



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

Advertisement No.:12949/ HR/GAD/ADV/2026/02

Dated: 02.03.2026

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) requires ADVISOR for SCCS SBU of BEL Ghaziabad Complex:

Post	No. of Posts	Essential Expertise Required	Upper Age limit as on 01.03.2026	Qualification
Advisor (Comm & IT Systems)	01	Advisor shall be a retired senior Defense Officer (min Air Vice Marshal rank or equivalent) having minimum experience of 20 years in military domain and at least 5 years of working in IAF Communication & IT System with following areas of specialization: 1. Secure & Tactical Communication 2. Military Doctrines 3. AI & Quantum Tech Implementation 4. Satcom, Cellular & Space domain 5. Indigenization of Defence Systems 6. Knowledge of Defence Procurement Procedure & Acquisition Processes 7. Experience in managing IAF's projects executed by BEL	60 Years	B.E. / B.Tech preferably in Electronics discipline or equivalent

Note: Relaxation in above eligibility criteria may be considered for deserving applicants subject to management approval.

1.0 JOB RESPONSIBILITIES:

Advisor shall be a domain expert in Defence Secure Communication & IT systems having vast knowledge of Military Doctrines for overall technical guidance, testing, commissioning and validation support from operational and Research & Development point of view. He will be responsible to maintain close liaison with appropriate levels in Indian Armed Forces. Following responsibilities are envisaged for the Domain Expert:

- Providing strategic guidance and mentoring to the In-house Design and Development teams.
- Assisting in requirements analysis, system conceptualization, finalization of System Operational & Functional Requirements for futuristic Secure & Tactical communication and IT Systems.
- Provide expert advice related to advanced features to be developed for Secure & tactical communication system like implementation of AI and Quantum and general consultative support to all the key stakeholders and where required provide a mentoring role to members.
- Liaisoning with Defence forces wrt BEL's current & futuristic Systems

2.0 TERMS OF ENGAGEMENT & ALLOWANCE:

2.1 Advisors shall be engaged under the Research & Development category and he will report to Director (Other Units) in BEL.

2.2 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 only. The period of engagement will come to an end on completion of the prescribed period.

3.0 MODE OF OPERATION: To meet specific business requirements and give expertise in required functional / domain areas as mentioned the Advisor will function either from the Unit / Office / On-site location or from residence, out of which, minimum 8 working days in a month shall be from the Unit /Office / On-site location.

4.0 REMUNERATION: The remuneration payable to Advisors shall be last pay drawn i.e. Basic pay at the time of superannuation from the previous Government organization.

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).

If the advisor have gained relevant experience working in other organizations post retirement, their experience can be considered to enhance their last drawn basic pay by an additional 5% per year. The number of years of experience post retirement would also be considered for age relaxation.

Note- Above remuneration mentioned at SN 4 is subject to the management approval.

5.0 Conveyance: BEL shall make transport arrangements. In the event of non-utilization of Company provided car, conveyance reimbursement shall be payable at the rate of Rs. 8,000/- per month.

6.0 TA/DA: Advisors shall be entitled to TA/DA for official journey within India as applicable to their grade (equivalent to BEL scale of pay) at the time of superannuation.

7.0 Accommodation: During official visits, Guest House accommodation may be arranged based on availability. In the event of non-availability of Guest House, stay in Hotels shall be regulated as per the TA/DA Rules (equivalent to BEL scale of pay).

8.0 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.

9.0 Vigilance/Disciplinary angle clearance: The candidate shall be clear from Vigilance /Disciplinary angle at the time of retirement.

10.0 HOW TO APPLY :

- i. Interested and eligible retired officers 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 21.03.2026. 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 SCCS SBU GAD COMPLEX’ THROUGH SPEED POST / REGISTERED POST ONLY.

11.0 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.

12.0 GENERAL TERMS AND CONDITIONS:

- i. Only Indian nationals can apply for the posts.
- ii. 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 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.

- iii. 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.
- iv. 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/career/Job Notification](http://www.bel-india.in/career/Job%20Notification) or Contact No. 0120-281-4157

The last date to submit the applications is 22.03.2026.

For further details or any clarification mail to: hsscsgad@bel.co.in or Contact No. 0120-281-4157

Applicants are advised to go through the website www.bel-india.in for all updates.