



QUALITY, TECHNOLOGY, INNOVATION

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

I.E. NACHARAM, HYDERABAD – 500 076.

**ADVT NO.BEL/HYD/2022-23/03**

**DATE: 30.09.2022**

***Applicants are advised to go through the website [www.bel-india.in](http://www.bel-india.in) for any updates.***

Bharat Electronics Limited, a Navratna Company and India's Premier Professional Electronics Company under Ministry of Defence, requires the following personnel **on temporary basis** for its Hyderabad Unit.

**1. REQUIREMENT OF ENGINEERS:**

Sl. No.	Post	Post Code	No.of Posts	Upper age limit as on 30.09.2022 *	Minimum Post Qualification Experience as on 30.09.2022	Reservation
1	Trainee Engineer – I (Electronics)	TEEL	60	28 Years	6 Months	GEN-36 OBC-23 SC-13 ST-6 EWS-8
2	Trainee Engineer – I (Mechanical)	TEME	20			
3	Trainee Engineer – I (Computer Science)	TECS	06			
4	Trainee Engineer – I (Electrical)	TELE	01			GEN-1
5	Trainee Engineer – I (Civil)	TECL	02			GEN-1 OBC-1
6	Project Engineer – I (Electronics)	PEEL	30	32 Years	2 Years	GEN-21 OBC-14 SC-7 ST-3 EWS-5
7	Project Engineer – I (Mechanical)	PEME	15			
8	Project Engineer – I (Computer Science)	PECS	05			
9	Project Engineer – I (Electrical)	PELE	01			GEN-1
10	Project Engineer – I (Civil)	PECL	01			GEN-1

\* Relaxation of upper age limit: The upper age limit will be relaxable for SC, ST candidates by 5 years and for OBC (Non-Creamy Layer) candidates by 3 years. For candidates belonging to Persons with Benchmark Disability (PwBD) category having minimum 40% disability will get 10 (ten) years relaxation in addition to the relaxation applicable to SC/ST/OBC (NCL) mentioned above.

## **2. TERMS OF ENGAGEMENT & REMUNERATION:**

- a) **Trainee Engineer-I** will be engaged initially for a period of **TWO** years which may be extended upto maximum of **THREE** years (including initial period) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.30,000/-, Rs.35,000/-and Rs.40,000/- per month for 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> year of contract respectively.
- b) **Project Engineer-I** will be engaged initially for a period of **THREE** years which may be extended up to maximum of **FOUR** years (including initial period) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.40,000/-, Rs.45,000/- Rs.50,000/- and Rs.55,000/-, per month for the 1<sup>st</sup>,2<sup>nd</sup>,3<sup>rd</sup> year and 4<sup>th</sup> year of contract respectively.
- c) In addition to above a consolidated amount of Rs.12,000/- per year will be paid towards expenses like life and medical insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount shall be paid in two installments. First installment will be processed in the first month's salary after joining and the second installment will be paid after completion of 6 months from the date of joining.
- d) ***If the selected candidate is posted to the Outside Hyderabad, where the BEL doesn't have Unit / Regional Office / Water Front Support Centers, to compensate the hardship faced by them at the aforesaid locations they will be paid 10% of consolidated remuneration as Area Allowance per month.***
- e) Apart from the remuneration and benefits indicated above Project Engineers will not be eligible for any other benefits / facilities.

## **3. EDUCATIONAL QUALIFICATION:**

Sl. No.	Post	Post Code	Qualification
1	Trainee Engineer – I (Electronics)	TEEL	BE/B.Tech/B.Sc Engg. in Electronics / Electronics & Communication / E&T/ Telecommunication / Electrical & Electronics
2	Trainee Engineer – I (Mechanical)	TEME	BE/B.Tech/B.Sc Engg. in Mechanical
3	Trainee Engineer – I (Computer Science)	TECS	BE/B.Tech/B.Sc Engg. in Computer Science
4	Trainee Engineer – I (Electrical)	TELE	BE/B.Tech/B.Sc Engg. in Electrical, Electrical & Electronics
5	Trainee Engineer – I (Civil)	TECL	BE/B.Tech/B.Sc Engg. in Civil
6	Project Engineer – I (Electronics)	PEEL	BE/B.Tech/B.Sc Engg. in Electronics/ Electronics & Communication/ E&T/ Telecommunication/ Electrical & Electronics
7	Project Engineer – I (Mechanical)	PEME	BE/B.Tech/B.Sc Engg. in Mechanical

8	Project Engineer – I (Computer Science)	PECS	BE/B.Tech/B.Sc Engg. in Computer Science
9	Project Engineer – I (Electrical)	PELE	BE/B.Tech/B.Sc Engg. in Electrical, Electrical & Electronics
10	Project Engineer – I (Civil)	PECL	BE/B.Tech/B.Sc Engg. in Civil

- a) Candidates should have obtained a minimum percentage of 55% & above marks in the Qualifying Examination (aggregate of all semesters / years) in the indicated qualification for General, EWS and OBC and Pass Class for SC, ST and PwBD candidates.
- b) Candidates having indicated qualification with other disciplines/specializations will not be considered.
- c) Candidates must possess all academic years/semesters mark sheets and Degree Certificate. (In case of CGPA grading, Conversion certificate to substantiate the claim shall be produced by the candidate during document verification, failing which the candidature will be summarily rejected.
- d) 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.
- e) Candidates having part-time or correspondence course in prescribed qualification are not eligible.

#### **4. POST QUALIFICATION EXPERIENCE (AS ON 30.09.2022):**

- 4.1 Minimum 6 months post qualification relevant industry experience is **mandatory** to apply for the post of Trainee Engineer–I.
- 4.2 Minimum 2 years of post-qualification relevant industry experience is **mandatory** to apply for the post of Project Engineer–I.
- 4.3 Please note the following:
  - a. Academic / Teaching experience / Research work / any Training which is not part of work will not be considered.
  - b. One year completed apprenticeship training will be considered as experience.
  - c. The Cutoff date for deciding the maximum permissible age and experience (Post Qualification Experience) shall be as **30.09.2022**. In order to compute post qualification experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered. Wherever specific relevant experience is prescribed, Experience certificates/ Document issued by the employer clearly indicating the specific area of experience should be enclosed.

4.4 **Candidates with experience in the following areas will be considered for short listing the applications.**

**A) ELECTRONICS:**

**a) Experience for Trainee Engineer (Electronics):**

- Knowledge and Working Experience in Testing of RF and Microwave Subsystems or Radars, Communication Systems, Signal Processing areas.
- Hands-on experience in the usage of Test Instruments like Network Analyzer, Spectrum Analyzer, Signal Generator, RF Power Meter, Digital storage Oscilloscope, Chip scope, Logic Analyzer, Signal Analyzer, etc
- Experience in preparation of production documents, etc, with sufficient experience in the usage of Microsoft Office Tools - MS Word, MS Excel, MS Power point, MS Project.
- Experience in Quality Assurance processes such as Qualification and Screening Procedures for various Environmental & EMI/ EMC Test Requirements and Inspection processes.

**b) Experience for Project Engineer (Electronics):**

- Knowledge and Working Experience in RF and Microwave Subsystems or Radars, Communication Systems, Signal Processing areas
- Knowledge and Testing experience in the Electronic Warfare Subsystems like ESM, ECM, ELINT, COMINT, Jammers, etc will be an added advantage
- Hands-on experience in the usage of Test Instruments like Network Analyzer, Spectrum Analyzer, Signal Generator, RF Power Meter, Digital storage Oscilloscope, Chip scope, Logic Analyzer, Signal Analyzer, etc
- Knowledge of Antenna Parameters and Hands-on experience in Antenna Testing will be an added advantage
- Knowledge and experience in RF simulations and modeling using MATLAB, HFSS, etc will be an added advantage.
- Knowledge and experience in VHDL coding will be an added advantage.
- Experience in preparation of project documents, production documents, Test Plans, Acceptance Test Procedure documents, technical hand books / manuals with sufficient experience in the usage of Microsoft Office Tools - MS Word, MS Excel, MS Power point, MS Project
- Experience in Quality Assurance processes such as Qualification and Screening Procedures for various Environmental & EMI/EMC Requirements, Inspection processes, Co-ordination with Customers for Inspection Offering & Clearances, etc
- Experience in managing Technical Work Teams, preparing and making Project Presentations, Work Planning, scheduling and execution will be desirable.

**B) MECHANICAL:**

**a) Experience for Trainee Engineer (Mechanical):**

- Hands-on experience in mechanical designing, generation of Engineering drawings, project documents, production documents, etc using AutoCAD and Solid Works software
- Working knowledge of Manufacturing / Fabrication processes and Assembly of

complex Mechanical Systems

- Experience in Quality Assurance processes such as Qualification and Screening Procedures for various Environmental Requirements, Inspection processes, Co-ordination with Customers for Inspection Offering & Clearances, etc
- Experience in Microsoft Office Tools based drafting for documentation

**b) Experience for Project Engineer (Mechanical):**

- Hands-on experience in mechanical designing, 3D Modeling, generation of Engineering drawings, project documents, production documents, etc using AutoCAD and Solid Works software
- Knowledge and working experience in the Design, Fabrication and realization of Mechanical structures.
- Working knowledge of Manufacturing / Fabrication processes and in the Assembly of complex Mechanical Systems
- Experience in Quality Assurance processes such as Qualification and Screening Procedures for various Environmental Requirements, Inspection processes, Co-ordination with Customers for Inspection Offering & Clearances, etc
- Experience in Microsoft Office Tools based drafting for documentation
- Experience in preparation of cost estimates, tendering, contract management will be an added advantage
- Knowledge of advance light weight, strong and thermally conductive materials & special materials will be an added advantage
- Knowledge & experience in the Structural and Thermal Analysis / Simulations of Mechanical Designs will be an added advantage

**C) COMPUTER SCIENCE:**

**a) Experience for Trainee Engineer (Computer Science):**

- Knowledge and Working Experience in software development in C++, JAVA, QT with socket programming and PostgreSQL / MySQL Database Programming
- Knowledge on Software development Life Cycle (SDLC) is an added advantage
- Working Experience in Software Testing & Documentation.

**b) Experience for Project Engineer (Computer Science):**

- Working Experience in Software Development in C++, JAVA, QT with Socket Programming and PostgreSQL / MySQL Database Programming.
- Working Experience in Software Testing & Documentation.
- Knowledge on Database & GIS Tools.
- Working Knowledge in Client Server Architecture, Interface Protocols (1553, TCP/IP, UDP etc.), Serial Communication concepts
- Knowledge on Software development Life Cycle (SDLC) is an added advantage

**D) ELECTRICAL:**

**a) Experience for Trainee Engineer (Electrical):**

- Should be well versed with HT & LT Electrical substation details. Acumen in Power System Distribution along with Planning & execution of electrical works.
- Knowledge of drafting software like Auto CAD & latest construction management or other relevant software.
- Should have computer literacy & knowledge of MS office applications.

b) Experience for Project Engineer (Electrical):

- Experience of working with High Tension Power lines, LT & HT Electrical Maintenance, Planning & execution of electrical works.
- Experience in national/international code of electrical management practices including CPWD practices.
- Conversant with different load shedding system, Electrical control system, Energy Management, SCADA & PLCs
- Conversant with latest maintenance practices lining up of maintenance contracts, procurement, budgeting etc.

**E) CIVIL:**

a) Experience for Trainee Engineer (Civil):

- Experience of working in the field of construction of Buildings, Interior finishing works and Maintenance of Buildings.
- Conversant with IS codes for building constructions including CPWD Manuals for estimation.
- Conversant with AutoCAD, 3D Modeling of Building.
- Conversant with preparation of estimates as per DSR and Market Analysis.
- Knowledge in Contract Management, Project Management of works, Billing of works

b) Experience for Project Engineer (Civil):

- Experience of working in the field of construction of Buildings, roads, Steel structure works, Interior finishing works and Maintenance of Buildings.
- Conversant with IS codes for building constructions, steel constructions including CPWD Manuals for estimation and Tender preparation.
- Experience in ensuring the quality of works at sites as per the IS standards and other applicable standards.
- Conversant with AutoCAD, 3D Modeling of Building, Project Management tools.
- Conversant with preparation of estimates as per DSR and Market Analysis, preparation of Tender documents as per CPWD Manuals.
- Contract Management, Project Management of works, Billing of works

**05. HOW TO APPLY:**

- Interested Candidates meeting the qualifying criteria as specified in the Advertisement are required to Pre-Register online through 'Google Forms' for expressing their willingness to attend for the Walk-In Selections.
- Candidates are required to register online using following link :

[https://docs.google.com/forms/d/e/1FAIpQLSeoFbusWGjHbr3RMaD1n mLcc7HGdBHCUBR2jNkNAPpBfw9aOg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSeoFbusWGjHbr3RMaD1n mLcc7HGdBHCUBR2jNkNAPpBfw9aOg/viewform?usp=sf_link)

**Online Link for Pre-Registration for attending Walk-in Selections will be open from 30.09.2022 to 14.10.2022. The Candidates who have NOT registered will not be allowed to appear for the Walk-In Selections.**

**STEPS TO FILL THE “GOOGLE FORMS:**

- Candidates are required to fill in the necessary fields through the ONLINE format ('Google Forms) in the link provided above / on the website.
- Submit the application form by clicking on submit button.
- After clicking on SUBMIT button, the candidates are required to **print the filled in form** received in the registered mail id attach a recent colour passport size photograph of the applicant.
- Candidates are requested to use Google Chrome for filling of the 'Google Forms' successfully:
- Registrations received in any other format will not be considered.
- Carry the printout of the Pre-Registration form with photograph along with the filled in APPLICATION FORM to the Selection Venue.

**06. MODE OF SELECTION:**

6.1 The Candidates meeting the qualifying criteria as specified in the Advertisement and preregistered through Google Forms have to appear for Written Test as per the following details:

➤ **Date and Location of Written Test:**

Post	Date of Written Test	Address for Walk-In Selections	Time of Reporting to Written Test
Project Engineer-I (All Disciplines)	16.10.2022 (Sunday)	Little Flower Junior College, Opp. Survey of India, P&T Colony, Uppal, Hyderabad – 500039.	09:30 AM
Trainee Engineer-I (All Disciplines)			12:30 PM

- Candidates who have registered through 'Google Forms' shall only be allowed to undergo the Selection process.
- Candidates have to carry a **printout** of the Google Form submitted online and shall affix a recent colour passport size photograph on it. Without the printout candidate will not be allowed for the Written Test.
- Candidates should invariable carry their Aadhar Card for the Written Test and their Aadhar Number will be the Roll Number.
- Written Test will be conducted for 50 marks for candidates meeting the stipulated eligibility criteria.
- Candidates passing the Written Test will be shortlisted for the Personal Interview based on the performance in the Written Test, in the ratio of 1:5. The Written Test results will be announced on **20.10.2022 by 5.00 PM** on our website. Hence, candidates are advised to visit the website for updates.
- **Date and Location of Personal Interview:** Will be informed to the Shortlisted candidates through their individual Email IDs and also will be uploaded in our website.
- Passing marks for General/EWS/OBC is 35% for Written Test & Interview and 30% for SC/ST/PwBD.
- The final list of Selections will be displayed on our website : [www.bel-india.in](http://www.bel-india.in)

6.2 The candidates appearing for selection have to bring following documents and a copy of the same:

**DOCUMENTS TO BE BROUGHT FOR SELECTION:**

- a. Filled in APPLICATION FORM, downloaded from the BEL website.
- b. Acknowledgement of Registration form duly filled with recent photograph attached.
- c. SSLC/Matriculation Certificate for Proof of Age.
- d. BE/B.Tech/B.Sc Engineering Certificate / Provisional Degree Certificate.
- e. BE/B.Tech/B.Sc Engineering Degree Mark sheets of the all the semesters.
- f. Conversion formula for conversion of CGPA / DGPA / OGPA or letter grade to percentage marks & awarded class, duly certified by the University / Institution, wherever applicable.
- g. Valid Caste Certificate (if belonging to OBC/SC/ST/PwBD). Non-Creamy Layer Certificate for OBC candidates issued on or after 01.10.2021.
- h. Valid Income & Asset Certificate in case of EWS candidates.
- i. Proof of Identity- Aadhar/VoterID/Driving License/Any other Govt. approved identity document.
- j. 'No Objection Certificate' if employed in PSU / Government / Quasi Government and Public Sector undertakings.
- k. Experience Certificate/s: Post qualification work experience certificate/s from previous / current employer. Where current employment certificate is not produced, the Offer of current appointment, Employee ID proof and latest pay slip should be compulsorily attached.
- l. Two copies of recent passport size colour photographs.
- m. Any other Certificates/Testimonials desires to be place before the selection committee.

**07. APPLICATION FEE:**

Post	Application Fee	Exemption
Trainee Engineer – I	Rs.177/- (Rs.150/- + 18% GST)	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.
Project Engineer – I	Rs.472/- (Rs.400/- + 18% GST)	

- ✓ The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
- ✓ Candidates are requested to read the details and screenshots for making the payment.
- ✓ Candidates can also make the payment by approaching SBI Branch. You have to select SBI branch in the payment option and download pre-printed challan generated through SBI Collect and deposit the application fee (as applicable) plus applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official.

7.1 Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application.

7.2 Fee once paid will not be refunded for whatever reason.



## **08. GENERAL CONDITIONS:**

8.1 Only Indian nationals need to apply.

8.2 One candidate can apply for only ONE POST in one application.

8.3 Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking are required to submit the application through proper channel or produce '**No Objection Certificate**' along with the application without which such candidate will not be considered for the selection process.

8.4 The number of posts indicated above may vary based on the actual requirement at the time of selection.

8.5 It is mandatory for the candidates who are already working with any of the units of Bharat Electronics Limited to obtain a letter from the respective HR or if it is revealed during the selection process that the application was not forwarded by the respective HR, such application will be summarily rejected or candidate will be out of selection process without assigning any reason and no correspondence in this regard will be entertained. There will be no separate communication to any candidates on their non-consideration at any stage of the selection process.

**8.6 *The selected candidates are required to serve at customer locations such as Bhatinda, Mumbai, Vizag, Portblair, Jamnagar and other location/s also, if need arises, as per Company's requirement other than at the applied location. The aforesaid places are only indicative, not exhaustive.***

8.7 Candidates are required to provide their valid e-mail ID which shall be entered in the application form. BEL will not be responsible for any loss of email sent due to invalid/wrong Email ID provided by the candidate or due to any other reason whatsoever. All correspondence will be done through e-mail only.

8.8 Appointment of the provisionally selected candidate will be subject to being found 'Medically Fit' by the Company's medical authorities as per the medical fitness standards laid down by the Company. The candidate who is called to report on selection should get himself/herself medically examined by a Civil Surgeon/Asst. Civil Surgeon and submit the medical report as per the requirement of the Company.

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

8.10 Please ensure that the applicant fulfills 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 fee.

8.11 Selected candidates are required to be covered under Insurance Coverage of Rs.2 Lakhs for Medical cover and Rs. 5 Lakhs for Life Cover, per annum and submit the same on joining.

8.12 Short listing of candidates will be carried out purely based on the information declared by the candidates in the “Google Forms. If at any further stage of selections, 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/terminate their Employment.

8.13 Candidates claiming to be belonging to SC, ST, OBC, EWS & PwBD category are required to submit the latest certificate in the prescribed proforma (available in Company’s website [www.bel-india.in](http://www.bel-india.in)) issued by the competent authority along with the application, failing which candidates will be considered under ‘General’ category, provided that they are otherwise meeting all other criteria stipulated for General Category candidates.

8.14 Request for change of Category (GEN/OBC/EWS/SC/ST) and selection of venue, once declared in the “Google Forms / Application Form will not be entertained.

8.15 Other Backward Class Certificate (Non-Creamy layer) and the Income and Asset Certificate for EWS issued by any one of the following authorities in the prescribed format shall only be accepted as proof of candidate's claim as belonging to OBC / EWS: -

- a) District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner
- b) Chief Presidency Magistrate / Additional Chief Presidency Magistrate / Presidency Magistrate.
- c) Revenue Officer not below the rank of Tehsildar and Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

8.16 Candidates belonging to OBC category should produce the certificate dated on or after 01.10.2021 along with Non-Creamy Layer Certificate.

8.17 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.

8.18 A candidate’s short listing for interview and subsequent processes is strictly provisional. Mere fulfilling the minimum requirement of qualification will not vest any right on the candidates to be called for the selection process/ interview.

8.19 Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Hyderabad.

## **09. CLARIFICATIONS:**

For further details or any clarifications, please feel free to contact on e-mail: [hydhrngen@bel.co.in](mailto:hydhrngen@bel.co.in) or on land line 040-27194999. Please note that no other form of communication will be entertained including telephone calls, conventional mail, fax etc.,

***Applicants are advised to go through the website [www.bel-india.in](http://www.bel-india.in) for all updates.***

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***NOTE: Candidates appearing for the Walk-In Selections need to produce proof of two doses of COVID Vaccination and required to ensure wearing of mask at all time and follow COVID appropriate norms. Failing so, candidates will not be allowed to participate in the selection process.***