

Bharat Electronics Limited, a Navratna category Central Public Sector Enterprise and India's leading professional Electronics Company, under Ministry of Defence, Government of India requires professionals for the post of Deputy Manager on fixed term basis (for a period of 5 years) for BEL Pune-CMRL Project at Chennai Location.

S. No.	Post & Grade	Post Code	*Discipline	No. of Posts & Posting Location	Total post-qualification experience as on 01.03.2026	Role	**Upper age limit as on 01.03.2026	Reservation
1	Deputy Manager (E-IV) On Fixed Term Basis	DM01	BE/B.Tech Electronics & Communication Engineering	01 Chennai	10 Years	Deputy Project Manager	40	UR-01
2	Deputy Manager (E-IV) On Fixed Term Basis	DM02	BE/ B.Tech in Computer Science/IT	01 Chennai	10 Years	Cyber Security Expert	40	UR-01
3	Deputy Manager (E-IV) On Fixed Term Basis	DM03	BE/ B.Tech in Engineering (Any Discipline)	01 Chennai	10 Years	Procurement Manager	40	OBC-01
4	Deputy Manager (E-IV) On Fixed Term Basis	DM04	BE/ B.Tech in Engineering (Any Discipline)	01 Chennai	10 Years	QA Manager	40	SC-01
5	Deputy Manager (E-IV) On Fixed Term Basis	DM05	BE/ B.Tech in Engineering (Any Discipline)	01 Chennai	10 Years	OHSE Manager	40	ST-01

Candidates who are desirous of applying for the post should be willing to be posted at the location mentioned above and should be willing to travel across India.

*Candidates whose discipline / specialization mentioned in their relevant degree certificate do not tally with the discipline / specialization prescribed as above will not be considered for selection.

****AGE RELAXATION:** The upper age limit mentioned above is for UR category. Upper age limit will be relaxable for OBC (NCL) candidates by 3 years and for SC/ST candidates by 5 Years. In post where no reservation is provided .ie.. post mentioned in Sl. No- 1 & 2 in the above table, candidates belonging to SC/ST/OBC(NCL) categories will be considered on par with criteria laid down for UR category.

EDUCATIONAL QUALIFICATION

(1) DEPUTY MANAGER (E-IV)- (Role- Dy. Project Manager)

BE / B. Tech in Electronics and Communication from a recognized University / Institution in the relevant discipline and should have secured 60% marks. Candidates belonging to SC/ST/OBC will be treated on par with UR Criteria.

Approved/Relevant Branches – Electronics, Electronics & Communication, Electronics & Telecommunication, Communication, Telecommunication Engineering.

NOTE: Electrical and Electronics Engineering, Instrumentation Engineering will not be considered as relevant qualification.

(2) DEPUTY MANAGER (E-IV)- (Role- Cyber Security Expert):

BE/B.Tech in Computer Science/ IT from recognized University / Institution in the relevant disciplines and should have secured 60% marks. Candidates belonging to SC/ST/OBC will be treated on par with UR Criteria.

Approved/Relevant Branches – Computer Science, IT, Computer Science & Engg, Computer Science Engg.

(3) DEPUTY MANAGER (E-IV)- (Role- Procurement Manager):

BE/B.Tech in any discipline from a recognized University / Institution and should have secured 60% marks.

(4) DEPUTY MANAGER (E-IV)- (Role- Quality Assurance Manager):

BE/B.Tech in any discipline from a recognized University / Institution and should have secured 50% marks.

(5) DEPUTY MANAGER (E-IV)- (Role- OHSE Manager):

BE/B.Tech in any discipline from a recognized University / Institution and should have secured 50% marks.

IMPORTANT: The degrees must be recognized by an Indian University (University incorporated by an Act of the Central or State Legislature in India or other Educational Institutions established by an Act of Parliament or declared to be deemed as universities under Section 3 of University Grants Commission Act, 1956).

TERMS OF ENGAGEMENT & REMUNERATION

DEPUTY MANAGER (E-IV)- (Role- Dy. Project Manager)
DEPUTY MANAGER (E-IV)- (Role- Cyber Security Expert)
DEPUTY MANAGER (E-IV)- (Role- Procurement Manager)
DEPUTY MANAGER (E-IV)- (Role- QA Manager)
DEPUTY MANAGER (E-IV)- (Role- OHSE Manager)

To be engaged initially for a period of 5 years which may be extended based on project requirements and performance of the candidate.

Candidates with 10 years of post qualification industrial experience are eligible to apply for the post.

Pay Scale Rs. 60,000-3%-1,80,000 at the time of joining. 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, Provident Fund as per the Company's rules will be part of the remuneration package.

JOB RESPONSIBILITIES & EXPERIENCE REQUIREMENT

"S. No. 1" Post- DEPUTY MANAGER (E-IV)- (Role- Dy. Project Manager)

The Candidates shall have minimum 10 Years of total post-qualification experience and shall have minimum 7 Years of relevant/similar post qualification experience in one or more of the following:

1. Candidate will be overall responsible for the project & co-ordination, hardware sizing and solution proposal for project, Monitoring build process, overseeing finance and ensuring project quality.
2. Making strategic decisions and providing leadership and directional assistance to project managers to implement those decisions, meeting with clients, stakeholders and counterparts to report on project progress.
3. Stakeholder management, Contractor Interfacing, Understanding & Preparation of Interface agreement and supporting documentation.
4. Experience in design/specifications, planning, administration of contracts, installation, testing, integration, commissioning of Telecom System works in Railway Systems/Metro/LRT/Sub-urban Rail or in equivalent field.
5. Candidates with experience of working in modern urban metro rail systems will be given preference.
6. PMP or equivalent Certifications are preferred.

"S. No. 2" Post -DEPUTY MANAGER (E-IV)- (Role- Cyber Security Expert):

The Candidates shall have minimum 10 Years of total post-qualification experience and 5 Years of relevant/similar post qualification experience in one or more of the following:

Candidate is required to work in any of the following areas:

1. Candidate should have relevant post qualification experience in managing Information Security in National and international projects, including supporting specifically in Information Security and cyber protection aspects in the planning and design, procurement, installation, integration, testing, operation and maintenance phase.

2. The Cyber Security Expert will be overall In-charge for the cyber security activities as per project planning. Capture the all information security systems and cyber security requirements for project.
3. Establishing cyber security network and Responsible for discovering vulnerabilities and risk in networks.
4. Monitoring network data and ensuring hardware and software applications are updated.
5. Candidates with experience of working in modern urban metro rail systems will be given preference.
6. Certified CCISO/CISSP are preferred.

"S. No. 3" Post-DEPUTY MANAGER (E-IV)- (Role- Procurement Manager)

The Candidates shall have minimum 10 Years of total post-qualification experience and shall have minimum 5 Years of relevant/similar post qualification experience in one or more of the following:

1. Candidate should have relevant post qualification experience like Planning, Procurement, administration of contracts, Purchase of Telecom System, works in Railway Systems/Metro/LRT/Sub-urban Rail or in equivalent field.
2. Responsible for the project & co-ordination, providing leadership and directional assistance to team members, meeting with clients, stakeholders and counterparts to report on project progress
3. The Procurement Manager will be overall responsible for the procurement and planning activities of the project. Undertake the procurement activities related to project requirement.
4. Ensure the smooth and hassle-free procedure from generation of PO till acceptance by QA Manager, Interaction with vendors.
5. Candidates with experience of working in modern urban metro rail systems will be given preference.
6. CSQP, PMP or equivalent Certifications are preferred.

"S. No. 4" Post-DEPUTY MANAGER (E-IV)- (Role- QA Manager)

The Candidates shall have minimum 10 Years of total post-qualification experience and shall have minimum 5 Years of relevant/similar post qualification experience in one or more of the following:

1. Candidate should have relevant post qualification experience like Quality Assurance of Telecom System works in Railway Systems / Metro/LRT/ Sub-urban Rail or in equivalent field.
2. The QA Manager will be overall In-charge for the Quality activities under the QA guidelines.
3. The roles and responsibilities of the Quality Manager includes verification of work schedule and reports, Preparation of the project quality documentation.
4. Candidates with experience of working in modern urban metro rail systems will be given preference.
5. Certified CSSGB or CMQ or ISO 9001 auditor or equivalent Quality Certificate are preferred.

"S. No. 5" Post-DEPUTY MANAGER (E-IV)- (Role- OHSE Manager)

The Candidates shall have minimum 10 Years of total post-qualification experience and shall have minimum 5 Years of relevant/similar post qualification experience in one or more of the following:

1. Candidate should have relevant post qualification experience like Safety Officer/In-Charge in Railway Systems / Metro/LRT/ Sub-urban Rail or in equivalent field.
2. The OHSE Manager is overall responsible for the Safety of the project as per the guideline.
3. He is responsible for producing the test plan and procedures.
4. The OHSE Manager will report to the Project Manager and shall be responsible for Safety related activities. OHSE manager will manage all the safety activities of the supplied subsystems at the construction area. OHSE Manager's main mission is to control at each step of the project that the safety aspects are fully addressed in all project activities and deliverables.
5. Specific responsibility of the OHSE Manager includes the following:
 - Set-up Safety Plan
 - Coordinates Safety Activities
 - Provide regular update on progress
 - Participate in co-ordination or progress meetings, workgroups
 - Validate Safety Plan
 - Ensures that the safety program is completely fulfilled
 - Validate all safety analysis for the respective subsystem(s)
 - Set up and manage individual subsystems hazard log
 - Support CMRL Project Manager in producing the general Safety Cases
 - Transmit safety issues concerning design from safety studies to Project Manager
6. Candidates with experience of working in modern urban metro rail systems will be given preference.
7. Certification related to OHSE are preferred.

Note: Academic/Teaching/Research work experience will not be considered as relevant post qualification/industrial experience.

MODE OF SELECTION

- Selection will be through a Written Test followed by an Interview of only those candidates who qualify the written test in the ratio of 1:7 in the order of merit in each category.
- Written Test will consist of objective type questions for 85 marks from Technical domain and General Aptitude.
- All candidates i.e.. UR/OBC(NCL)/EWS shall secure 35% as qualifying marks and SC/ST candidates shall secure 30% as qualifying marks in Written Test, In post where no reservation is provided .ie.. post mentioned in Sl. No- 1 & 2 in the table mentioned at page no 1, candidates belonging to SC/ST/OBC(NCL) categories will be considered on par with criteria laid down for UR category.i.e 35% as minimum qualifying marks .
- Call letters will be sent to the e-mail IDs of eligible candidates for attending the Written Test. BEL will not be responsible for bouncing of any e-mail sent to the candidate.
- Date, time and center details of the written test will be intimated by e-mail in due course.
- Intimation about the Personal Interview will be given to shortlisted candidates in the Interview Call Letter via e-mail only.
- All outstation candidates shortlisted for Interview will be reimbursed with AC Chair Car / III Tier AC class train fare by the shortest route between the correspondence address and place of interview on production of valid train tickets. There will be no reimbursement of fare for attending the written test.

HOW TO APPLY

- Candidates who meet the above requirement may fill in the application form available in the BEL Website and send for submission along with all necessary documents via Speed post/Registered post/Courier to **AGM (HR&A) Bharat Electronics Limited, Pune Unit, NDA Road, Pashan, Pune - 411021**. The candidate can fill and submit the application form from **18.03.2026/Wednesday** and the filled application form along with all necessary documents shall reach the given address necessarily by **08/04/2026**. **The last date of receipt of Application will be 08/04/2026. Candidates are requested to send Applications well in time, BEL will not be responsible for any delay in delivery of Post/ Courier.** The Envelope is to be super scribed with Name and Role of the post.

For ex- Deputy Manager (FTE)- OHSE Manager.

- Candidates are required to read all instructions given in the advertisement and enter all information correctly in the application form and verify the same before submission as changes shall not be permitted after receipt of the application form.
- In case a candidate submits more than one application for the same post, the application against which Payment has been made shall only be considered. Further if the candidate submits two application forms with payment for the same post, the application received on the latest date shall be considered.
- Before applying for the post, the candidates should ensure that he/she fulfills the eligibility criteria mentioned in the advertisement.

APPLICATION FEE

Post	Application Fee	Exemption
Deputy Manager (E-IV) On Fixed Term Basis	Rs.472/- (Rs.400/- + 18% GST)	Candidates belonging to SC, ST, and PwBD categories are exempted from payment of application fee.

- The application fee should be remitted through SBI Collect.
- Candidates are requested to read the details and manual provided on the website for making the payment.
- GEN/ EWS/ OBC candidates have to enter “**SBI Collect reference number**” generated after payment in the application form. Please check the link given on the BEL website regarding instructions for making SBI Online payments. SC/ST/PwBD candidates are exempted from payment of application fee.
- Application fee paid for this advertisement to BEL Pune will only be considered.
- Candidate can proceed for payment with the following link
<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>

1. **Candidates should go through all instructions and eligibility criteria carefully before remitting Application Fee.**
2. **Fee once paid will not be refunded for whatever reason. Candidates may take note that Cheque, DD or cash will not be accepted towards payment of application fee.**

GENERAL CONDITIONS

- 1) Only Indian nationals need to apply.
- 2) Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking is required to submit the “**No Objection Certificate**” at the time of interview; without which such candidate will not be allowed to appear for the interview.
- 3) The number of posts indicated above may vary based on the actual requirement at the time of selection.
- 4) Applications that are incomplete, without the required/mandatory enclosures/attachments will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained. There will be no separate communication to any candidate on their non-consideration at any stage of the selection process.
- 5) The above opening is for Bharat Electronics Limited, NDA Road, Pashan, Pune’s CMRL Project at Chennai location. However, selected candidate may be required to serve in other location/s also, if need arises, as per Company’s requirement.
- 6) Candidates are required to provide their one valid e-mail ID which shall be entered in the application form. Information pertaining to the Written Test / Interview will be sent to the shortlisted candidates only by e-mail. BEL will not be responsible for bouncing of any e-mail sent to the candidate. All correspondence will be done through e-mail only.
- 7) BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found suitable.
- 8) Candidates claiming to be belonging to EWS, SC, ST, OBC, category are required to submit the latest certificate in the prescribed proforma (available in Company’s website www.bel-india.in) issued by the prescribed authority along with the application. Certificate in any other proforma or issued by

- 9) Request for change of category once declared in the application form will not be entertained.
- 10) Candidates belonging to OBC category should produce the certificate dated on or after 01.03.2025 along with Non Creamy Layer Certificate for considering his/her candidature in OBC category.
- 11) 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 a Civil Surgeon/Asst. Civil Surgeon of District Government Hospital and submit the medical report as per the requirement of the Company.
- 12) In case any University / Institute is following an evaluation system of CGPA / DGPA / OGPA or letter grade, the candidate, wherever applicable, it is mandatory for the candidate to submit percentage (%) conversion certificate issued by university / institution and awarded class along with the application.
- 13) 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 candidates at any stage of the selection process for any reason whatsoever. Mere applying for the post shall not be deemed as selection.
- 14) **Canvassing in any form will result in disqualification at any stage of the selection process.**
- 15) **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.**
- 16) **BEL reserves its right to take legal action including criminal action against such fraudsters.**
- 17) Please ensure that the applicant fulfils all the eligibility criteria as stipulated in the advertisement. In case applicant fails to meet any of the eligibility criteria as stated in the advertisement for the post, his/her candidature will be cancelled at any point of selection process. The decision of the management in this regard would be final. Candidate must go through all instructions and eligibility criteria carefully before submission of Application fee. Application Fees once paid will not be refunded in any case/circumstances.
- 18) Decision of BEL on all matters regarding eligibility of candidate, 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.
- 19) In the event any candidate has litigated with his/her employer in the past, the same should be intimated at the time of interview.
- 20) Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the career 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.
- 21) Management reserves the right to increase or decrease the vacancies and also cancel/restrict /enlarge/modify/alter the recruitment/selection process if need so arises, without issuing any further notice or assigning any reason thereafter.

Documents to be submitted by candidates while sending the Application via post:

Candidates are required to **attach** the copy of the following documents (Self attested) along with their Application Form:

- i. Birth date proof – Birth Certificate or Marks Sheet issued by Board for Matriculation with clear mention of Date of Birth on it.
- ii. 02 passport size photo.
- iii. All certificates (starting from Matriculation/Class X/Diploma/PUC/Class XII/HSC/Degree/Post Graduation) in support of educational qualifications.
- iv. All Semester Mark sheets of qualifying degree - BE/B. Tech/ME/M.Tech.
- v. Qualifying Degree Certificate.
- vi. Conversion formula certificate for conversion of CGPA / DGPA / OGPA or letter grade to percentage marks & awarded class, duly certified by the University / Institution, wherever applicable.
- vii. Candidates belonging to SC/ST/EWS/OBC (NCL) categories need to upload the valid SC/ST/EWS/OBC (NCL) certificates issued by the appropriate authority for appointment to post under the Govt. of India.
- viii. Experience certificate from the previous and present employer with clear mention of joining / exit date and job responsibilities held. Where current employment certificate is not produced, the joining/ appointment letter, first and latest Payslip and employee id proof should be compulsorily attached to determine the number of years of experience.

The last date for receipt of application is 08.04.2026