BHARAT ELECTRONICS LIMITED

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

Advertisement No. 383/HR/CS/Rec/Legal/2025-26 **Date: 29.07.2026**

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires the following personnel for its Central Services Division of Bengaluru Complex on Permanent Basis.

Post / Grade	No. of post	Pay Scale	Upper age limit as on 01.07.2026	Reservation
Probationary Legal Officer / E-II	**01**	**40,000-3%-1,40,000**	**25**	**UR-01**

OTHER ALLOWANCES:

Selected candidate will be inducted in the pay scale as indicated as above in the table. In addition to Basic Pay of Rs. 40,000/-, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Annual Basic Pay as Perquisites, Performance Related Pay (PRP), Group Life Insurance, Medical reimbursement, Provident Fund, NPS, Gratuity etc. as per the Company's rules, will be part of the remuneration package.

AGE CRITERIA:

The upper age limit indicated above in the table is for candidates belonging to UR category. For candidates belonging to PwBD category having minimum 40% disability or more will get 10 years relaxation on the age limit mentioned above. For the Ex-Servicemen relaxation in age will be as per Government guidelines.

In case of non-availability of the date of birth in the Matriculation / Higher Secondary school certificate, Birth certificate issued by Competent Authority will be considered.

Where reservation is not available for specific category, candidates may apply under General category provided they meet the minimum eligibility criteria specified for General Category as on 01.07.2026.

Qualification:

Full time Bachelor's Degree in Law (LLB / BL) from recognized Indian University. General candidates should secure First class and PwBD candidates should secure pass class in Bachelor's Degree in Law (LLB / BL).

Please Note:

a. Candidates whose discipline / specialisation mentioned in their relevant Degree Certificates do not tally with the discipline / specialisation prescribed in the advertisement will not be considered for selection.

b. In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA / Credits to percentage in accordance with the respective University norms.

METHOD OF SELECTION:

The candidates meeting the eligibility criteria mentioned in the advertisement will be shortlisted for the Written Test and those who qualify in the Written Test will be provisionally shortlisted for Interview in the ratio of 1:5.

The minimum qualifying mark is 35% for General candidates and 30% for PwBD candidates in both Written Test and Interview separately.

Selection will be based on the performance of the candidate in both the Written Test and Interview. The weightage for Written Test is 85 marks and Interview is 15 marks.

The venue of the written test is Bengaluru only. The exact date and time will be communicated to the e-Mail Id furnished by the candidate.

HOW TO APPLY:

a) Candidates who meet the above mentioned criteria are required to download the Application Form provided in the website with this advertisement.

b) The duly filled in application along with the self-attested photocopies of the below mentioned documents / enclosures are to be sent through post:

- SSLC / SSC / 10th Standard marks card (as proof of Date of Birth).
- LL.B / B.L Degree certificate (as applicable). In case of CGPA / OGPA / Grade-point, the candidates are required to indicate the formula for conversion of CGPA / Credits to percentage in accordance with the respective University norms.
- Final consolidated marks sheet & Degree Certificate (In case the final degree certificate is yet to be awarded, the candidate is required to mandatorily submit the final year mark sheet. If available, the Provisional degree certificate to be submitted).

- Caste / Tribe Disability certificate in case of candidates belonging to SC / ST / PwBD are required to submit the certificate in the prescribed format.
- Physical copy of payment receipt of SBI Collect (online mode / through SBI Branch).
- Identity Proof (Aadhar Card/Driving License/Voter ID/Passport / PAN Card).
- Additional Certificates, if any.

The application should reach **Manager (HR/CSG),** Bharat Electronics Limited, Jalahalli Post, Bengaluru - 560 013 **on or before 20.08.2026.** The envelope containing the application with relevant documents should be superscribed as ***'Application for the post of Probationary Legal Officer on Permanent Basis'*** **- BEL Bengaluru Complex.**

Any applications received after the closing date will not be considered and application (s) that are incomplete, not in the prescribed format, not fulfilling the eligibility criteria, do not contain the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained. BEL shall not be liable for any delay or loss in postal transit for any reason whatsoever.

Candidates are required to read all the instructions given in the advertisement and write all information correctly, as no changes shall be permitted after submission of the Application Form.

If candidates are employed in BEL, they shall submit prior intimation to their respective SBU / Unit HR.

Application fee:

Post	Application fee	Exemption
Probationary Legal Officer (E-II) – On permanent Basis	Rs. 600/- + 18% GST	Candidates belonging to SC / ST / PwBD / Ex-Servicemen are exempted from payment of application fee

INSTRUCTIONS FOR MAKING PAYMENT:

- The application fee should be remitted through SBI Collect (through online). Application fees can be paid online by visiting the following link (as applicable) https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842
- **Select the Payment category:** Legal Officer (E-II) – On permanent Basis for Bengaluru Complex.
- Candidates are requested to read the details and screenshots for making the payment.

- Candidates have to enter the "SBI Collect Reference No." generated after payment in the Application Form.
- Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application.
- **Note:** While paying application fees through SBI collect, candidates should ensure that they mention the same mobile number and e-mail Id in SBI collect as has been mentioned by them in the Application Form.
- Take a print of the payment receipt and attach it with the application form.
- Candidates have to mention the "SBI Collect Reference Number" generated after making payment, in the Application Form. Application fee may be remitted as per the posts mentioned. Any error in the application fee or mismatch will result in disqualification of candidature.
- **The application fee is non-refundable under any circumstances.** Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fees.

GENERAL INSTRUCTIONS:

1. Only Indian Nationals are eligible to apply.
2. Applications received by post after the last date will be summarily rejected without assigning reasons.
3. Incomplete application (s) / application (s) not in prescribed format / application (s) without supporting documents as brought out in **'HOW TO APPLY'** paragraph will be summarily rejected without assigning reasons thereof.
4. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidate (s) to be called for the Written Test / Interview. The admission at all / any stage of selection process will be purely provisional.
5. Short listing of candidates will be carried out purely based on the information declared by candidate (s) in the application form. If at any stage of selection or subsequent to appointment, it is found that the candidate (s) has / had / have declared false information w.r.t. their credentials, BEL reserves the right to reject / debar / cancel the candidature / appointment of such candidate (s).
6. Mere issuance of admit card / interview call letter / provisional offer of appointment to the candidate (s) will not imply that his / her candidature has been cleared by BEL.
7. Candidates belonging to OBC (NCL) / SC / ST categories should meet the eligibility norms notified for UR category for consideration against unreserved (UR) vacancy. In other words, OBC (NCL) / SC / ST candidates applying for unreserved post shall

be considered under general standard of merit and no relaxations (except payment of application fee for SC / ST / PwBD candidates) shall be available for the candidates.

8. The Caste / Tribe / Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under "UR" category, provided they are otherwise meeting all other criteria stipulated for General candidates.

9. Request for change of mailing address / E-mail Id / Category / Degree as declared in the application form will not be entertained.

10. **Travelling Allowance (TA) at Interview stage:** Outstation candidates will be reimbursed to & fro rail fare by shortest route either from the correspondence address or from actual place of departure whichever is less, on production of tickets / supporting documentary proofs in respect of onward journey. The travelling allowance payment is restricted to AC Chair car/ III Tier AC.

11. All future correspondence with candidates shall be done through e-mail only. BEL will not be responsible for bouncing of any e-mail sent to the candidate.

12. BEL reserves the right to cancel / restrict / enlarge / modify or alter the recruitment or selection process without assigning any reason if need so arise.

13. Candidates employed in Central / State Government department, Central / State PSUs or Semi- Government Organization must produce No Objection Certificate (NOC) at the time of Interview. In case, the candidate fails to produce NOC from his / her present employer at the time of Interview, his / her candidature will not be entertained.

14. List of candidates shortlisted for written test / interview / finally selected for the above post will be displayed in Careers section of our website at https://bel-india.in

15. There will be no separate communication to any candidates on their non-selection at any stage.

16. Any dispute arising out of or pertaining to this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Bengaluru.

17. The post indicated above may vary based on the actual requirement at the time of selection. Canvassing in any form will result in disqualification.

18. Any revision, clarification, addendum, corrigendum, time extension etc. to this advertisement will be hosted on the careers 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.

For queries related to this advertisement & payment of application fee, candidates may write to us at hrcsg@bel.co.in

BEL has a robust and transparent recruitment process where the selection criterion 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.

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