



BHARAT ELECTRONICS LIMITED

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

Advertisement No.

Dated: 09.04.2026

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

Bharat Electronics Limited (BEL) requires advisor for NCS (SBU) Research & development:

Post	No. of Posts	Essential Expertise Required	Upper Age limit as on (01.04.2026)
Advisor (Research & Development)	01	Advisor shall be a retired senior Officer (from Government/PSU/Research Organizations and labs) – Paylevel 14 and above having experience in following areas: 1. Theaterisation and Network Centric Warfare Specialist 2. Expertise in Integrated Defence forces	65 Years

		3. Specialist in network-enabled multi-domain integration	
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Note: Relaxation in above eligibility criteria may be considered for deserving applicants subject to management approval.

1.0 JOB & RESPONSIBILITY:

Advisor shall be an expert in new product introductions in units/ HQ levels of Armed forces. He should have handled operations, trials, training, and validations of equipments in units or at HQ levels. The candidate shall have worked across multiple units and should have cross-domain expertise. He shall have executed at least one mega project.

Advisor will be responsible to maintain close liaison with appropriate levels in Indian Armed Forces. Following roles are envisaged for the Research & Development Advisor:

- Provide the new avenues of business growth and intelligence.
- Provide guidance in key areas and provide a mentoring role to the In-house Design and Development, Production and Testing teams.
- Shall work with marketing/commercial teams of BEL and other entities as specified for proactive business development.
- Provide expert advice on futuristic and advance features of Network Centric Warfare systems and other multi-domain systems.
- Shall liaison with Armed forces HQ/Units for the specified purposes.

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 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 advisor shall be in the payscale 14 and above at the time of retirement from the previous organization.

4.1 The remuneration payable to Advisors in the payscale group 14 & above shall be the last pay drawn, i.e. Basic Pay at the time of superannuation from the previous Government Organisation.

4.2 In the event of extension, the remuneration for the extended period (i.e. one year) shall be increased annually by 5% on the last drawn remuneration (excluding conveyance component).

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

4.4 This will be evaluated based on the relevance and value of the post-retirement experience to BEL's projects and considered at the discretion and recommendation of the Selection Committee

5. Selection Procedure:

5.1 The Candidates meeting the criteria mentioned in the advertisement will be shortlisted for the selection process. Shortlisted candidates shall be called for the Interview.

5.2 The results of the final selection will be available on BEL website.

5.3 Provisional offer of engagement will be issued to the selected candidate by email.

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

7.0 **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.

8.0 **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).

9.0 **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.

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

11.0 HOW TO APPLY :

i. Applications complete in all respects should be sent by speed post / registered post only to

“Deputy General Manager (HR),

Bharat Electronics Ltd, Site-IV,

Industrial Area Sahibabad, Ghaziabad-201010”

ii. Completed application should reach on or before 24.04.2026

iii. 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 NCS SBU OF GAD COMPLEX**’ THROUGH SPEED POST / REGISTERED POST ONLY.

12.0 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).

Self-Attested copies of **Educational** Qualification Certificate (10th/12th/B.E/B.Tech./LLB/M.E/M.Tech/PhD Degree Certificates)

b. Self-Attested copies of Marksheets (10th /12th /B.E/B.Tech./LLB/M.E/M.Tech./PhD Degree Certificates)

c. Self-Attested copies of Experience/Service certificate from the respective employers.

d. Superannuation/Relieving Certificate from the employer.

e. Last drawn pay certificate.

f. Undertaking for Police verification: the applicants shall mandatorily attach the duly signed copy of proforma while applying for the post, the format of proforma is provided in the BEL website.

“NO OBJECTION CERTIFICATE” from current employers in case of serving candidates

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.

13.0 GENERAL TERMS AND CONDITIONS:

- 1) Only Indian nationals can apply for the posts.
- 2) The candidates should be willing to travel extensively across the country based on the project requirement. Candidates may be posted anywhere in India at any point of time. Hence, candidates who are desirous of applying for the posts should be willing to relocate based on the project requirement across India.
- 3) Management reserves the right to cancel/ restrict/enlarge/ modify/alter the recruitment/ selection process, if need to so arises, without issuing any further notice or assigning any reason thereafter.
- 4) 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.
- 5) 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.

Disclaimer : 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.

In case of any discrepancy or ambiguity arising out of interpretation of the advertisement in any language, the English version shall supersede and be considered final for all purposes.

The last date to submit the applications is 24.04.2026

For Application and prescribed formats please visit: www.bel-india.in/careers/ or Contact No. 0120-281-3561

For queries related to advertisement contact us at: E-mail: hrcsgad@bel.co.in

