

BHARAT ELECTRONICS LIMITED
NANDAMBAKKAM, CHENNAI - 600 089

Bharat Electronics Limited, a Navratna PSU Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel **on temporary basis** for its Chennai Unit.

1. REQUIREMENT OF PROJECT ENGINEER / OFFICER - I & TRAINEE ENGINEER - I:

Sl. No.	Post	No. of Posts	Reservation	Upper age limit as on 01.07.2023	Minimum Post Qualification Experience as on 01.07.2023
1	Project Engineer-I (Electronics)	12	UR - 10 EWS - 1 OBC - 5 SC - 4 ST - 1	32	02 years
2	Project Engineer-I (Mechanical)	06			
3	Project Engineer-I (Computer Science)	02			
4	Project Officer-I (Human Resources)	01			
5	Trainee Engineer-I (Computer Science)	02	UR - 2	28	NIL

NOTE: 4% of the posts will be reserved for Persons with Benchmark Disabilities (PwBD).

AGE AS ON 01.07.2023: The upper age limit will be relaxable for SC, ST candidates by 5 years and for OBC candidates by 3 years. Candidates belonging to Persons with Benchmark Disability (PwBD) category having minimum 40% disability or more will get 10 years' age relaxation in addition to the relaxation applicable to the categories mentioned above.

SSLC/SSC/ISC Marks Card or any other valid document will be considered as proof of Date of Birth.

2. TERMS OF ENGAGEMENT & REMUNERATION:

- a) **Project Engineer/Officer-I** will be engaged for an initial period of 3 years, which may be extended up to maximum of One year (Maximum tenure of 4 years) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.40,000/- per month for 1st year, Rs.45,000/- per month for 2nd year, Rs.50,000/- per month for 3rd year and in the event of extension of contract Rs.55,000/- per month for the 4th year.

- b) **Trainee Engineer-I** will be engaged for an initial period of 2 years, which may be extended up to maximum of One year (Maximum tenure of 3 years) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.30,000/- per month for 1st year, Rs.35,000/- per month for 2nd year and in the event of extension of contract Rs.40,000/- per month for the 3rd year.

However, if any candidate has completed three years of tenure as a Trainee Engineer in BEL and is selected for the post of Project Engineer against this advertisement, he/she will be directly inducted as Project Engineer-II. The remuneration of such candidates will be Rs.45,000/- per month for the 1st year, Rs.50,000/- per month for 2nd year and Rs.55,000/- per month for the 3rd year. The overall tenure will be limited to 3 years only.

- c) In addition to above a consolidated amount of Rs.12,000/- per year will be paid towards expenses like 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.

3. EDUCATIONAL QUALIFICATION:

Sl. No.	Post	Qualification
1	Project Engineer - I (Electronics)	B.E./B.Tech/B.Sc Engg. in Electronics/ Electronics & Communication/ Electronics & Telecommunication/Telecommunication/ Communication
2	Project Engineer - I (Mechanical)	B.E./B.Tech/B.Sc Engg. in Mechanical
3	Project Engineer - I (Computer Science)	B.E./B.Tech/B.Sc Engg.in Computer Science/Computer Science Engineering/Computer Science & Engineering
4	Project Officer-I (Human Resources)	MBA(HR) / MSW (HR)
5	Trainee Engineer - I (Computer Science)	B.E./B.Tech/B.Sc Engg.in Computer Science/Computer Science Engineering/Computer Science & Engineering

Note:

- Candidates should have obtained 55% & above in the indicated qualification for General, OBC and EWS candidates and Pass Class for SC, ST and PwBD candidates.
- Candidates should have qualified in full time B.E. / B.Tech / B.Sc Engineering course (4 years) from AICTE approved College / Institute or a recognized University.
- Candidates should have qualified in Graduate Degree and Two years Full Time MBA(HR) / MSW(HR) from any recognized College / Institute / University.
- Candidate must possess all years / semester marks sheet and degree certificate. In

case of CGPA grading, conversion certificate to substantiate the claim shall be attached and has to be indicated in the application form.

- e) In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates are required to submit a certificate at the time of interview from their University/Institution/College with a clear mention to their specialization in the qualifying degree.
- f) Candidates having indicated qualification with other disciplines will not be considered.

4. POST QUALIFICATION EXPERIENCE (AS ON 01.07.2023):

4.1 Minimum of 2 years of post qualification relevant industry experience is mandatory to apply for the post of Project Engineer/Officer-I.

4.2 Please note the following:

- a) Teaching/Research work, experience in non-profit organization, internship/project work placements which are part of academic curriculum will not be considered as experience. Work experience prior to completion of the relevant Graduation will not qualify as relevant Post Qualification Experience.
- b) Candidate should possess Experience Certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.
- c) One year completed Apprenticeship Training will be considered as experience.
- d) The Cutoff date for deciding the maximum permissible age and experience (Post Qualification Experience) shall be as on 01.07.2023. 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.
- e) Extensive travel to field locations all over India for installation, field testing and trials.
- f) The decision of the Selection Committee with respect to relevance of work experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be rejected /cancelled without any prior intimation.

4.4 Candidates with experience in any of the following areas will be preferred.

A) Electronics:

Experience for Project Engineer-I(Electronics):

- Design and development of electronic / electrical sub system / embedded hardware.
- JSS 55555 - MIL STD 461 E & F - understanding of RF equipments / systems, EMI control techniques.
- Quality assurance of equipments, environmental and reliability evaluation, EMI/EMC evaluation of equipments.
- Programming ATE and inspection equipments.
- Testing of PCBs and equipments, installation, field testing and participating in trials at customer location.
- Hands on experience in using various test instruments.

B) Mechanical:

Experience for Project Engineer-I (Mechanical):

- Hands on experience in mechanical designing, Autocad and Solid works software.
- Design and realization of mechanical structure
- Knowledge of manufacturing processes and materials and standards.
- Generating Bill of Materials (BoM) for projects, planning, scheduling and controlling various production activities for completion of projects on time.
- Experience in inspection of mechanical components / spares. Co-ordination with customers for clearance will be an added advantage.
- Sub contracting, identifying suitable vendors for the jobs, tendering, negotiating and order placement.
- Vendor evaluation and vendor development.
- Contract management skills.
- Knowledge of environmental tests, calibration of metrology instruments.
- Resolving technical issues and guiding vendors and in-house personnel for proper sequence and selection of optimum process of manufacturing.
- Knowledge in conducting all business transactions in SAP will be an added advantage.
- Effective communication (oral/written) for follow up with Local/ foreign vendors is very much essential.

C) Computer Science:

Experience for Project Engineer-I (Computer Science):

- Knowledge in Embedded C program, Real Time OS, Software coding standard, Software Testing.

D) Human Resources:

Experience for Project Officer-I (Human Resources):

- Staffing functions - Preparation of Manpower Budget, Hiring, Induction, Confirmation, Pay Fixation etc.
- Welfare Administration
- Training & Development (T&D)
- Industrial Relations
- General Administration
- Knowledge of SAP - HR
- Knowledge of employment/labour laws
- HR Policies & Procedures
- Excellent knowledge of MS Office

5. SELECTION PROCEDURE & MODE OF SELECTION:

- Candidates meeting the eligibility criteria specified in the advertisement, will be called for a Written Test which will be for 85 marks (Objective Type).
- Candidates who pass the written test will be called for Interview (Category-wise) based on the vacancies, in the ratio of 1:5. 15% weightage will be allotted for Interview.
- The minimum qualifying marks in Written Test and Interview is 35% for General/EWS/OBC and 30% for SC/ST/PwBD.
- The venue for the Written Test and Interview will be Chennai.

6. HOW TO APPLY:

- a) Candidates who are desirous of applying for the above posts may apply online by clicking the relevant link provided against the advertisement.
- b) Candidates are required to enter all information correctly in the online application form and verify the same before submission, as changes shall not be permitted after submission of the application form.
- c) Before applying for the post, the candidates should ensure that he/she fulfills the eligibility criteria mentioned in the advertisement. No manual / paper application will be entertained. No hard copy application will be accepted.

7. APPLICATION FEE:

- a) **Project Engineer/Officer- I:** General, EWS and OBC candidates are required to remit an amount of Rs.472/- (Application fee-Rs.400/- plus 18% GST)
- b) **Trainee Engineer - I:** General, EWS and OBC candidates are required to remit an amount of Rs.177/- (Application fee-Rs.150/- plus 18% GST)

- c) The application fee should be remitted through SBI Collect link provided. Candidates are requested to read the details and screenshots for making the payment. Candidates applying for both Project Engineer-I and Trainee Engineer-I posts are required to remit the fee separately for each post.
- d) Candidates can also make the payment by approaching SBI Branch. Candidates should 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.
- e) General, OBC and EWS candidates have to enter the "SBI Collect Reference No." generated after payment, in the Online Application Form.
SC/ST/PwBD Candidates are exempted from payment of application fee.
- f) Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application. Fee once paid will not be refunded. Applications of candidates, who do not remit the prescribed application fee, will not be considered.

8. DOCUMENTS TO BE UPLOADED BY THE CANDIDATES:

- a) SSLC/SSC/10th Standard marks card or any other valid document as proof of Date of Birth.
- b) B.Sc (Engg. - 4yrs)/B.E./B.Tech Engineering Degree Certificate (as applicable),
clearly indicating the discipline and class obtained.
- c) All semester marks cards or consolidated marks card.
- d) CGPA Conversion document (Wherever applicable).

Caste / Tribe / Community / Disability / Economic status certificate in case of candidates belonging to SC/ST/OBC(NCL)/PwBD/EWS respectively. Candidates claiming reservation under any of the above categories are required to submit the certificate in the prescribed format. The formats of various certificates are provided as links to the advertisement. Candidates belonging to OBC(NCL) category should produce the certificate issued on or after 01.04.2023. Candidates belonging to EWS category are required to produce the Income & Asset certificate either for the year 2023-24 or the present financial year.

- e) Post qualification work experience certificate/s from previous / current employer indicating the service dates is compulsory. Where current employment certificate is not produced, the following documents should all be compulsorily attached.
- i. Offer of current appointment
 - ii. Employee ID proof
 - iii. Latest pay slip
- f) Candidates working on permanent / fixed tenure basis in PSUs / Govt. organizations should compulsorily submit the application through proper channel or produce 'No Objection Certificate' at the time of the interview.
- g) SBI Collect Payment Challan

h) Identity Proof (Aadhaar Card / Driving License / Voter ID)

9. GENERAL INSTRUCTIONS:

- a) Only Indian Nationals need to apply.
- b) The postings will be done based on the Company's requirement.
- c) Candidates may also be deployed to work on other projects / outstation sites, based on exigencies of work.
- d) The posts indicated above may vary based on the actual requirement at the time of selection.
- e) Candidates from OBC/SC/ST/EWS category applying UR post will be treated on par with UR criteria.
- f) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
- g) Insurance coverage of **Rs.2 Lakhs** for Medical Cover and **Rs.5 Lakhs** for Life Cover shall be obtained by concerned candidate at the time of joining and copy of the policy shall be submitted to HR. Responsibility for subsequent renewal of insurance policy during the tenure with the Company is vested with the candidate and the premium to be paid to Insurance company shall be borne by the Individual. In the event of extension of tenure, it will be mandatory for the concerned candidate to submit the copy of the renewed Insurance policy to HR.
- h) Candidates who are currently working as Trainee Engineers in BEL and are applying for Project Engineer post are required to give prior intimation to the respective HR department of the Unit/SBU/CSG where they are currently working.
- i) Lateral application for the same post is not permitted i.e., Trainee / Project Engineers/Officers who are presently working in any of the Units of BEL is not eligible to apply for the same post against this advertisement. If applied, such application will be summarily rejected without assigning any reasons, at any stage of the selection process.
- j) There will be no separate communication to any candidates on their non-selection at any stage. There is no provision for re-checking/re-evaluation of Answer Sheets.
- k) **Candidates whose specialization mentioned in the Degree Certificate does not match with the branch mentioned in the online application will not be considered for selection.**
- l) All future correspondence with the Candidates shall be done through E-Mail only. Responsibility of receiving, downloading and printing of information / communication etc. will be of the Candidate. Under no circumstance should the candidate give an E-Mail ID belonging to any other person. BEL will not be responsible for any loss of E-Mail sent, due to bouncing of E-Mail / invalid / wrong E-Mail ID of the Candidate.
- m) The candidature at all stages of the selection process shall be provisional in nature. Mere submission of application does not guarantee the adequacy of the

candidature for being considered for the selection process.

- n) Decision of BEL in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.
- o) BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason what so ever.
- p) Management reserves the right to cancel / restrict / enlarge / modify / alter the recruitment / selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
- q) Canvassing in any form will result in disqualification.
- r) 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.
- s) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Chennai.
- t) Examination for Project Engineer/Officer-I and Trainee Engineer-I will be conducted in same time on the same day.
- u) The list of candidates shortlisted for the Written Test / Interview and final selections will be made available on BEL Website: www.bel-india.in (Careers Section).
- v) BEL has a robust and transparent recruitment process where the selection criteria 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 the 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.

The last date to apply is 09.08.2023.

For Queries related to the advertisement and payment of application fee, contact us at E-mail: chr_belchn@bel.co.in, Tel No. 044-22338113.

For technical support with respect to online submission of application form, please write to Email: belchn@jobapply.in.
