

BHARAT ELECTRONICS LIMITED

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

Bharat Electronics Limited, India's premier Navaratna Company, requires experienced & competent engineering professionals having aptitude in design for its newly setup 'Product Development & Innovation Centre' (PD&IC) at Bangalore. PD&IC is a new centre of excellence at company level for Product R&D. Futuristic technological products and solutions will be developed in niche technological areas, in various business segments of professional electronics, in the upcoming modern design facility with highest ever R&D investment in BEL.

Electronics & Telecommunication Professionals

The incumbent shall be responsible for the design and development of Electronic products/systems in the relevant area of specialization.

SI No	Position / Job Code	Grade	Scale of Pay/ CTC	No of Posts	Maximum age as on 30.06.2016	Minimum Experience	Minimum essential educational qualification and work experience
1	Manager/ E-25ECE	E-V	29100-3%- 54500/ CTC 14.2 Lakhs (approx.)	2	40 Years	12 Years	Full time B.E./B.Tech in Electronics/Electronics & Telecommunication/Electronics & Communication/Communication/ Telecommunication from any AICTE approved institution/University with First Class for GEN/OBC candidates & Pass Class for SC/ST/PWD Candidates. The candidates should have hands-on development experience on specific project/products with competencies in any of the following areas:
2	Deputy Manager/ E-24ECE	E-IV	24,900- 3%-50500/ CTC 11.9 Lakhs (approx.)	2	36 Years	8 Years	Embedded Design : Embedded Design: Candidate should have hands-on design experience and sound knowledge in Embedded System 16/32/64 bit X86/RISC/ARM/DSP Processor, Digital Signal Processing, FPGA, HDL, (VHDL or Verilog), electronic displays, etc. Telecom Products : Candidate should have hands-on design experience and sound knowledge in IP Networking, IMS, VOIP, TCP/IP, Voice and Video Media Processing, Wireless technology WiFi / WiMax / LTE, Digital Signal Processor, FPGA, HDL (VHDL or Verilog)
3	Senior Engineer/ E-23ECE	E-III	20,600- 3%- 46,500/ CTC 9.8 Lakhs (approx.)		32 Years	4 Years	Sat Com Products : Candidate should have hands-on design experience and sound knowledge in design of Satcom Systems, Bulk UpConverter, Modem, Antenna design, RF Amplifier, etc.
4	Deputy Engineer/ E-22ECE	E-II	16,400- 3%- 40,500/ CTC 7.8 Lakhs (approx.)	19	28 Years	1 Year	Navigation & Stabilization Systems : The candidate should have worked in the area of design of inertial navigation systems (FOG/RLG), Optronics pedestals and GPS/IRNSS based navigation products. RF Designs : The candidate should have hands-on design experience and sound knowledge in RF circuit design, parametric testing & characterisation of RF & microwave designs, etc. Opto- Electronic products : The candidate should have hands-on design experience and sound knowledge of various opto-electronic products required for defence and surveillance applications. The candidate should have design experience related to Lasers, near infrared imagers, laser based missile approach warning systems, etc.

Mechanical Product Engineering Professionals

The incumbent shall be responsible for engineering of military grade electronic & electro-optic equipment/products for ground & airborne applications. The activities shall include product conceptualization, 3D part modeling, carrying out design verification using thermal & structural analysis tools, building prototypes, validating designs and generating engineering documentation etc.

Sl. No.	Position/ Job Code	Grade	Scale of Pay/ CTC	No of Posts	Maximum age as on 30.06.2016	Minimum Experience	Minimum essential educational qualification and work experience
5	Manager/ E-25MEC	E-V	29100-3%- 54500/ CTC 14.2 Lakhs (approx.)	1	40 Years	12 Years	Full time B.E./B.Tech in Mechanical Engineering from any AICTE approved institution/University with First Class for GEN/OBC candidates & Pass Class for SC/ST/PWD Candidates. The candidate should have hands-on experience in design of electronic products, electro-optic products, pedestal design and airborne products design. Exposure & experience in military standards, part/assembly modeling using 3D modeling tools, thermal & structural analysis, reliability engineering & design for Six Sigma shall be preferred. Functional knowledge of SAP environment would be an added advantage
6	Deputy Manager/ E-24MEC	E-IV	24,900- 3%-50500/ CTC 11.9 Lakhs (approx.)	1	36 Years	8 Years	
7	Senior Engineer/ E-23MEC	E-III	20,600- 3%-46,500 CTC 9.8 Lakhs (approx.)		32 Years	4 Years	
8	Deputy Engineer/ E-22MEC	E-II	16,400- 3%-40,500 CTC 7.8 Lakhs (approx.)	5	28 Years	1 Year	

Software Professional

The incumbent shall be responsible for the design and development of software for electronic products/systems, Telecom & Network products/system and Network Management System etc.

Sl. No.	Position/ Job Code	Grade	Scale of Pay	No of Posts	Maximum age as on 30.06.2016	Minimum Experience	Minimum essential educational qualification and work experience
9	Deputy Engineer/ E-22CSE	E-II	16,400-3%- 40,500 CTC 7.8 Lakhs (approx.)	4	28 Years	1 Year	<p>Full time B.E./B.Tech in Computer Science/Information Technology from any AICTE approved institution/University with First Class for GEN/OBC candidates & Pass Class for SC/ST/PWD Candidates.</p> <p>The candidates should possess competencies in any of the following areas and should have hands-on development experience in specific project/product</p> <p>a) Candidates should have sound programming skills in C, C++, Operating System, Linux and RTOS, Windows using APIs and sound knowledge of Device Driver, BSP, BIOS, Embedded software on X 86/ARM/RISC/Processor Architecture.</p> <p style="text-align: center;">OR</p> <p>b) Candidates should have sound programming skills in C, C++, Operating System, Linux, and Windows and sound knowledge in IP Networking, TCP/IP, VOIP & SIP Protocol, IMS, XMPP, SMTP, HTTP, HTTPS, Wireless Technologies, WiFi, WiMax, LTE, etc.</p> <p style="text-align: center;">OR</p> <p>c) Candidates should have sound programming skills in C, C++, Visual Basic, JAVA, Operating System, Linux and RTOS, Windows and sound knowledge of IP Networking, TMS, TMF-COBRA, SNMP, XML, Web server, MIB, SQL, mySQL, etc.</p>

Electrical Professionals

The incumbent shall be responsible for the development of control systems and electrical drives for the tracking pedestals and servo systems (2-Axis and 3-Axis) for various motion platforms in defence and surveillance applications.

Sl. No.	Position/ Job Code	Grade	Scale of Pay	No of Posts	Maximum age as on 30.06.2016	Minimum Experience	Minimum essential educational qualification and work experience
10	Deputy Engineer/ E-22ELE	E-II	16,400-3%- 40,500 CTC 7.8 Lakhs (approx.)	1	28 Years	1 Year	Full time B.E. / B.Tech in Electrical from any AICTE approved institution/University with First Class for GEN /OBC candidates & Pass Class for SC/ST/PWD Candidates. The candidate should have sound knowledge and design experience for the control systems for small and large electric drives including stepper motor and DC drives.

Applied Optics & Laser Professionals

The incumbent shall be responsible for the design and development of advanced optical, thermal imaging and Laser products/systems for Military and Para-Military requirements. He/she shall also be responsible to establish the required infrastructure for the development, testing and evaluation of Optical products/system.

Sl No	Position	Grade	Scale of Pay	No of Posts	Maximum age as on 30.06.2016	Minimum Experience	Minimum essential	
							Educational Qualification	Work Experience
11	Deputy Engineer/ E-22OLE	E-II	16,400-3%- 40,500 CTC 7.8 Lakhs (approx.)	2	28 Years for candidates with qualification of M.Sc. (full time)	1 Year	Two years full time M.Sc. in Optics/Laser from any AICTE approved institution / University with First Class for GEN/OBC candidates & Pass Class for SC/ST/PWD Candidates	The candidates having experience in design of optical products in near IR and specialization in fiber laser will be preferred. The candidate should have awareness and hands on experience on ZEMAX, CODE V optical design software or equivalent.
					29 years for candidates with qualification of M.Tech (full time)		Two years full time M.Tech in Optics / Laser from any AICTE approved institution/University with First Class for GEN/OBC candidates & Pass Class for SC/ST/PWD Candidates.	

1. **Age Relaxation:** SC-5 Years, ST-5 Years, OBC (Non –Creamy Layer)-3Years. For Candidates belonging to Person with Disability (PWD) category having minimum 40% disability will get 5 (five) years relaxation in addition to the relaxation applicable to SC/ST/OBC mentioned above.
2. **Mode of Selection:** Selection will be through a Written Test, followed by an Interview for only those candidates who qualify in the written test for the applicants applying for E-II / E-III / E-IV grade posts. Applicants applying for E-V grade posts will be selected through interview.
3. The Cutoff date for deciding the maximum permissible age and experience (Post Qualification Experience) shall be **30.06.2016**. In order to compute post qualification work experience, the period of work experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered.
4. Wherever specific relevant experience is prescribed, Experience certificates/ Document issued by the employer clearly indicating the specific area of experience should be enclosed.
5. Candidates working in PSUs/Government/Quasi Government organizations should submit the application through proper channel or produce No Objection Certificate at the time of the interview. Such candidates, who are unable to produce NOC, will not be interviewed.
6. **General Conditions:**
 - a. In addition to Basic Pay, other allowances like Dearness allowance, House Rent Allowance, 48% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities, Provident Fund, Pension, Gratuity, as per the Company's rules will be part of the remuneration package. Advance increment and service weightage will be extended to exceptional and deserving candidate at the discretion of Selection Committee.
 - b. Candidate selected for the post of Dy. Engineer (Job code:E-22OLE) with M.Tech in Optics/Laser only will be offered two additional increments in the pay scale of Rs. 16,400-3%-40,500/-.
 - c. In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates required to submit a certificate at the time of interview from their University/Institute with a clear mention to their specialization in the qualifying degree.
 - d. Candidates called for interview shall be reimbursed Travelling allowance (onward journey) as follows from their correspondence address/ place of work in India on production of actual tickets by the shortest route. Local Travel cost, if any, shall be borne by the candidates:
 - i. E-V / E-IV grade : I Class train fare by the shortest route
 - ii. E-III / E-II grade : II Class train fare by the shortest route
 - e. In case of large numbers of application are received, Management reserves the right to raise the minimum eligibility standards.
 - f. Request for change of category once declared in the application will not be entertained.
 - g. Mere 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 shortlist the candidates based on the nature of past relevant experience acquired post prescribed qualification.
 - h. Document received after the last date for submission of document will not be considered.
 - i. In the event any applicant has litigated with his/ her employer in the past: the same should be clearly mentioned in brief.
 - j. 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.
 - k. Only Indian nationals need apply.

7. How to apply:

- Candidates belonging to GEN/OBC category are required to pay an application fee of Rs. 500/-. Candidates are required to download and print the bank challan available on the BEL website, www.bel-india.com. The challan (in triplicate- 1) Bank copy, 2) Company copy 3) Candidate copy) is to be filled by the applicant and submitted to the nearest State Bank of India branch, along with an application fee of Rs.500/- plus bank charges. On submission of the challan unique transaction number (Journal Number) will be generated and the same would be written by the staff at the Bank. The bank portion of the challan will be retained by the staff of the bank and the remaining 2 portions will be given to the candidate. The candidate has to ensure that the 'Journal Number' is entered on the challan before leaving the bank. The candidate is required to attach the Company's copy of the challan along with the application format. The candidate can retain his copy of the challan for further reference. SC/ST & PWD candidates are exempted from payment of application fee.

Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting online application. Application fee is non-refundable.

Candidates are required to possess at least one valid e-mail id, which is to be entered in the application form

- Go to our website www.bel-india.com, click on RECRUITMENTS wherein a link has been provided to submit the application online OR login by typing the URL http://bghr-recruitment.com/Default_PMT.aspx and click on the post to be applied. The candidates have to fill in all the details required in separate tabs such as :-

- ✓ PERSONAL INFORMATION : Enter the candidate's name, father's name date of birth and other details
- ✓ ADDRESS INFO : Enter permanent and correspondence address, email id mobile no have to be entered. In case the correspondence address is same as permanent address; tick on the "same as permanent address"
- ✓ QUALIFICATION : Enter the details of qualification required for the job/post has to be entered and click on "add to list"
- ✓ ADDN. QUALIFICATION : Enter the details of the additional qualification acquired if any and click on "add to list"
- ✓ WORK EXPERIENCE : Enter the work experience details and click on "add to list". If the experience gained is in more than one company enter the experience details again in the fields provided and click on "add to list"
- ✓ RELATIVES IN BEL : Enter the details of relatives employed in BEL.
- ✓ OTHER INFO : Enter the details if he/she has appeared for previous selection for appointment in BEL
- ✓ APPLN FEE DETAILS : Enter the application fee details such as journal no, date and amount
- ✓ ATTACHMENTS : Tick on the required and relevant enclosures to be attached along with the application

- Upon filling up all the details, verify the data entered and click on SUBMIT. Also click on SAVE which saves the filled in application in pdf format and PRINT option is provided to take the print of the application. The printed application along with the photocopies of the below mentioned documents/enclosures to be forwarded to **The Deputy Manager (HR/A&F), Bharat Electronics Limited, Jalahalli Post, Bengaluru – 560013 :**

- i) SSLC/Matriculation Certificate (as proof of date of birth)
- ii) Semester wise marks cards of BE / B Tech. (Candidates who have completed bachelor's degree after Diploma have to enclose all the semester copies of diploma certificates also)
- iii) Semester wise marks cards of M.Sc / M Tech.
- iv) BE / B Tech / M Tech / M Sc Degree Certificate

- v) Experience Certificates from previous employers / Appointment letter in case of present employer.
 - vi) Caste / Disability certificate in case of SC / ST / PWD (if applicable, strictly in the prescribed formats, which are available on the BEL website. OBC certificate should be dated on or after 01.05.2015.)
 - vii) Bank Challan (if applicable)
 - viii) No Objection Certificate (if applicable)
- The candidates have to ensure that –
 - ❖ While forwarding the hard copy of the application along with the required photocopies of the documents / enclosures shall correspond with the documents ticked on tab “ATTACHMENTS” while filling the online application.
 - ❖ In addition if the candidate has acquired any additional qualification that has been mentioned while filling online application on tab “ADDN. QUALIFICATION”, should enclose such documents along with the hard copies of the application.
 - Online applications are accepted from 06.07.2016 to 26.07.2016 from the date of this advertisement and candidates are required to send the hard copy of the application **by post** to the above mentioned address **superscribing the Job Code & post applied for on the envelope so as to reach us by 03.08.2016. For example: “APPLICATION FOR THE POST OF Dy. Engineer (E-22ECE)”**
 - For any further clarifications / information, the candidates may mail us hrpdic@bel.co.in
 - Applications that are incomplete, not in the prescribed format or without the required enclosures, will summarily be rejected without assigning any reasons and no correspondence will be entertained in this regard.
 - The Caste / Disability Certificate should be strictly in the format available on the BEL website, (also a link has been provided while filling online application) failing which, candidates will be considered under ‘General’ category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
 - Information pertaining to the written test / interview 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 candidate.
 - The number of posts indicated above may vary based on the actual requirement at the time of selection.
 - 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.