



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

Advt.No.383/Sec-Rec/2026-27

Date:10.06.2026

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires the following personnel for its Bengaluru Complex on permanent basis:

I POSTS:

Sl No	Post	Qualification + Experience	Age as on 01.06.2026	No. of Posts	Reservation Pattern	Grade / Career Path / Pay Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Jr. Supervisor (Security)	SSLC + 15 years of service in Indian Armed Forces and JCO rank	43 yrs	01	UR-01	WG-VII/CP-V/ 24,500-3%- 90,000
2	Havildar (Security)	SSLC +15 years of service in Indian Armed Forces	43 yrs	13	UR - 05 EWS - 01 OBC (NCL) - 03 SC - 02 ST - 02	WG-III / CP-III/ 20,500 -3% - 79,000

*Abbreviations used: UR –Unreserved, OBC (NCL) – Other Backward Classes (Non-Creamy Layer), EWS – Economically Weaker Section, SC – Scheduled Caste, ST – Scheduled Tribes

II ELIGIBILITY CRITERIA:

1. Candidate must be a citizen of India.
2. The upper age limit specified is applicable to General Category candidates.
3. Relaxation of upper age limit for OBC (NCL) candidates is 3 years and for SC / ST candidates is 5 years.
4. Candidates seeking age relaxation for the above posts will be required to attach copy of necessary certificate (s) along with application and submit in original at the time of Physical Endurance Test / Written Test and at any subsequent stage of the process for verification.
5. The EWS / Caste Certificate should be strictly in the format available on the BEL website (<https://bel-india.in>) failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
6. The reservation is 100% for Ex-servicemen.

(a) QUALIFICATION & EXPERIENCE:

- i. The candidates should possess the qualification of SSLC (Pass) and the experience as specified above in the table.



- ii. The candidates should have an exemplary / very good record and medical category should be 'AYE' / SHAPE-I. Fire training is desirable.
- iii. Registration at District Sainik Welfare Board is mandatory.
- iv. Knowledge of Kannada (local language) is essential.
- v. Candidate should possess Experience Certificates / Discharge Certificates / Documents issued by the previous and present employer clearly indicating period of employment and post held.

III METHOD OF SELECTION:

The candidates meeting the criteria will be shortlisted for the selection process. Eligible candidates shall undergo Physical Endurance test and those who qualify in the Physical Endurance test will be shortlisted for written test. Physical Endurance test and written test will be held at Bengaluru only.

IV PAY & ALLOWANCES:

Selected candidates will be inducted in the pay scales as mentioned in Page 1. In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 30% of the annual basic pay, reimbursement of medical expenses, Group Insurance, PF, Pension, Gratuity etc. as per Company rules will be a part of remuneration package.

V HOW TO APPLY:

- a. Candidates who meet the above mentioned criteria are required to download the application form provided as a link to this advertisement. 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/CSG)
Bharat Electronics Limited,
Jalahalli Post, Bengaluru-560013

The envelope containing the application with relevant documents should be super scribed as 'Application for the post of Jr. Supervisor (Security) / Havildar (Security)'.

- b. Applications should be accompanied by the following self-attested documents:
 - 1) Recent color passport size photograph.
 - 2) SSLC marks card and any other valid document as proof of date of birth.
 - 3) Candidates belonging to EWS / OBC (NCL) / SC / ST need to submit their certificate in the prescribed format.



- 4) Candidates belonging to OBC (NCL) category are required to submit the Community Certificate in the prescribed format issued by the Competent Authority for applying for posts under the Government of India on or after 01.06.2025 and valid EWS Certificate for the year 2025-26 by the Competent Authority. (prescribed formats are made available on our website: <https://bel-india.in>). Income Certificate will not be considered as OBC (NCL) Certificate.
- 5) No Objection Certificate from the present employer (employed in Govt. / Quasi Govt. / PSU) if applicable.
- 6) Experience Certificate, Discharge certificate, if applicable. Discharge book issued by the Indian Armed Forces / Concerned Authority clearly indicating the medical category, date of discharge and exemplary / very good records - SHAPE-I/AYE.
- 7) Candidates presently employed in the Armed Forces and yet to be discharged need to submit documentary proof in support of their Medical Category, Character and probable date of discharge.
- 8) Document of Registration and number from the District Sainik Welfare Board (should be valid and active).

Applications that are incomplete, not in the prescribed format, not legible or without the required enclosures, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.

VI GENERAL INSTRUCTIONS:

- 1) Before applying for the post, the candidates should ensure that they fulfill the eligibility criteria mentioned in the advertisement.
- 2) Candidates working in Government / Semi government / Public Sector Organization are required to produce "No Objection Certificate" at the time of Document verification (Physical Endurance Test / Written Test). In case the candidate fails to do so, his candidature will be disqualified.
- 3) The candidates have to produce a valid photo identity proof while appearing for the Physical Endurance Test/Written Test. The SC/ST candidates claiming TA for travel have to produce original caste/disability certificate and submit a copy of the same along with the train / bus tickets.
- 4) Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to their being found medically fit in the Pre-employment Medical Examination to be conducted as per Norms & Standards of Medical Fitness.
- 5) SC / ST outstation candidates called for Written Test shall be reimbursed Travelling allowance to and fro (sleeper Class) from their correspondence address / place of work in



India on production of actual tickets by the shortest route. It may also be noted that bank account details need to be provided along with the application in order to make Travelling Allowance payment after verification of relevant documents submitted by the candidates. Reimbursement will be made at a later date through ECS. (as applicable)

- 6) Local Travel cost, if any, shall be borne by the candidates.
- 7) Request for change of category (GENERAL / EWS / OBC(NCL) / SC / ST) once declared in the application will not be entertained.
- 8) In the event any applicant has litigated with his employer in the past, the same should be clearly mentioned in the application in brief.
- 9) Candidates are required to possess one valid and active e-mail id, which is to be mentioned in the application form. Information pertaining to the Physical Endurance Test / Written Test will be sent by e-mail to the email id furnished by the candidate. BEL will not be responsible for bouncing of any e-mail sent to the candidates.
- 10) Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid application will be retained.
- 11) The selected candidates are required to work in rotational shifts and stay in the Company provided accommodation.
- 12) 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.
- 13) The candidature at all stages of the selection process shall be provisional in nature. Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Physical Endurance Test / Written Test.
- 14) 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. Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of BEL website <https://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.
- 15) Candidature is liable to be rejected at any stage of selection process or after joining, if any information provided by the candidate is found not in conformity with the criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if BEL comes across any evidence / knowledge that the qualification, experience and any other particulars indicated in the application / other forms / formats / declarations are not recognized / false / misleading and / or amounts to suppression of information / particulars which should have been brought to the notice of BEL.



- 16) Canvassing in any form will result in disqualification. BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason whatsoever.
- 17) In case any dispute arises on account of interpretation of clauses in any version of this advertisement other than English, the English version available on BEL website shall prevail.
- 18) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Bengaluru.
- 19) All further announcements / details pertaining to this process will be published / provided on BEL website: <https://bel-india.in> from time to time.

The last date for submission of application is 01.07.2026. Applications submitted beyond the last date will not be considered under any circumstances

For Queries related to the advertisement, you may write to hrcsg@bel.co.in
