



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

**Advertisement No.383/HR/HLS&SCB2024-25**

**Date: 11.12.2024**

Bharat Electronics Limited a Navarna Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel **on Fixed Term Basis** for HLS&SCB SBU for its project at **Uttar Pradesh location**.

S. No.	Role	No of Post	Qualification / Discipline	Post Qualification Experience as on 01.12.2024	Reservation	Upper Age Limit 01.12.2024	Pay scale
I	<b>POST- DEPUTY MANAGER</b>						
a	Solution Architect	1	ME/M.Tech/ B.Tech/ BE: Electronics/Computer Science. <b>OR MCA</b>	9 Years	UR - 2 OBC- 1	45	60,000-3%- 1,80,000/- + other admissible allowances
d	SOC Expert	1					
e	VAPT Expert	1					
II	<b>POST – MANAGER</b>						
a	Operations Manager	3	ME/M.tech/B.Tech/B.E: Electronics/Computer Science. <b>OR MCA / M.Sc/M.Sc Tech (Computer Science or IT) OR Post Graduation degree in Geology / Geo-Informatics/ Remote Sensing</b>	14 Years	UR- 2 OBC-1	50	70,000-3%- 2,00,000/- + other admissible allowances

**\*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:**

**i. Deputy Manager:**

**Pass Class** for General/ OBC/ EWS/SC/ ST/ PwBD (Person with Benchmark Disability) candidates from an AICTE approved College/ Institute or a recognized University.

Full time B.E/B.Tech /ME/M.tech in Computer Science / Computer Science Engineering / Computer Science & Engineering / Electronics / Electronics & Communication / Communication / Electronics & Telecommunication / Telecommunication Engineering **OR** Master of Computer Application completed candidates from an AICTE approved College/Institute or a recognized University.



## ii. Manager:

**Pass Class** for General/ OBC (NCL)/ EWS/SC/ ST/ PwBD (Person with Benchmark Disability) candidates from an AICTE approved College/ Institute or a recognized University.

Full time B.E/B.Tech /ME/M.tech in Computer Science / Computer Science Engineering / Computer Science & Engineering / Electronics / Electronics & Communication / Communication / Electronics & Telecommunication / Telecommunication Engineering **OR** MSc/MSc (Tech) in Computer Science/ Information Technology **OR** Post-Graduation degree in Geology/ Geo Informatics/ Remote Sensing **OR** Master of Computer Application completed candidates from an AICTE approved College/Institute or a recognized University.

The Disciplines and subjects defined for the Engineering posts mentioned above are as follows:

Discipline	Branch
ME/M.Tech/ B.Tech/BE: Electronics	Electronics Electronics & Communication Electronics & Telecommunication Communication Telecommunication
ME/M.Tech/B.Tech/BE: Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering. Information Technology
MSc/MSc (Tech): Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering.
MSc/MSc (Tech): Information Technology	Information Technology
MSc: Geology	Geology Geo Informatic Remote Sensing
MCA	Master of Computer Application

### 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/ ME/M.Tech/ MSc/MSc (Tech)/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 01.12.2024:

**Deputy Manager : Upper age limit is 45 years.**

**Manager : Upper age limit is 50 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 for applicable category).

**3. Period of contract:**

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

**4 Experience as on 01.12.2024:**

**RELEVANT POST-QUALIFICATION INDUSTRY EXPERIENCE:**

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

Sl. No.	Role	Experience	Job Roles & Responsibilities	Desirable Certifications
1	Solution Architect (Applications)	<ul style="list-style-type: none"><li>➤ Minimum 9 years of experience in Application Development / Solution Architect</li><li>➤ Should have experience of more than 5 years as Solution Architect in large projects of similar nature</li><li>➤ Should have architected at least two such large scale ERSS/ITeS projects in Government or Private Sector</li><li>➤ Should have experience in implementing at least 3 projects in the proposed enterprise/solution architecture</li></ul>	<ul style="list-style-type: none"><li>➤ To conceptualize and interpret new architecture designs and requirements into an architecture and design that shall become the blueprint for the solution being created.</li><li>➤ For implementing the applications as defined in the application solution being created.</li><li>➤ For implementing the applications as defined in the application architecture using appropriate technologies and thereby design secure applications. comprehensive architecture for a software solution and providing strategic direction throughout the development process</li><li>➤ To research, analyse and interpret highly complex technical data for comprehension at various organizational levels and provide recommendations</li></ul>	TOGAF (Open Group Architecture Framework) / Certified System Architect (CSA)



			<ul style="list-style-type: none"> <li>➤ To work with the other user departments in applying solutions to business problems, and place the solutions to the enterprise architecture across all viewpoint</li> </ul>	
2	SOC Expert	<ul style="list-style-type: none"> <li>➤ Minimum 9 years of relevant experience in Incident responder, Security investigator, Advanced security analyst, Security engineer/ architect.</li> <li>➤ Should have knowledge on networking and security</li> </ul>	<ul style="list-style-type: none"> <li>➤ Should be responsible for 24 X 7 monitoring basis with onsite personnel</li> <li>➤ Should be responsible for reporting of security alerts and incidents</li> <li>➤ Should be responsible for capturing data from all devices on real time basis</li> </ul> <p>The Main Duties and Responsibilities of SOC Experts</p> <ol style="list-style-type: none"> <li>a) Investigate all suspicious activities</li> <li>b) Maintain secure monitoring tools</li> <li>c) Review and report on all cybersecurity processes</li> <li>d) Keep all security programs and resources up to date.</li> <li>e) For reporting of security alerts and incidents.</li> <li>f) For detecting internal and external cyber-attacks on project infrastructure.</li> <li>g) For capturing data from all devices on real time basis.</li> <li>h) For providing security reports to Customer or any other agency on daily, weekly, monthly, quarterly, and yearly basis (when required)</li> <li>i) Assist in conducting security audits</li> <li>j) Compliance to security policy and any policy defined by Cert-In</li> </ol>	At least one industry leading SIEM product OR other leading certifications in security, such as CISA/CISM /CRISC
3	VAPT Expert	Minimum 9 years of relevant experience	<ul style="list-style-type: none"> <li>➤ Should have prior experience of working with standards such as ISO 27001, ISO 20000, COBIT framework, ITIL.</li> <li>➤ Should have understanding of applicable laws, regulatory requirements, and frameworks. Should possess good IT auditing skills coupled with characteristics like reliability,</li> </ul>	Certification in at least one industry leading SIEM product and preferably CEH



			<p>pro-activeness, and attentiveness.</p> <ul style="list-style-type: none"> <li>➤ Should have comprehensive knowledge on regular network scanning, firewall logging, penetration testing and related domains.</li> <li>➤ Should be capable of analysing network scans and pen test results, firewall logs or vulnerability scan results to find anomalies that suggest a malware attack or other malicious event has taken advantage of security vulnerability or could possibly do so.</li> <li>➤ Should be capable of performing rigorous analysis to identify and ascertain vulnerabilities, risks, and threats. Should be able to test customized patching solutions.</li> <li>➤ Manage the compliance efforts of all internal and outsourced functions that have one or more information security-related responsibilities, to ensure that IT security compliance efforts are consistent</li> </ul>	
4	Operations Manager	Minimum 14 years of relevant experience	<ul style="list-style-type: none"> <li>➤ Should have prior experience of working with Emergency Response Systems like Dial 100 / 112 or any other Emergency services.</li> <li>➤ Should have understanding of applicable laws, regulatory requirements, and frameworks of working of Police Department.</li> <li>➤ Should be able to Supervise the integration of Emergency Response Service Solution (ERSS) with other departments like CCTNS, NHAI, Smart City, NDRF, Railways etc</li> <li>➤ Should be able to Collate</li> </ul>	



			<p>data from various dashboards and supporting Customer in taking informed decisions. Analysing the performance of ERSS and share input with OEMs for upgrading the software and to ensure that necessary SLAs are met.</p> <p>➤ Should be able to Impart training of delivered critical 20/25 applications of ERSS solution to representatives of Customer. Providing regular support for these applications. Preparing SLA reports and acceptance by Customer.</p>	
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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.**

**Please Note:**

- a. Only **relevant educational qualification** and relevant **post-qualification Industry** experience will be considered as per the advertisement.
- b. The decision of the selection committee, with respect to relevance of experience and selection of candidates will be final. Work experience indicated without supporting documents, will not be considered.
- c. Candidates are requested to read the advertisement in details & apply to the job code.

**5. REMUNERATION:**

**Deputy Manager:** Basic Pay Rs.60,000/- (Pay scale Rs. 60,000-3%-1,80,000), in addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities and Provident Fund as per the Company's rules will be part of the remuneration package.

**Manager:** Basic Pay Rs.70,000/- (Pay scale Rs. 70,000-3%-2,00,000), in addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities and Provident Fund as per the Company's rules will be part of the remuneration package.

**6. SELECTION PROCEDURE:**

- a. Candidates have to carefully enter the details in the application and attach the documents as prescribed. In case, the details mentioned do not tally with supporting documents, the candidate's application will be rejected without any prior intimation.



- b. Candidates meeting the eligibility criteria as stipulated in the advertisement will be called for **Written Test** (85 marks) for shortlisted candidates based on screening of the application and the documents submitted by the applicant.
- c. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:7 post wise and category wise.
- d. The list of candidates shortlisted for the Written Test / Interview will be posted on the BEL Website. Candidates are required to comply with the instructions indicated in the Admit Card.
- e. Please note that Written Test/Interview call letters will be sent through email only.

**7. METHOD OF SELECTION:**

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 to the eligible candidates in due course.**

**8. APPLICATION FEES:**

Post	Application fee	Exemption
Deputy Manager (E4)	Rs. 400/- + 18% GST	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.
Manager (E5)		

- 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 take the screenshots for making the payment.
- c) 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.
- d) 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.

**INSTRUCTION FOR MAKING ONLINE PAYMENT:**

- a. Go to [www.onlinesbi.sbi](http://www.onlinesbi.sbi) 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: -  
**Deputy Manager (E-IV) for UP, HLS&SCB**  
**Manager (E-V) for UP, HLS&SCB**
- g. Complete the payment as explained above
- h. Take a print of the payment receipt and attach it with the application form.  
**SBI Link: <https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>**
- i. Candidates are requested to read the details and take screenshots for making the payment.
- j. 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.

### **HOW TO APPLY:**

Application form will be made available in the BEL website under career section against the advertisement.

Applicants shall download and fill the application form.

Applications complete in all respects should be sent by post (sealed envelope-A4 size only) - Super-scribed for Deputy Manager - “**Application for the post of Deputy Manager**” and for Manager - “**Application for the post of Manager**” sent to below mentioned address:

**Assistant Manager (HR/HLS&SCB),  
Bharat Electronics Ltd,  
Jalahalli post, Bengaluru – 560013**

The application should reach the given address on or before **25.12.2024** 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.

**Documents to be submitted:** Candidates are required to attach the following documents along with the application.

- a. SSLC/SSC/ISC/10<sup>th</sup> Standard marks card (as proof of date of birth).
- b. All certificates (starting from Matriculation/Class X) in support of educational qualifications.
- c. ME/M.Tech/MCA/MSc/MSc (Tech)/B.E/B.Tech final Degree certificate (as applicable).
- d. All semester Marks Sheets/Final consolidated marks sheet.
- e. **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.**





- f. 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 01.12.2023. Candidates belonging to EWS category are required to produce the Income & Asset certificate either for the year 2023-24 or the present financial year. (Prescribed formats are attached long with this advertisement).
- g. 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.**
- h. Write up of the roles and responsibilities/ experience.**
- i. Candidates if working in PSUs/ Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
- j. Outstation Candidates called for interview shall be reimbursed AC Chair Car / Third Tier A/C fare for Deputy Manager (E-IV) grade and II Tier AC fare for Manager (E-V) grade to and fro train fare by the shortest route (from their correspondence address) on production of receipt or other supporting documentary evidence in respect of the onward journey.
- k. Request for change of category once declared in the application will not be entertained.
- l. Candidates are required to travel extensively anywhere in India.
- m. The exact date and time 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.
- n. In the event any applicant has litigated with his/her employer in the past, the same should be clearly mentioned in brief.
- o. SC/ST/OBC/EWS/ Disability Certificate should be strictly in the format available on the BEL website.
- p. The number of posts indicated above may vary based on the actual requirement at the time of selection.
- q. Canvassing in any form will result in disqualification.
- r. Copy of the SBI receipt.
- s. Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.
- t. Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website ([www.bel-india.in](http://www.bel-india.in)) and no



separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

**GENERAL:**

- 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 one Post/Role no changes will be entertained at any point in time during/ after 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/](http://www.bel-india.in/careers/)**

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

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

**E-mail: [rech4042@bel.co.in](mailto:rech4042@bel.co.in), Telephone: 080-22195629.**

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