

## भारत इलेक्ट्रॉनिक्स लिमिटेड / BHARAT ELECTRONICS LIMITED

(रक्षा मंत्रालय के अधीन भारत सरकार का उपक्रम) / (A Govt. of India Enterprise under the Ministry of Defence)

पंचकूला / PANCHKULA

Advertisement No.: 2025-26/08/PK/FOE, PE/003

Date of Release of Advertisement: 28.08.2025

Date of Walk in Selection at Bhopal for FOE & PE: 08.09.2025

Date of Walk in Selection at Ahmedabad for PE: 11.09.2025

Bharat Electronics Limited (BEL) 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 will conduct walk in selections at **Bhopal & Ahmedabad** for the following posts on temporary basis for its sites in Rajasthan & Gujarat.

Post	No. of Posts	Posting Location	Reservation	Qualification as on 01.09.2025	Minimum Post Qualification Experience as on 01.09.2025	Upper Age limit as on 01.09.2025 for General Category
Field Operation Engineer (FOE)	10	Jodhpur Jaisalmer	UR-4 EWS-1 OBC-3 SC-2	B.E./ B.Tech./ B.Sc . Engineering degree (4 yr course) in relevant discipline with PASS Class	Minimum 05 years of relevant post-qualification industrial work experience	40 Years
Project Engineer (PE)	12	Jamnagar Bhuj Naliya	UR-3 EWS-1 OBC-3 SC-1 ST-4		Minimum 02 years of relevant post-qualification industrial work experience	32 Years

Age relaxation will be granted to PwBD candidates as per government guidelines.

### 1.0 TERMS OF ENGAGEMENT & ALLOWANCES FOR FIELD OPERATION ENGINEERS

Designation	Year	Consolidated remuneration p.m.	Additional benefits payable
FOE-I	1 <sup>st</sup> year	Rs. 60,000/-	i.) Area allowance* @ 10% of consolidated remuneration (per month) *Only to those candidates who will be posted to various sites and customer location ii) Allowance towards insurance premium, attire allowance, stitching charges, footwear allowance, etc. will be paid as per rules
FOE-II	2 <sup>nd</sup> year	Rs. 65,000/-	
FOE-III	3 <sup>rd</sup> year	Rs. 70,000/-	

**FOE – I:** Field Operation Engineer-I will initially be engaged for a period of 3 years. This term may be extended upto a maximum of 2 years subject to Project requirement and individual's performance, totalling a maximum of 5 years.

## **2.0 TERMS OF ENGAGEMENT & ALLOWANCES FOR PROJECT ENGINEER:**

Designation	Year	Consolidated remuneration p.m.	Additional benefits payable
PE-I	1 <sup>st</sup> year	Rs. 40,000/-	i) Area allowance* @ 10% of consolidated remuneration (per month) *Only to those candidates who will be posted to various sites and customer location ii) Rs.12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc.
PE-II	2 <sup>nd</sup> year	Rs. 45,000/-	
PE-III	3 <sup>rd</sup> year	Rs. 50,000/-	
PE-IV	4 <sup>th</sup> year	Rs. 55,000/-	

**Project Engineer – I :** Project Engineer-I will be engaged initially for a period of THREE years which may be extended for one more year based on Project requirement and individual's performance.

**RETENTION BONUS for Project Engineers:** Project Engineer-I who complete overall tenure of 4 years will be entitled for Retention Bonus of Rs.25,000/- for every completed year. However, the retention bonus will be payable at the end of 4 years i.e.Rs.1,00,000/-.

## **3.0 EDUCATIONAL QUALIFICATION**

Post	Qualification	Discipline
Field Operation Engineer	B.E./ B.Tech./ B.Sc. Engineering degree (4 yr course) from an AICTE approved college/ Institute or a recognised University in relevant discipline with PASS Class	a) Electronics - Electronics/ Electronics& Communication/ Electronics & Telecommunication/ Telecommunication/ Communication/ Electrical & Electronics
Project Engineer	B.E./ B.Tech./ B.Sc. Engineering degree (4 yr course) from an AICTE approved college/ Institute or a recognised University in relevant discipline with PASS Class	b) Computer Science – Computer Science/ Information Technology/ Information Science

### **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.
- 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. In case any University/ Institution or college is following an evaluation system of CGPA/ DGPA/ OGPA or letter

grade, wherever applicable, it is mandatory for the candidate to submit proof of Percentage (%) issued by University/ Institution/ College and awarded class along with the degree certificate.

- c. For all the posts indicated, the candidates should have qualified from AICTE/ UGC approved college/ Institute or recognized University.
- d. Candidates applying for the above indicated posts should have secured Pass class in respective discipline.
- e. Candidates have to compulsorily attach the Provisional/ Final Degree Certificate as proof of completion of Degree and indication of Class and percentage of marks.
- f. Candidate's application without the relevant prescribed documents mentioned will be rejected/ cancelled without any prior intimation.

#### 4.0 RELEVANT POST-QUALIFICATION EXPERIENCE

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

Post	Minimum Post Qualification Experience as on 01.09.2025	Relevant Post Qualification Experience
Field Operation Engineer	Minimum 05 years of relevant post-qualification industrial work experience	Experience in IT Infrastructure Projects/ IP Networking / Data Centre Projects / CCTV Projects/ Sensors based IOT Projects / any IP enabled electronic / Software product installation, configuration, maintenance or Product Support services is preferred.
Project Engineer	Minimum 02 years of relevant post-qualification industrial work experience	

Please Note:

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

Candidate should possess experience certificates/ documents issued by the previous and present employer clearly indicating period of employment and post held.

The decision of the Selection Committee with respect to industrial 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 UPPER AGE LIMIT & RELAXATION

**Field Operation Engineer:** The age limit should not be more than 40 years for General/ EWS candidates. The upper age limit will be relaxable for OBC (NCL) candidates by 3 years and SC/ST candidates by 05 years. For candidates belonging to PwBD category having 40% disability or more will get 10 years' relaxation in addition to the relaxation applicable to the categories mentioned above.

**Project Engineer:** The age limit should not be more than 32 years for General & EWS candidates. The upper age limit will be relaxable for OBC (NCL) candidates by 03 years and SC/ST candidates by 05 years. For candidates belonging to PwBD category having 40% disability or more will get 10 years' relaxation in addition to the relaxation applicable to the categories mentioned above.

SSLC/ SSC/ ISC mark card and any other valid document will be considered as proof of date of birth.

Please Note:

- i) Candidates seeking age relaxation will be required to attach copy of necessary certificate along with application and submit in original in case of selection or provide at any subsequent stage of the process for verification.
- ii) The EWS/ Caste/ Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
- iii) The application of the candidates not meeting the prescribed age criteria will be rejected/ cancelled without any prior intimation.
- iv) Candidates belonging to OBC category (Non creamy layer) should produce the certificate issued on or after 01.09.2024.
- v) Candidates belonging to EWS category must produce valid Income & Asset Certificate for FY 2025-26.
- vi) The upper age limit admissible considering all relaxations shall be 50 years. Age Relaxation will be extended as per Govt. guidelines in respect of Ex-Serviceman.

## **6.0 JOB RESPONSIBILITIES**

- Configuration, Updation and Maintenance of IP Enabled sensors viz cameras, radar, controller for electric fence and its accessories and meet uptime SLA.
- Configuration, Updation and Maintenance of Data centre infrastructure viz servers, switches, storage, fire control, access control system, CCTV system, precision AC, DG sets and UPS to meet uptime SLA
- Configuration, updation and maintenance of IT application software and meet uptime SLA.
- Configuration, Updation and Maintenance of command and control centre viz PC, work station, data wall etc. along with sensor network, power system and meet SLA.
- Coordination with customer, various OEM's / vendor's and BEL Bengaluru for smooth execution of project i.e. Installation & Commissioning and maintenance.
- Complaint registration & resolution, NMS verification and logistic support
- Should be willing to work in 3 rotational shifts.

## **7.0 SELECTION PROCEDURE**

- a. Selection will be conducted through **WALK-IN SELECTION OF PRE-REGISTERED CANDIDATES** as per the schedule given below:

<b>Name of the Post</b>	<b>Date</b>	<b>Venue</b>	<b>Reporting Time</b>
<b>Field Operation Engineer, Project Engineer</b>	<b>08.09.2025</b>	<b>Bhopal</b> (Venue will be intimated on BEL Website on or before 05.09.2025)	<b>08:00 AM</b>
<b>Project Engineer</b>	<b>11.09.2025</b>	<b>Ahmedabad</b> (Venue will be intimated on BEL Website on or before 05.09.2025)	<b>08:00 AM</b>

**Interested candidates must pre-register for the walk in selection through below QR Code by 4<sup>th</sup> September 2025 12:00 PM. Candidates who do not register, will not be allowed to participate in the Selection Process.**



Note:

1. Candidates may be required to stay for an additional day for the selection process. Candidates are therefore advised to come prepared accordingly.
  2. The selections for the post of Project Engineers will be conducted at Bhopal and Ahmedabad. Candidates who wish to appear for the selection process at both the locations are required to preregister for both the locations separately.
- b. The selection process will commence at 08:00 AM. No candidate will be allowed to enter the venue after 08:30 AM. Selection will be through written test followed by interview. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:5 in each category.
- c. No traveling expenses/ allowance will be given for attending the walk in selection.
- d. When coming for the selection, 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.

- e. Minimum qualifying marks required for suitability for different categories of candidates are as under:

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

The assessment weightage will be 85% and 15% for written test and interview respectively.

**Please Note:**

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 the supporting documents, the candidate's application will be rejected without any prior intimation.

## 8.0 FEE PAYMENT

- a. Candidates are required to remit application fee through SBI Collect (through online mode or through SBI Branch).

Post	Application Fee	Exemption
Field Operation Engineer	Rs. 450 + 18% GST	<i>Candidates belonging to SC, ST &amp; PwBD categories / Ex-servicemen are exempted from payment of application fee.</i>
Project Engineer	Rs. 400 + 18% GST	

- 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 with 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.
- 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.

#### **INSTRUCTIONS FOR MAKING 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: - “Field Operation Engr Walk In Selection At Bhopal/ Project Engineer Walk In Selection At Bhopal/ Project Walk In Selection At Ahmedabad” (As applicable)
- g. Complete the payment as explained above
- h. Take a print of the payment receipt and attach it with the application form.

#### **9.0 GENERAL INSTRUCTIONS**

- a. Only Indian citizens can apply.
- b. The Cut-off date for deciding the maximum permissible age, qualification and Post Qualification experience etc. shall be 01.09.2025. 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. 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 compulsorily 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. Relaxations and Concessions will be applicable to the candidates belonging to SC/ ST/ OBC/ PwBD as per the Government directives.
- f. 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.

- g. The Disability Certificate should be strictly in the format available on the BEL website.
- h. The number of posts indicated above may vary based on the actual requirement at the time of selection.
- i. Canvassing in any form will result in disqualification.
- j. 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 arises without issuing any further notice or assigning any reason thereafter.
- k. Interested candidates meeting all the criteria mentioned above, can appear for the walk in selection process. While coming for the selection the candidate should bring **the application in the format appended to this advertisement along with the following self-attested photocopies of the documents (one set in following sequence)**. All details given in the application form will be treated as final and no changes will be entertained.

**DOCUMENTS TO BE SUBMITTED AT THE TIME OF WALK IN SELECTION**

- i) Duly filled in application form
- ii) 2 recent passport size photographs
- iii) Self-attested copy of **SSLC/ Matriculation Certificate** (proof of age).
- iv) Self-attested copy of **PUC/ 12th Class/ Diploma Marks Card**.
- v) Self-attested copies of **Degree Marks card(s)** for having passed **all semesters/years**.
- vi) Self-attested copies of **Provisional/ Final Degree Certificate(s)**.
- vii) **Conversion formula certificate for conversion of CGPA** to percentage, duly certified by the University/ Institution, wherever applicable.
- viii) Self-attested copy of **EWS/ Community/ Caste Certificate** (If case of **EWS/ OBC(NCL)/ SC/ ST** candidates.)
- ix) Self-attested copy of **Disability Certificate** (In case of **PwBD** Candidates)
- x) **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, a candidate fails to enclose the supporting documents their application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- xi) Candidates if working in **PSUs/ Govt. organizations/ Quasi Government organizations** should compulsorily submit '**No Objection Certificate**' at the time of walk in selection.
- xii) **SBI Fee Payment Receipt** (if applicable).
- xiii) Write up of the roles and responsibilities/ experience.
- xiv) Updated Resume
- xv) Any other certificates

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

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.

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

- l. The Trainee Engineers/ Project Engineers/ Field Operation Engineers who are currently working in BEL, prior intimation shall be given to the respective HR department of the Unit/ SBU/ CSG where the engineer is working. Project Engineers/ Officers who are presently working in BEL will not be eligible to apply for the post of Project Engineer/ Officer. Field Operation Engineers/ Officers who are presently working in BEL will not be eligible to apply for the post of Field Operation Engineer/ Officer. If applied, the application will be summarily rejected without assigning any reasons.
- m. 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.
- n. The postings will be done based on the Company's requirement.
- o. Candidates may also be deployed to work on other projects / outstation sites, units, based on exigencies of work.
- p. The results of the final selection will be made available on BEL website. The Provisional appointment order will be issued to the selected candidates by email.
- q. BEL reserves the right to change (cancel / modify / add) any of the criteria, method of selection, number of posts; indicated above based on the actual requirement at the time of selection.
- r. Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selection.
- s. 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 result in disqualification 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.
- t. 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.
- u. 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.
- v. 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 such authority as prescribed by BEL 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.

**For any queries you can reach out to us at [PKHRRECT@BEL.CO.IN](mailto:PKHRRECT@BEL.CO.IN)**

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