



BHARAT ELECTRONICS LIMITED

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

Advertisement No.12949/HR/DCCS/GAD/ADV/2026/03

Dated: 02.06.2026

Bharat Electronics Limited, a Navaratna and India's premier Professional Electronics Company requires an experienced professional for the post of Advisor (C4I Systems) on temporary basis for DCCS-SBU, BEL Ghaziabad Complex:

Post	No. of Posts	Essential Expertise Required	Upper Age limit as on 01.05.2026
Advisor (C4I Systems)	01	Advisor shall be a retired senior Defence Officer (min. Air Commodore rank or equivalent) having minimum 20 years' experience in the following areas: 1. Electronic Warfare 2. Defence Technical Operations Planning and Execution 3. Cyber Security & Air Defence Network planning and simulation	60 Years

1.0 JOB & RESPONSIBILITY:

Advisor shall be an expert in the C4I domain having vast knowledge of C4I systems for overall technical guidance, testing, commissioning and validation support from the Operational and Research & Development point of view. He will be responsible to maintain close liaison with appropriate levels in the Indian Armed Forces. Following roles are envisaged for the Domain Expert:

- Provide guidance in key areas and provide a mentoring role to the In-house Design, Development & Engineering teams.
- Provide understanding in Requirements Analysis, Conceptualization, Finalization of System Operational & Functional Requirements for all futuristic C4I Systems
- Provide expert advice related to advanced features to be developed for C4I systems like Electronic Warfare, Defence Technical Operation Planning and Execution, Cyber Security & Air Defence Network planning and simulation to all the key stakeholders and where required provide a mentoring role to members.

2.0 WORK EXPERIENCE:

Minimum 20 years essential experience in the following area:

The advisor shall be a domain expert with extensive knowledge across relevant areas, including Electronic Warfare, Air Defence Technical operation, planning and execution, Cyber security operations, AFNET and fiber optics communication network, air defence system and their communication, operational and logistical planning, secure network planning and simulation as well as testing and validation.

3.0 TERMS OF ENGAGEMENT & ALLOWANCE:

- 3.1 Advisor shall be engaged under the Research & Development category and he will report to Director (Other Units) in BEL.
- 3.2 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 Advisor shall depend on business requirement only. The period of engagement will come to an end on completion of the prescribed period.

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

5.0 REMUNERATION:

- 5.1 The remuneration payable to Advisors in the grade of Pay level 14 & above shall be the last pay drawn, i.e. Basic Pay at the time of superannuation from the previous Government Organization.
- 5.2 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).
- 5.3 In case of candidates with relevant post retirement experience, the remuneration may be fixed with an increase of 5% per year of experience over the last drawn basic and further age relaxation to an extent of relevant post retirement experience to be granted at the discretion of the Selection Committee.
- 5.4 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.
- 5.5 TA/DA: Advisors shall be entitled to TA/DA for official journey within India as applicable to their grade (equivalent to GM/ED grade) at the time of superannuation.
- 5.6 Accommodation: During official visits, Guest House accommodation will 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 GM/ED).

6.0 SELECTION PROCEDURE:

- 6.1 The Candidates meeting the criteria mentioned in the advertisement will be shortlisted for the selection process. Shortlisted candidates shall be called for the Interview.
- 6.2 The results of the final selection will be available on the BEL website.
- 6.3 Provisional offer of engagement will be issued to the selected candidate by email.

7.0 HOW TO APPLY:

- 7.1 Interested and eligible retired senior Defence Officers shall have to read all the instructions given in the advertisement and fill the information correctly in the application form and verify the same before submission, as changes shall not be permitted after submission of the application form.
- 7.2 Candidates who are desirous of applying for the above post, indicated in the advertisement, are required to send hard copy of the duly filled in application form along with the following self-attested photocopies of the documents (one set in following mentioned sequence) by post only to:

**Dy. General Manager (HR),
Bharat Electronics Ltd, Site-IV Industrial Area Sahibabad,
Ghaziabad –201010.**

- 7.3 Completed application should reach on or before 24/06/2026. 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 C4I SYSTEMS DCCS SBU/GHAZIABAD COMPLEX’

Documents to be submitted by candidates while submitting application:

- a) SSC/Xth Marks card certificate (as proof of Date of Birth).
- b) Self-Attested copies of Educational Qualification Certificate (B.Tech / M.Tech / PhD Degree Certificates)
- c) Self-Attested copies of Mark sheets (B.Tech/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.

- 7.4 All correspondence with the candidates shall be done through e-mail. 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.

- 7.5 Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be shortlisted / 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 the need arises, without issuing any further notice or assigning any reason thereafter.

7.6 Short listing of candidates will be carried out purely based on the information declared by each candidate 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.

8.0 GENERAL CONDITIONS:

8.1 Only Indian Nationals can apply.

8.2 Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking are required to submit the application through proper channel or produce 'No Objection Certificate' at the time of interview; without which such candidate will not be allowed to appear for the interview.

8.3 The candidates should be willing to travel extensively across the country based on the project requirement.

8.4 Confidentiality-cum-Non-Compete agreement: External Advisors who are bound by the Confidentiality-cum-Non-Compete agreement with their previous employer are not eligible to apply. On joining, Advisors shall enter into a 'Confidentiality-cum-Non-Compete' Agreement with BEL.

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

8.6 Management reserves the right to cancel/restrict/enlarge/ modify/alter the recruitment/ selection process, should the need arise, without issuing any further notice or assigning any reason thereafter.

8.7 Candidates are required to provide their one valid e-mail ID which shall be entered in the application form. Information pertaining to the 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.

8.8 BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found suitable.

8.9 The admission at all / any stage of selection process will be purely provisional. Mere issue of admit card/ interview call 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 whatsoever. Mere applying for the post shall not be deemed as selection.

8.10 Canvassing in any form will result in disqualification. 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.

8.11 All correspondence with the officers shall be done through e-mail. Information regarding personal interview/call letters shall be provided through email. For this purpose, officers 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.

8.12 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 arises, without issuing any further notice or assigning any reason thereafter.

8.13 Short listing of candidates will be carried out purely based on the information declared by the candidates in the application forms. 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 the 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.

Special note:

Please further ensure that you fulfil all the eligibility criteria (like age, qualification, experience, category

certificate, etc.) as stipulated in our advertisement. If you fail to meet any of the eligibility criteria as stated in the advertisement for the post, your candidature will be cancelled and you will not be allowed to appear for the interview. The decision of the management in this regard would be final. Candidates must go through all instructions and eligibility criteria carefully before applying. In case you require any clarifications regarding the advertisement please send an e-mail to hrdcsgad@bel.co.in.

Please note that no other form of communication will be entertained including telephone calls, conventional mail, fax etc.

The last date to submit the applications is 24/06/2026.

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

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