



## BHARAT ELECTRONICS LIMITED

(A Govt. of India Enterprise under the Ministry of Defence)

**Advertisement No. : 12949/ HR/GAD/ADV/2025/01**

**Dated: 13.06.2025**

Bharat Electronics Limited (BEL) a Navaratna Company and a premier Indian Public Limited Company in Professional Electronics with a portfolio of over 350 different products in the areas of Military Radars, Naval Systems, Electro-Optics, Weapon & Fire Control Communication, Homeland Security, Strategic Communication & Unmanned System, Electronic Warfare, Tank Electronics and Electro Optics.

Bharat Electronics Limited (BEL) require Advisors for Ghaziabad Unit:

Post	No. of Posts	Essential Expertise Required	Upper Age limit as on 01.06.2025	Qualification
Advisor (Space Program-Mechanical System)	01	Advisor shall be a senior ISRO retired officer with 20 years of experience (or due to retire in next 4 months)having relevant experience in following areas: <ul style="list-style-type: none"><li>Space Mission Design &amp; Systems</li></ul>	65 Year	First class in B.E. / B.Tech or equivalent in Mechanical /Aerospace Engineering. OR First class in M.Sc. (Physics).

		<p>Engineering</p> <ul style="list-style-type: none"> <li>• Spacecraft Platform/BUS mechanical design</li> <li>• Spacecraft structural analysis</li> <li>• FEA (Finite Element Analysis) for stress, vibration, and thermal properties</li> <li>• Attitude &amp; Orbit control system -</li> <li>• Mechanical design for EMI/EMC compliance</li> <li>• Mechanical Assembly, Integration &amp; Testing</li> <li>• Mass properties &amp; CG (Centre of Gravity) analysis of spacecraft</li> <li>• Mechanical design and analysis of solar panel, antenna, and boom deployment systems</li> <li>• CFD (Computational Fluid Dynamics) analysis for Aero-dynamics &amp; propulsion system</li> <li>• Spacecraft qualification test w.r.t. mechanical design</li> <li>• Inspection, Quality assurance &amp; reliability analysis w.r.t. mechanical design</li> <li>• Anomaly resolution during In-orbit operations</li> </ul>		<p>Candidates with Master's/ Ph.D in Aerospace/Mechanical, or related field will be preferred</p>
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		<ul style="list-style-type: none"> <li>• Pre-launch &amp; Post launch checks and calibration</li> <li>• Spectrum allocation procedure from DoT, WPC, ITU</li> <li>• Govt space policies &amp; approval requirement</li> </ul>		
Advisor (Space Program-Electronics System)	01	<p>Advisor shall be a senior ISRO retired officer with 20 years of experience (or due to retire in next 4 months)having relevant experience in following areas:</p> <ul style="list-style-type: none"> <li>• Space Mission Design</li> <li>• Spacecraft Electronics/Avionics system</li> <li>• Spacecraft system engineering</li> <li>• Spacecraft control system</li> <li>• Spacecraft On-board computer</li> <li>• Spacecraft Assembly, Integration &amp; Testing (AIT), EMI/EMC Analysis, Checkout Testing etc.</li> <li>• Spacecraft sensors (Sun sensor, Star tracker, Magneto meter, thermal sensor etc.) &amp; instrumentation</li> <li>• Spacecraft Power systems (Solar module, batteries etc.) &amp; Energy Management</li> </ul>	65 Year	<p>First class in B.E. / B.Tech or equivalent in Electronics &amp; Communication / Electrical &amp; Electrical Engineering</p> <p>or</p> <p>First class in M.Sc. (Physics)</p> <p>Candidates with Master's /Ph.D in Aerospace/Electronics/Avionics , or related field</p>

		<ul style="list-style-type: none"> <li>• Spacecraft payloads (EO, communication payload etc.) &amp; Telemetry systems</li> <li>• Spacecraft propulsion system and related technologies.</li> <li>• Pre-launch &amp; Post launch checks and calibration</li> <li>• Spectrum allocation procedure from DoT, WPC, ITU</li> <li>• Govt space policies &amp; approval requirement</li> </ul>		
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Note: Relaxation in above eligibility criteria may be considered for deserving applicants subject to approval by the competent authority.

1.0 **JOB ROLE:**The Advisor for Space Program will act as a subject matter expert, providing strategic and technical guidance for spacecraft assembly, integration, and testing (AIT), including EMI/EMC analysis and testing. The advisor will collaborate with multidisciplinary teams to ensure that spacecraft systems are designed, integrated, and tested to meet mission requirements and international standards.

2.0 **JOB RESPONSIBILITY :**

- Provide Expert Guidance on Mission design
- Participate in and provide expert recommendations during Preliminary Design Review (PDR), Critical Design Review (CDR), and Final Design Review (FDR)
- Ensure design compliance with space-grade standards and mission requirements
- Evaluation of Vendor Proposals & Technology Selection

- Guide the selection of components and systems based on performance, reliability, and cost-effectiveness
- Provide recommendations for space-qualified electronic and mechanical components
- Advise on compatibility, redundancy, and radiation tolerance in system design
- Recommend improvements in spacecraft Assembly, Integration, and Testing (AIT) processes
- Advise on Optimizing workflows for EMI/EMC analysis, environmental testing, and system-level validation
- Guidance on analyzing spacecraft test data, identify anomalies, and recommend corrective actions
- Guide teams in troubleshooting and resolving technical challenges during integration and verification
- Guidance on Risk identification and mitigation planning
- Guidance on Quality & Reliability analysis of spacecraft
- Provide inputs for independent technical reviews and spacecraft integration audits
- Support documentation and compliance for regulatory approvals
- Guide and mentor engineers, technicians, and project teams on space mission best practices
- Conduct knowledge-sharing sessions to strengthen in-house expertise in spacecraft development

### **3.0 TERMS OF ENGAGEMENT & ALLOWANCE:**

The initial period of engagement shall be for One Year which may be extended year-on-year up to a maximum of 8 years (i.e. overall tenure of 8 years) or till the incumbent attains the age of 68 years, whichever is earlier. However, the extension of tenure for Advisors shall depend on business requirement and individual's performance only. The period of engagement will come to an end on completion of the prescribed period.

### **4.0 MODE OF OPERATION:Hybrid mode-**

The Advisor will function either from the BEL Ghaziabad or from residence, out of which, minimum 8 working days in a month shall be from the BEL Ghaziabad.

5.0 **REMUNERATION**: The remuneration payable to Advisors shall be as follows depending upon the grade of Superannuation.

Grade at the time of retirement.	Remuneration
ED or equivalent	1,50,000 PM
GM or equivalent	1,20,000PM

If the scale of pay at the time of superannuation is higher than ED pay scale of BEL, the remuneration will be fixed at minimum basic pay in ED grade of BEL. In the event of extension, the remuneration for the extended period (i.e. one year) shall be increased by 5% on the last drawn remuneration (excluding conveyance component).

6.0 **CONFIDENTIALITY-CUM-NON-COMPETE AGREEMENT**: External Advisors who are bound by the Confidentiality-cum-Non-Compete agreements with their previous employer are not eligible to apply.

7.0 **VIGILANCE/DISCIPLINARY ANGLE CLEARANCE**: The candidate shall be clear from Vigilance /Disciplinary angle at the time of retirement.

8.0 **HOW TO APPLY :**

- i. Interested and eligible retired officers of ISRO shall have to fill the application form provided along with this notification.
- ii. Applications complete in all respects should be sent by speed post / registered post only to **“Deputy Manager (HR), Bharat Electronics Ltd, Site-IV Industrial Area Sahibabad,Ghaziabad-201010”**
- iii. Completed application should reach on or before 10.07.2025. Applications that are incomplete, not in the prescribed format, not legible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained.

ENVELOPE CONTAINING THE APPLICATION FORM SHOULD BE SUPERSCRIBED WITH '**APPLICATION FOR THE POST OF ADVISOR FOR GAD UNIT**' THROUGH SPEED POST / REGISTERED POST ONLY.

**9.0 DOCUMENTS TO BE SUBMITTED:** Candidates are required to attach the following documents along with the application.

- a. SSC/Xth Marks card certificate (as proof of Date of Birth).
- b. Self-Attested copies of Educational Qualification Certificate (10th/12th/B.E/B.Tech/M.E/M.Tech/PhD Degree Certificates)
- c. Self-Attested copies of Marksheets (10th /12th /B.E/B.Tech./M.E/M.Tech./PhD Degree Certificates)
- d. Self-Attested copies of Experience/Service certificate from the respective employers.
- e. Superannuation/Relieving Certificate from the employer.
- f. Last drawn pay certificate.
- g. **"NO OBJECTION CERTIFICATE"** from current employers in case of serving candidates.

**10.0 GENERAL TERMS AND CONDITIONS:**

- 1) Only Indian nationals can apply for the posts.
  - a. All correspondence with the candidates shall be done through e-mail. Information regarding personal interview call letters shall be provided through email. For this purpose, candidates are advised to visit our website [www.bel-india.in](http://www.bel-india.in) regularly for further instructions. BEL shall not be responsible for bouncing of any e-mail sent, due to invalid/wrong email ID provided by the candidate or due to other reasons.
  - b. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview. 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.

- c. 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/) or Contact No. 0120-281-4032

For queries related to advertisement contact us at: E-mail: [recruitmentgad@bel.co.in](mailto:recruitmentgad@bel.co.in).

The last date to submit the applications is **10.07.2025**.

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