



BHARAT ELECTRONICS LIMITED
A Government of India Enterprise, Under the Ministry of Defence

Advt No:383/HR/MS/RECT/2025-26

Date: 19.01.2026

Bharat Electronics Limited a Navratna Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel for its Missile System SBU for Bengaluru Complex Unit on permanent basis. The details are as follows :

Sl No	Post/Grade	No. of Post	Qualification & Experience as on 01.01.2026	Percentage of Marks/Class	Upper Age Limit as on 01.01.2026	Scale of Pay
1	Deputy Manager	1 (UR)	Guidance, Navigation & Control (GNC) - B.E/B.Tech /ME/M.Tech in Aerospace Engineering	First Class	36 Yrs	Rs. 60,000 - 3% - 1,80,000/-
2	Deputy Manager	1 (UR)	Aerodynamics - B.E/B.Tech /ME/M.Tech in Aerospace/ Aeronautical Engineering	First Class	36 Yrs	Rs. 60,000 - 3% - 1,80,000/-

***Note:** Number of vacancies may be increased or decreased based on the actual requirement at the discretion of the Management. 4% of the posts will be reserved for Persons with Disability (PwBD). Concession/relaxation for reserved categories will be as per Government guidelines.

I - Qualification: BE/B.Tech/M.E/M.Tech in the below mentioned specializations from AICTE approved Colleges/Institutions or a recognized University

Dy. Manager (E-IV): Guidance, Navigation & Control (GNC) - B.E/B.Tech /ME/M.Tech in Aerospace Engineering

Dy. Manager (E-IV): Aerodynamics - B.E/B.Tech / ME/M.Tech in Aerospace / Aeronautical Engineering

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 selection.

II - Remuneration:

a) Dy. Manager - Rs. 60,000-3%-1,80,000/-

In addition to basic pay other allowances like Dearness Allowance, House Rent Allowance, 35% of Basic pay as perquisites, Performance Related Pay (PRP), Medical Reimbursement, Provident Fund, Gratuity, Superannuation Pension, Group insurance etc. as per Company rules will be a part of the pay package.



III - Age as on 01.01.2026:

a) **Dy. Manager (E-IV):** Upper age limit is 36 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 applicable to OBC (NCL)/SC/ST candidates).

Note : Where reservation is not available for specific category/categories candidates may apply for an unreserved post provided they meeting the minimum eligibility criteria for the unreserved post as on 01.01.2026.

IV - Relevant Post-Qualification Work experience:

Dy. Manager (E-IV):

BE/B.TECH – Minimum 8 years of relevant post qualification Industrial experience

ME/M.TECH – Minimum 6 years of relevant post qualification Industrial experience

a) **Dy. Manager (E-IV): Guidance, Navigation & Control:**

Work Experience –

1. Core Technical Knowledge

- Strong understanding of Classical Control Theory and Modern Control Theory.
- Knowledge of Guidance algorithms, Navigation filters (Kalman Filter, EKF, complementary filters), and Control system design.
- Solid understanding of: Rigid-body dynamics, Flight dynamics, Coordinate frames and transformations, Sensors & actuators (IMU, GPS, INS, servos, TVC,)

2. Software & Programming - Proficiency in MATLAB / Simulink for: Modeling and simulation, Control system design, State estimation, Autocode generation (Simulink Coder preferred), Programming experience: C/ C++, Python, Matlab,

3. Algorithms & Implementation

Experience in:

- Trajectory generation, State estimation (KF/EKF/UKF), Control law design (PID, LQR, nonlinear control, adaptive control),
- Autopilot development: Understanding of digital filtering, signal processing, and sensor calibration.

4. Simulation & Testing: Experience with:

- Model-in-the-Loop (MIL)
- Software-in-the-Loop (SIL)
- Processor-in-the-Loop (PIL)
- Hardware-in-the-Loop (HIL) simulation
- Ability to analyze flight-test data and compare with simulation.

5. Tools: Experience with:

- MATLAB / Simulink
- C/C++ compiler tool chains



- Python scientific stack (NumPy, SciPy, Matplotlib)
- Git or equivalent version control
- Configuration management tools

Job roles/Duties:

- Develop high-fidelity Point-Mass, 3DOF, and 6DOF simulation models for performance analysis, control law development, trajectory design, and airframe optimization.
- Design and implement advanced GNC algorithms using classical, modern, and optimal control techniques; develop autopilot architectures and conduct detailed time- and frequency-domain stability assessments.
- Develop GPS-aided navigation filters using LKF, EKF, UKF, and advanced multi-sensor fusion techniques; execute IMU and MEMS sensor calibration using rate tables and apply calibrated parameters in real field conditions.
- Define system requirements (GSQR/PSQR), subsystem specifications, feasibility assessments, and end-to-end system architecture as per DO-178C best practices.
- Perform vehicle and control-surface sizing, propulsion sizing, thrust profile generation, and aerodynamic configuration assessments.
- Conduct Model-in-the-Loop (MIL), Software-in-the-Loop (SIL), Processor-in-the-Loop (PIL), and Hardware-in-the-Loop (HIL) testing using MATLAB/SIMULINK and real-time platforms such as Speed goat.
- Lead flight readiness activities, including pre-flight subsystem verification, sensor health checks, stability margins review, and mission-wise test planning to ensure compliance with flight test criteria.
- Participate in live field flight trials, supporting telemetry validation, seeker behavior assessment, guidance performance evaluation, and ensuring on-field operational readiness of the vehicle.
- Conduct post-flight analysis for both successful and unsuccessful missions, analyze deviations, refine 6DOF models, tune filters, and identify vehicle-airframe interactions.
- Drive performance improvements through data-driven insights—enhancing autopilot gains, optimizing trajectory logic, improving stability characteristics, and upgrading sensor fusion robustness.
- Prepare technical documentation, test reports, system specifications, and design notes using LaTeX for high-quality communication across engineering teams.

Dy. Manager (E-IV)

b) Aerodynamics –

Work Experience – Strong understanding of: Compressible and incompressible flow, Boundary-layer theory, Turbulence modeling, Viscous and inviscid aerodynamics, Airfoil and wing theory, High-speed aerodynamics (if applicable), Aero loads & pressure distribution analysis



1. CFD Software Proficiency

Hands-on experience with: ANSYS Fluent, ANSYS Workbench, CFD solvers (RANS/URANS/LES/DES), ICEM CFD, ANSYS Mesher, or Pointwise for high-quality meshing

Ability to: Build structured/unstructured meshes, Refine grids and perform mesh convergence studies, Setup multiphysics CFD simulations (steady and transient)

2. Structural & Aeroelastic Experience

Practical experience using: ANSYS Mechanical or Abaqus for structural analysis, Understanding of stress, deformation, and modal analysis, Basics of aeroelasticity (flutter, divergence)

3. Fluid-Structure Interaction (FSI), Knowledge of coupling CFD and structural solvers

4. Experience with tools like:

- ANSYS FSI
- LS-DYNA (for explicit FSI, crash, impact, and high-speed deformation)

5. Simulation & Analysis Skills

Ability to interpret CFD results: Pressure fields, velocity fields, Lift, drag computation, Aerodynamic moment analysis, Flow separation, shock formation, unsteady vortex behaviour,

Experience with: Turbulence models ($k-\epsilon$, $k-\omega$ SST, Spalart-Allmaras), Multiphase and thermal flows (if relevant)

6. Tools & Programming

Proficient in:

- MATLAB or Python for data post-processing,
- Tools like ParaView / Tecplot for visualization
- Git or equivalent version control

Ability to automate CFD pipelines (Python scripting, Workbench scripting optional)

Job roles/Duties:

- Perform aerodynamic sizing, configuration shaping, and flow-physics analysis for improved lift, drag, and stability.
- Conduct high-fidelity CFD simulations for subsonic/supersonic regimes and interpret results for design refinement.
- Analyze boundary-layer behavior, stall characteristics, control-surface effectiveness, and flow interactions.
- Develop aerodynamic models for 6DOF simulations and support GNC team with stability and control derivatives.
- Prepare aerodynamic loads, pressure distributions, and performance reports for structural and propulsion teams.
- Support wind-tunnel testing, instrumentation planning, and post-test analysis.
- Work closely with systems engineering to meet requirements and support design reviews.
- Coordinate with manufacturing teams to ensure aerodynamic intent is preserved during build.



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. Prior experience as Trainees / Fixed-tenure / Contractual Engagement in BEL (TREs/PREs) / other PSUs will not be considered as relevant experience for the post advertised.

V- METHOD OF SELECTION:

- Selection will be through a Written Test followed by an Interview (only for those candidates who qualify in the written test) for the post. **The venue for the Written Test / Interview will be intimated later.**
- 85% Marks will be allotted for the written test and 15% Marks for the interview. Candidates who pass the written test will be called for interview in the ratio of 1:7.
- The names of candidates shortlisted for Written Test/Interviews and final selections will be notified on our Company's website.
- Please note that Written Test/Interview call letters will be sent through email only.

VI- HOW TO APPLY:

Candidates who are desirous of applying for the above post and are willing to be posted at the location indicated in the advertisement may download the applications by clicking the link provided in the website (<https://www.bel-india.in>). The duly filled-in application along with the self-attested photocopies of the below mentioned documents/enclosures are to be sent through post to-

Manager (HR/MS/A&A/Seekers)
Bharat Electronics Ltd.,
Jalahalli PO,
Bangalore 560 013

The envelope containing the application with relevant documents should be superscribed as 'Application for the post of Dy. Manager for MS SBU.'

The following documents are required to be submitted along with application form.

1. Self-attested copy of SSLC / Matriculation certificate (Proof of Age)
2. Self-attested copy of PUC/12th Class/Diploma Marks Card.
3. Self-attested copies of Mark sheets of all semesters/years of B.E/B.Tech/M.E./M.Tech. **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.**
4. Self-attested copy of B.E/B.Tech/M.E./M.Tech final degree certificate.



5. Category / Tribe / Community / Disability / Economic status 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 produce the certificate issued on or after 01.01.2025 and candidates belonging to EWS must produce a valid EWS certificate for the year 2024-25 or the present financial year.
6. **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. 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.**
7. Write up of the roles and responsibilities / experience.
8. Experience certificates along with details of duties performed.
9. Candidates if working in PSUs/ Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
10. Any other relevant certificate.

Application Fees:

Candidates belonging to General/ OBC/EWS category are required to remit an amount of Rs.600 + 18% GST towards application fee.

Ex-servicemen/ SC/ ST/ PwBD candidates are exempted from payment of application fee.

The application fee should be remitted through SBI Collect (through online mode or through SBI Branch). Click on the below Payment link or The Link available in BEL Website and select PSU-Public Sector Undertaking → Bharat Electronics Ltd → under the following Payment Category select :

Dy. Manager – MS SBU

SBI Link: <https://www.onlinesbi.com/sbicollect/icollecthome.htm?corpID=14842>

The application fee is non-refundable. Candidates must go through all instructions and eligibility criteria carefully before remitting Application Fee. Fee once paid will not be refunded in any case/ circumstance.

INSTRUCTION FOR MAKING PAYMENT –

1. Candidates are requested to read the details for making the payment available on BEL website.
2. Complete the payment as explained in the instruction file.
3. Take screenshots for making the payment.
4. Candidates have to enter the “SBI Collect reference No.” generated after payment, in the Application Form and enclose a copy of the receipt along with the application form.



Note: 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.

क्र. / S.No.	गतिविधि / Activity	दिनांक / Date
1	Advertisement start date/विज्ञापन शुरू होने की तिथि	19.01.2026
2	आवेदन करने की अंतिम तिथि/आवेदन भुगतान करने की अंतिम तिथि को या उससे पहले करें। Last date for Applying/The Applications should reach on or before/Last date for making payment.	08.02.2026

GENERAL CONDITIONS:

- For lateral posts, internal candidates are not eligible to apply against the external advertisements.
- Internal fixed-tenure employees in the same or higher grade can apply for the post(s) provided the Executive fulfils the terms and conditions of the Offer of Engagement and advertisement. However, prior experience as Trainees / Fixed-tenure / Contractual engagement in BEL / other PSUs will not be considered as relevant experience for the posts advertised. The employee must forward the application to the indenting Unit / SBU / CRL / PDIC / Officers through proper channel.
- Only Indian Nationals can apply.
- SC/ST/OBC (NCL)/EWS/Disability Certificate should be strictly in the format available on the BEL website.
- No Objection Certificate, if applicable. (Candidates working in the PSU/Government or quasi-government Organizations/ Serving in Defence Forces should submit their application through proper channel or produce a NO OBJECTION CERTIFICATE at the time of interview without which they will not be allowed to appear for the interview).
- Appointment of the selected candidates will be subject to being found medically fit by the Company's Medical Authorities.
- There will be no separate communication to any candidate on their non-selection at any stage.
- In respect of Persons with Benchmark Disability, the degree of disability that the candidate should have, for consideration under the category, will be as prescribed by Government of India norms.
- Canvassing in any form will result in disqualification.
- The admission at all stages of the selection process will be purely provisional. Mere issue of admit card / interview call letter to the candidate will not imply that his / her candidature has been cleared by BEL.
- The officer may be posted at any location in India/ abroad at the sole discretion of BEL Management.
- 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. No conveyance/ travelling charges will be reimbursed for attending the written test.

- xiii. 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.
- xiv. 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 only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.
- xv. 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.
- xvi. 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.

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/

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

E-mail: hrms@bel.co.in, Telephone: 080-22195629.
