



QUALITY. TECHNOLOGY. INNOVATION.  
**BHARAT ELECTRONICS LIMITED**

**KOTDWARA - 246 149**

**DISTT: PAURI GARHWAL (UTTARAKHAND)**

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

**Adv. No.: 21001/HR/KOT/REC/2025/03**

**Dated: 01.06.2025**

Bharat Electronics Limited, a Navratna Company and India's premier professional Electronics Company under the Ministry of Defence requires the following personnel **on temporary basis**, for Kotdwara Unit for its various projects locations all over India.

POST	DISCIPLINE WISE NO. OF POSTS	UPPER AGE LIMIT AS ON 01.06.2025	RESERVATION OF POSTS	PROJECT LOCATION AND PLACE OF POSTING
<b>TRAINEE ENGINEER-1</b>	ELECTRONICS - 03	28 Years	OBC-NCL-01 ST-01 EWS-01	KOTDWARA UNIT/ NORTH EAST & OTHER LOCATION AS PER REQUIREMENT
<b>PROJECT ENGINEER-I</b>	ELECTRONICS - 02	32 Years	UR- 01 OBC-NCL- 01	KOTDWARA UNIT/ NORTH EAST & OTHER LOCATION AS PER REQUIREMENT

**1.0 AGE AS ON 01.06.2025**

- The upper age limit mentioned above is for General and EWS candidates. The age limit will be relaxable for SC & ST candidates by 05 years and for OBC-NCL candidates by 03 years. Candidates belonging to PwBD Category, having minimum 40% disability or more will get 10 years age relaxation in addition to the relaxation applicable to the categories mentioned above.
- SSLC/ SSC/ ISC Marks Card or any other valid document will be considered as proof of Date of Birth.

**2.0 TERMS OF ENGAGEMENT AND ALLOWNACES:**

- Project Engineer –I (PE-I)** : Will be engaged for a initial period of 03 year, which may be extended up to a maximum of One year (Maximum tenure of 04 years) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs. 40,000/- per month for the 1<sup>st</sup> year, Rs.45,000/- for 2<sup>nd</sup> year, Rs.50,000/- for 3<sup>rd</sup> year and in the event of extension of contract Rs.55, 000/- for 4<sup>th</sup> year.
- Trainee Engineer-I (TE-I)** : Will be engaged for an initial period of 2 years, which may be extended up to maximum of One year (Maximum tenure of 3 years) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs. 30,000/- per month for the 1<sup>st</sup> year, Rs. 35,000/- for 2<sup>nd</sup> year and in the event of extension of contract Rs. 40,000/- for the 3<sup>rd</sup> year.
- However, if any candidate has completed three years of tenure as a Trainee Engineer in BEL and is selected for the post of Project Engineer against this advertisement, he/she will be directly inducted as Project Engineer-II. The remuneration of such candidates will be Rs.45, 000/- for the 1<sup>st</sup> year, Rs. 50,000/- for 2<sup>nd</sup> year and Rs.55, 000/- for the 3<sup>rd</sup> year. The overall tenure will be limited to 3 years only.
- In addition to the remuneration indicated above, a consolidated amount of Rs. 12,000/- per year will be paid towards expenses like insurance premium, attire allowance, stitching charges, footwear allowances etc. The additional amount shall be paid into two instalments. First instalment will be processed in the first month's salary after joining and the second instalment will be paid on completion of 06 months from date of joining.
- PE/TE selected candidates who are on Movement Order will be eligible for TA/DA, hotel accommodation as per the Travelling Allowance Rules of the Company. PE/TE selected candidates will be entitled for Local Conveyance (only for official duty) as applicable to the Kotdwara Unit. PE/TE selected candidates who are posted outside the Bengaluru Unit will be paid Area allowance on monthly

basis at the rate of 10% of the consolidated remuneration. Lunch allowance will be paid at the rate of Rs. 150/- per day for the Trainee /Project Engineers selected candidates who are detailed on Company's work outside the factory premises for 3 hours or more, during their respective shifts including normal lunch break / time. Trainee / Project Engineers who are posted outside the Unit / Office locations of BEL and being paid Area Allowance will not be entitled for Lunch Allowance.

- f) Candidates who join as Trainee Engineers may be advanced to Project Engineers on completion of 2 years' tenure in Trainee Engineer subject to the provisions contained in rules & regulations. Post advancement to Project Engineer-I, the engagement shall be for a period of 3 years which may be extended up to a maximum of one year based on project requirement and performance of the Project Engineer with due approval of the competent authority. Retention bonus will also be extended to Project Engineers who have advanced from Trainee Engineer role provided they complete overall tenure of 4 years in Project Engineer role. However, the retention bonus will be calculated for the tenure in Project Engineer role.
- g) **Retention Bonus for Project Engineers:** Project Engineers who will join as Project Engineer-I and complete overall tenure of 04 years will be entitled for Retention Bonus for Rs. 25,000/- for every completed year. However, the retention bonus will be payable at end of 04 years i.e. Rs.1,00,000/-. **Retention Bonus will also be extended to Project Engineers who have advanced from Trainee Engineer role provided they complete overall tenure of 04 years in project engineer role. However, the retention bonus will be calculated for the tenure in Project Engineer role.**

### 3.0 QUALIFICATION:

POST	DISCIPLINE	MINIMUM NO. OF MONTHS / YEARS' EXPERIENCE & AREA OF EXPERIENCE as on 01.06.2025
TRAINEE ENGINEER-I	<b>ELECTRONICS</b> - B.E./ B.Tech/ B.Sc Engineering (04 Year course) with Pass Class from a recognized University/ Institution in the relevant disciplines of <ul style="list-style-type: none"> <li>➤ Electronics</li> <li>➤ Electronics &amp; Communication</li> <li>➤ Electronics &amp; Telecommunication</li> <li>➤ Communication &amp; Telecommunication</li> </ul>	NIL
PROJECT ENGINEER-I	<b>ELECTRONICS</b> - B.E./ B.Tech/ B.Sc Engineering (04 Year course) with Pass Class from a recognized University/ Institution in the relevant discipline <ul style="list-style-type: none"> <li>➤ Electronics</li> <li>➤ Electronics &amp; Communication</li> <li>➤ Electronics &amp; Telecommunication</li> <li>➤ Communication &amp; Telecommunication</li> </ul>	02 Years Minimum

- a) BE./ B.Tech/ B.Sc. Engg. (4-year course) with **PASS CLASS** from a recognised University/Institution in the relevant discipline are eligible.
- b) Candidate must possess all years/semester marks sheet and degree certificate. In case of CGPA grading, conversion certificate to substantiate the claim shall be attached and has to be indicated in the application form.
- c) 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 to their specialization in the qualifying degree.
- d) Candidates having indicated qualification with other disciplines will not be considered.

### 4.0 POST QUALIFICATION EXPERIENCE AS ON 01.06.2024

- **Project Engineer - I**
- a) Minimum 02 (Two) years of relevant post qualification industrial experience is required for all disciplines mentioned in Para.3.0.
- b) Candidates willing to apply for Project Engineer - I post should have relevant post qualification experience only need to apply.

- c) Teaching/Research work, experience in non-profit organization, internship/ project work placements which are part of academic curriculum will not be considered as experience. Work experience prior to completion of the relevant Qualification will not qualify as relevant Post Qualification Experience.
- d) Candidate should possess Experience Certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.
- e) The decision of the Selection Committee with respect to relevance of work experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be rejected / cancelled without any prior intimation.

## 5.0 SELECTION PROCEDURE & MODE OF SELECTION:

### a) Trainee Engineer-I

- i. Candidates meeting the eligibility criteria specified in the advertisement, will be called for Written Test and candidates shall be selected in the order of merit i.e., category wise, discipline wise.  
The Written test shall be conducted for **100 marks**.
- ii. The minimum qualifying marks required for suitability for different categories of candidates are as under:

Category	Written Test
General/EWS/OBC-NCL	35%
SC/ST/PwBD	30%

- iii. The question paper will include negative marking of  $\frac{1}{4}$  (0.25) mark for each wrong response.

### b) Project Engineer-I

- i. The selection for the post of Project Engineer shall be through written test followed by interview for shortlisted candidates.
- ii. The minimum qualifying marks required for suitability for different categories of candidates are as under:

Category	Written Test
General/EWS/OBC-NCL	35%
SC/ST/PwBD	30%

- iii. Candidates meeting the stipulated eligibility criteria specified in the advertisement, will be called for a written Test.
- iv. The venue for the Written Test and Interview will be Kotdwara Unit

## 6.0 HOW TO APPLY:

Candidates are advised to download the application format available on the company's website [www.bel-india.in](http://www.bel-india.in). The downloaded application format duly filled in all respects with recent colour passport size photograph of the applicant duly affixed in the column provided in the Application Form along with the photocopies of the below mentioned documents/enclosure is to be forwarded to **Sr.DGM (ES & HR&A), Bharat Electronics Limited, Kotdwara, Pauri Garwhal, Uttarakhand – 246149** by **POST ONLY**, so as to reach us on or before **15.06.2025**.

- a) Applications that are incomplete, not in the prescribed format, not legible, without the required enclosures will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained. To send the hard copy of the application by post to the above mentioned address super scribing the post applied for on the envelope so as to reach us **on or before 15.06.2025**.  
For example: '**APPLICATION FOR THE POST OF TRAINEE ENGINEER-I / PROJECT ENGINEER-I**'.

### b) **Important Dates-**

Last date for receiving the filled in applications by post & making payment	<b>15.06.2025</b>
Written Test / Interview	<b>Will be Intimated</b>

## 7.0 DOCUMENTS TO BE ATTACHED BY THE CANDIDATES:

- a) SSLC/SSC/10<sup>th</sup> Standard marks card or any other valid document as proof of Date of Birth.
- b) B.E./B.Tech/ B.Sc Engineering Degree certificate (as applicable), **clearly indicating the discipline and class obtained**.
- c) All semester marks cards or consolidated marks card.
- d) CGPA conversion document (wherever applicable).

- e) Caste/ Tribe / Community / Disability / Economic status certificate in case of candidates belonging to SC/ST/OBC/(NCL)/PwBD/ 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 links to the advertisement. Candidates belonging to OBC(NCL) category should produce the certificate issued on or after **01.04.2024**.
- f) Post qualification work experience certificate/s from previous / current employer indicating the service dates is compulsory. Where current employment certificate is not produced, the following documents should all be compulsorily attached.
  - Offer of current appointment,
  - Employee ID Proof
  - Latest pay slip
- g) Candidates working on permanent / fixed tenure basis in PSUs / Govt. organizations should compulsorily submit the application through proper channel or produce 'No Objection Certificate' at the time of the interview.
- h) Government issued Identity Proof (Aadhar card / Driving License / Voter ID).
- i) Application fee payment receipt (if applicable).

#### 8.0 MODE OF PAYMENT: -

- a. The payment mode is online only. Please check the link given on BEL website regarding instructions for making SBI online payment of application fee. After the payment confirmation, please take a print out of the receipt and send it along with the application form. Applications from Gen/OBC/EWS candidates without application fee payment receipt will not be accepted.
- b. Candidates are requested to read the details and screenshots for making the payment.
- c. 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 under any circumstances.** Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fee.
- d. Document received after the last date for submission of document will not be considered.
- e. BEL will not be responsible for bouncing of any e-mail sent to the candidate.

#### 9.0 APPLICATION FEE:

- a) **Project Engineer-I: General, EWS and OBC candidates: Rs.472/- (Application fee-Rs.400/- plus 18% GST).**
- b) **Trainee Engineer-I : General, EWS and OBC candidates: Rs.177/- (Application fee-Rs.150/-plus 18% GST).**
- c) **SC/ST/ PwBD candidates are exempted from payment of application fee.**
- d) 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:
- e) 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.
- f) Candidates have to mention the **"SBI Collect reference No."** generated after payment in the Application Form.
- g) Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application. The application fee should be paid by selection the appropriate post of KOTDWARA unit in the option menu of SBI collect. 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.**

- h) **Link for submitting Application Fees :**

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

#### 10.0 GENERAL INSTRUCTIONS:

- a) Only Indian nationals need apply.
- b) The postings will be done based on the Company's requirement.
- c) Candidates may also be deployed to work on other projects / outstation sites, based on exigencies of work.

- d) The posts indicated above may vary based on the actual requirement at the time of selection. Candidates have to make their own arrangements for stay at various locations and the cost towards housing accommodation will not be borne by the company.
- e) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
- f) Selected candidates are required to be covered under a medical insurance scheme for Rs.2 lakhs and Rs.5 lakhs for life insurance scheme per annum which is to be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 12000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.
- g) Candidates who are currently working as Trainee Engineers in BEL and are applying for Project Engineer post are required to give prior intimation to the respective HR department of the Unit/SBU/CSG where they are currently working and attach a certificate to this effect.
- h) Lateral application for the same post is not permitted i.e., Trainee Engineer/Project Engineers who are presently working in any of the Units of BEL is not eligible to apply for the same post against this advertisement. If applied, such application will be summarily rejected without assigning any reason, at any stage of the selection process.
- i) There will be no separate communication to any candidates on their non-selection at any stage. There is no provision for re-checking/re-evaluation of Answer Sheets.
- j) **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 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.**
- k) All future correspondence with the Candidates shall be done through E-Mail only. Responsibility of receiving, downloading and printing of information/communication etc. will be of the Candidate. Under no circumstance should the candidate give an E-mail ID belonging to any other person. BEL will not be responsible for any loss of E-Mail sent, due to bouncing of E-Mail / invalid / wrong E-Mail ID of the candidate.
- l) The candidature at all stages of the selection process shall be provisional in nature. Mere submission of application does not guarantee the adequacy of the candidature for being considered for the selection process.
- m) Any revision, clarification, addendum, corrigendum, time extension ,etc. to the above advertisement will be hosted on "careers" section of BEL Website: [www.bel-india.in](http://www.bel-india.in) only and no separate notification shall be issued in press. Candidates are requested to visit the websites regularly to keep themselves updated.
- n) Decision of BEL in all matters regarding eligibility of the candidates, 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.
- o) BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason what so ever.
- p) Management reserves the right to cancel/restrict/enlarge/modify/alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- q) BEL reserves the right to change (cancel/add/modify)any of the criteria, method of selection, no. of posts, indicated above based upon the actual requirement at the time selection.
- r) Canvassing in any form will result in disqualification.
- s) 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.
- t) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Kotdwara.
- u) The lists of candidates shortlisted for the Written Test/Interview and final selections will be made available on BEL Website: [www.bel-india.in](http://www.bel-india.in) (Careers Section).

**BEL has a robust and transparent recruitment process where the selection criteria is purely based on the 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.**

[The Last Date To Apply is 15.06.2025](#)

For further details or any clarifications w.r.t. this advertisement, please contact e-mail: [reckot@bel.co.in](mailto:reckot@bel.co.in) or **01382 – 236450**.

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