, evaluated performance, identified corrective action, and implemented follow-up assessments. Planned, implemented and conducted preventative care, safety, and compliance training programs.

**Please Note:**

The decision of the selection committee, with respect to relevance of experience and selection of candidates in specified grade will be final.

Prior experience as Trainees / Fixed tenure / Contractual engagement in BEL / other PSUs will not be considered as relevant experience for the posts advertised.

**Academy / Teaching / Apprenticeship Training / Research work experience will not be considered as relevant post qualification / industrial experience. Internal Fixed Tenure Executives (in service) are not eligible to apply.**

**3.0 UPPER AGE LIMIT & RELAXATION**

The upper age limit, as on 01.09.2024, for unreserved category is 35 years for the post of Senior Engineer on Fixed Tenure Basis.

**Relaxation of Upper Age Limit**

| Category                                  | Age Relaxation |
|---|----------------|
| Other Backward Classes (Non Creamy Layer) | 3 Years        |
| Scheduled Caste                           | 5 Years        |

Age Relaxation will be extended as per Govt. guidelines in respect of Ex Servicemen and PwBD candidates

**4.0 REMUNERATION**

Pay scale Rs. 50,000 - 3% - 1,60,000/-; in addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, Perquisites such as Professional Development Allowance, Conveyance Allowance, Leave Travel Allowance etc., Performance Related Pay (PRP), Medical facilities, and Provident Fund as per the Company's rules will be part of the remuneration package.



## 5.0 SELECTION PROCEDURE

- a. 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. 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 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, qualifications and other eligibility norms will be final and binding on the candidate.
- b. Candidates will be called for Written Test. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:7.
- c. The list of candidates shortlisted for the Written Test / Interview will be posted on the BEL Website.
- d. Candidates are required to comply with the instructions indicated in the Admit Card.

## 6.0 METHOD OF SELECTION

Selection will be through a Written Test, followed by an Interview, only for those candidates who qualify in the Written Test. Candidates will be shortlisted for interview in the order of merit in the ratio 1:7.

## 7.0 FEE PAYMENT

- a. Candidates are required to remit an amount of Rs. 400/- plus 18% GST towards application fee through SBI Collect (through online mode or through SBI Branch). SC/ST/PwBD/ Ex-Servicemen candidates are exempted from payment of application fee.
- b. Candidates are required to read the details and screenshots for making the payment.
- c. Candidates can also make the payment by approaching SBI branch. Candidates are required to select SBI branch in the payment option and download & print the challan generated through SBI Collect and deposit the application fee of Rs. 400/- plus 18% GST applicable bank charges in any SBI Branch. The candidate 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 Application Form. SC/ST/PwBD/ Ex-Servicemen candidates are exempted from payment of application fee.
- e. Candidate may go through all instructions and eligibility criteria carefully before remitting application fees and sending the application. Fees once paid will not be refunded under any circumstances. Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.



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

### **INSTRUCTION FOR MAKING PAYMENT:**

- a. Go to [www.onlinesbi.com](http://www.onlinesbi.com) and select:- State Bank Collect.
- b. Accept Terms and Conditions and click on “Proceed”.
- c. Select state of Corporation/ Institution: - All India.
- d. Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on “Go” option.
- e. Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on “Submit” button.
- f. Select Payment category: - “Recruitment of Senior Engineer Fixed Term – Interface Manager / SHE Manager (as applicable)”
- g. Complete the payment as explained above
- h. Take a print of the payment receipt and attach it with the application form.

### **8.0 GENERAL INSTRUCTIONS**

- a. Only Indian citizens can apply. Internal Fixed Tenure executives (in service) are not eligible to apply.
- b. The Cut-off date for deciding the maximum permissible age, qualification and Post Qualification experience etc. shall be 01.09.2024. In order to compute post qualification work experience, the period of work experience starting from the date following which the marksheet of the essential educational qualification was issued to the candidate / the date on which result was issued by the university/ institution shall be considered. Relaxation in age, minimum percentage of marks in written test, etc will be provided subject to vacancy in respective category in that particular discipline as detailed in the advertisement. In absence of vacancy in category/ caste based posts for a particular discipline, category candidates who apply will be treated at par with UR Criteria.
- c. Candidates working in PSUs/ Government/ Quasi Government organizations should compulsory produce “No Objection Certificate” at the time of the interview. Such candidates, who are unable to produce NOC at the time of interview, will not be considered for interview.
- d. Request for change of category/ Mailing address/ email ID/ posts as declared in the application will not be entertained.



- e. The exact date and time of the selection process shall be communicated in the Admit Card for Written Test. Candidates are required to possess at least one valid e-mail id which is to be entered in the application form. Information pertaining to the Written Test/ Interview will be sent by e-mail to the id that is furnished and also will be published in the BEL Website. BEL will not be responsible for bouncing of any e-mail sent to the candidate.
- f. The Disability Certificate should be strictly in the format available on the BEL website.
- g. The number of posts indicated above may vary based on the actual requirement at the time of selection.
- h. Canvassing in any form will result in disqualification.
- i. 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. The admission at all / any stage of selection process will be purely provisional. Mere issue of admit card / interview call letter/provisional offer of appointment to the candidate will not imply that his / her candidature has been cleared by BEL. BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason what so ever 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.
- j. Interested candidates meeting all the criteria mentioned above, should **submit the application in the format appended to this advertisement along with the following self-attested photocopies of the documents (one set in following sequence)** and send the applications through post, super-scribing on the envelope the post applied for. All details given in the application form will be treated as final and no changes will be entertained.
- Self-attested copy of **SSLC/Matriculation Certificate** (proof of age).
  - Self-attested copy of **PUC/12th Class/Diploma Marks Card**.
  - Self-attested copies of **Degree Marks card(s)** for having passed **all semesters/years**.
  - Self-attested copies of **Provisional/Final Degree Certificate(s)**.
  - Conversion formula certificate for conversion of CGPA** to percentage, duly certified by the University/ Institution, wherever applicable.
  - Self-attested copy of Caste/ Category Certificate (If applicable)  
Note: OBC certificate along with Declaration in the format prescribed by the Govt. of India for “Appointment in Central Govt. Posts” issued by the competent authority on or after 01.09.2023 should be produced. Income certificate will not be considered as OBC certificate.
  - Self-attested copy of Disability Certificate (In case of PwBD Candidate)





viii) **Post qualification experience certificate(s) from previous to 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. In case relevancy of experience of the candidate cannot be established, his candidature will be not be considered. Teaching will not be considered as relevant experience. In case, fail to enclose the supporting documents your application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.

ix) Candidates if working in PSUs/ Govt. organizations/ Quasi Government organisations should compulsorily submit **‘No Objection Certificate’** at the time of application or interview.

x) **SBI Fee Payment Receipt** (if applicable).

xi) Write up of the roles and responsibilities/ experience.

xii) Any other certificates

Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.

Applications complete in all respects should be sent by post (sealed envelope-A4 size only) –

Super-scribed for **“Application for the post of Sr. Engineer on Fixed Tenure Basis (Interface Manager / SHE Manager)”**  
and sent to below mentioned address:

**Senior Deputy General Manager (HR&A),  
Bharat Electronics Limited,  
Plot No. 405, Industrial Area Phase III  
Panchkula -134113, Haryana, India.**

The application should reach the given address on or before 10.10.2024, any applications received after the closing date will not be considered, applications that are incomplete, not in the prescribed format, not eligible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained. Application(s) sent through e-mail / any other channel will not be considered. BEL will not be responsible for any delay or loss in postal transit for any reason whatsoever.

There will be no separate communication to any candidates on their non-selection at any stage.

k. Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

l. The postings will be done based on the Company’s requirement.





- m. The posts indicated above may vary based on the actual requirement at the time of selection.
- n. 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
- o. Candidates may also be deployed to work on other projects / outstation sites, units, based on exigencies of work.
- p. In case any dispute arises on account of interpretation of clauses in any version of this advertisement other than English, the English version available on BEL website shall prevail.
- q. Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Panchkula/ Chandigarh.
- r. 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.

#### Disclaimer

BEL has a robust and transparent recruitment process where the selection criteria are 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.

किसी प्रकार की पूछताछ के लिए कृपया ई-मेल आई.डी: **PKHRRECT@BEL.CO.IN** पर संपर्क करें।  
**For any queries you can reach out to us at PKHRRECT@BEL.CO.IN**

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