भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS

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

Bharat Electronics Ltd., a Navaratna Company and India's Premier Professional Electronics Company requires the following Personnel on Temporary basis for it's Software SBU (Centre of Excellence for Artificial Intelligence and Software Development Centre at **INDORE, Madhya Pradesh**) for execution of various prestigious projects.

Sl. No.	Post	Qualification	No. of Posts	Minimum Post Qualification Experience	Upper age limit as on 01.12.2024	Reservation	Consolidated Remuneration per month	Skill set requirement
01	Project Engineer-I	B.E./B.Tech in any Engineering discipline with PASS CLASS	5	**Minimum 2 years' experience in software/ IT**	32 years (for General Category)	UR –2 EWS-1 OBC-1 SC-1	Rs. 40,000/-	Exposure to development of programming languages in C++(or) Java (or) Python or combination of any of these languages. AI experience is an added advantage for Project Engineer posts.
02	Trainee Engineer-I	B.E./B.Tech/B. Sc Engg. (CS/IS/IT)	35	-	28 years (for General Category)	UR –15 EWS-3 OBC-9 SC-5 ST-3	Rs. 30,000/-	

I   ELIGIBILITY CRITERIA:

(i)   NATIONALITY   : Candidate must be a citizen of India.

(ii)   AGE (as on 01.12.2024)   :

Sl. No	Post	Upper age limit (as on 01.12.2024)
01	Project Engineer-I	32 years (for General Category)
02	Trainee Engineer-I	28 years (for General Category)

iii. **Relaxation of upper age limit**:

Sl. No.	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	3 years
2	Scheduled Caste/ Scheduled Tribe	5 years
3	Persons with Benchmark Disability (PwBD) having minimum 40% disability	10 years

iv. SSLC/SSC/ISC Marks card will be considered as proof of date of birth.

v. Candidates seeking age relaxation will be required to enclose copy of necessary certificate (s) along with application and submit in original at the time of interview and at any subsequent stage of the process for verification.

vi. EWS/OBC/SC/ST /Disability Certificate should be strictly in the format available on the BEL website and issued on or after 01.12.2023 failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.

vii. The application of the candidates not meeting the prescribed age criteria will be rejected/cancelled without any prior intimation.

viii. 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 mentioned above.

II EDUCATIONAL QUALIFICATION AND AGE:

➢ **Project Engineer-I**: BE/B. Tech in any Engineering Discipline with PASS CLASS from a recognised University /Institution in the relevant discipline. The upper age limit for General category shall be **32 years**. Age relaxation for SC/ST/OBC-NCL/PwBD candidates will be as per the prevailing Government guidelines.

➢ **Trainee Engineer-I**: BE/B. Tech/B.Sc Engg. (4-year course) in CS/IS/IT with PASS CLASS from a recognised University /Institution in the relevant discipline. The upper age limit for General category shall be **28 years**. Age relaxation for SC/ST/OBC-NCL/PwBD candidates will be as per the prevailing Government guidelines.

➢ **Candidates must possess all years/semesters mark sheets and Provisional/Final Degree certificate. (In case of CGPA grading, candidates have to compulsorily provide certificate regarding CGPA conversion to percentage of marks as per the guidelines provided by the concerned University, to substantiate their claim. Applications without the conversion certificate will be rejected and will result in disqualification.)**

III MODE OF SELECTION:

Project Engineer-I: Selection will be through Written Test followed by Interview for shortlisted candidates. The details regarding selection date and venue will be e-mailed to the candidates/applicants through email to the mail id provided by the candidate. Candidates are required to comply with the instructions indicated therein.

➢   Candidates meeting the specified criteria as mentioned above in the advertisement will be communicated to attend the Written Test for 85 marks.

➢   Candidates will be shortlisted for interview in the order of merit based on the performance in the written test, in the ratio 1:5. Interview will be conducted subsequently, for 15 marks.

➢   The results of the final selection will be available on BEL website.

Trainee Engineer-I: Selection will be through Written Test and candidates will be selected in the order of merit i.e , Category-wise, Discipline-wise. The written test will be conducted for 100 marks. The details regarding selection date and venue will be e-mailed to the candidates/applicants through email to the mail id provided by the candidate. Candidates are required to comply with the instructions indicated therein.

➢ Candidates meeting the specified criteria as mentioned above in the advertisement will be communicated to attend the Written Test.
➢ The results of the final selection will be available on BEL website.

IV JOB REQUIREMENT/EXPERIENCE:

Project Engineer-I: Candidates with minimum two years relevant experience in Software/IT and skill set as specified in the advertisement only are eligible to apply.

a. Candidate possessing the requisite number of years of hands-on Post Qualification Industrial Experience in the relevant area only need to apply.
b. The cut-off date for deciding the maximum permissible experience (Post-Qualification Experience) shall be 01.12.2024. 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 acquired the essential qualification shall be considered.
c. Academy/Teaching experience or/and training/research work acquired, online work experience/ experience in non-profit Organization, Internship/Project Work placements which are part of Academic curriculum will not be considered as relevant experience.
d. Candidate should possess Experience certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.
e. Candidates are required to enclose a separate write up describing the relevant post qualification experience gained/held by them.
f. The decision of the Selection Committee with respect to relevance of Industrial 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.

Trainee Engineer-I: Software Development, Testing & IT Support and Maintenance - 0 to 1 year relevant post qualification experience in Software field (Freshers can apply).

V TERMS OF ENGAGEMENT

Project Engineer–I: Selected candidate will be engaged initially for a period of 3 years. The tenure is extendable by 1 year (maximum tenure of 4 years including the initial engagement) based on project requirement and performance of the candidate.

Retention Bonus: Candidates who join as Project Engineer-I and complete overall tenure of 4 years will be entitled for Retention Bonus of Rs. 25,000/- for every completed year. However, the retention bonus will be payable at the end of 4 years i.e., Rs. 1,00,000/-.

Trainee Engineer-I: will be engaged initially for a period of 2 years extendable by 1 year (maximum tenure 3 years including the initial engagement) based on project requirement and performance of the candidate.

Trainee Engineer who has completed tenure of 2 years within BEL as Trainee Engineer will be considered for Advancement to Project Engineer-I in the same Unit/SBU/R&D office subject to fulfilling the following criteria:

* Performance assessment scores as a Trainee Engineer should meet the criteria of 80% & above marks for both years (aggregate);
* Attendance (>80% during preceding 1 year) and General discipline must be good;
* Trainee Engineer must not have any adverse remarks against him / her in the preceding 2 years

Post advancement to Project Engineer-I, the engagement will be for a period of 3 years which may be extended upto a maximum of One Year based on project requirement and performance of the Project Engineer with due approval of the competent authority.

After advancement to Project Engineer the Engineer will be eligible for Retention Bonus of Rs. 1,00,000/- (One Lakh) on completion of tenure as Project Engineer (4 years).

VI APPLICATION FEE:

a.   Candidates belonging to General /OBC / EWS category and applying for the post of Project Engineer-I are required to pay Rs. 400/- + 18% GST and Candidates belonging to General /OBC / EWS category and applying for the post of Trainee Engineer-I are required to pay Rs. 150/- + 18% GST as application fee.
b.   Application fee is non-refundable.
c.   Candidates may go through all the instructions and eligibility criteria carefully before remitting the Application Fee and applying for the said post.
d.   Application fee needs to be remitted through Online mode i.e. SBI Collect.
e.   Payment receipt should be mandatorily attached along with other enclosures. **Fee once paid will not be refunded.** Candidates are requested to read the details and go through the screenshots for making the payment. Screenshots and instructions for the same are provided with the advertisement. Application fees paid against: a) "Recruitment of Project Engineer-I- SDC Indore - SOFTWARE", b) "Recruitment of Trainee Engineer-I SDC Indore- SOFTWARE" only will be considered.

VII REMUNERATION AND BENEFITS:

Years of experience	Designation	Consolidated remuneration per month
Minimum 2 years Post Qualification Industrial experience in Software/IT with required skill set	Project Engineer - I	40,000/-
	Project Engineer - II	45,000/-
	Project Engineer - III	50,000/-
	Project Engineer - IV	55,000/-
-	Trainee Engineer - I	30,000/-
	Trainee Engineer - II	35,000/-
	Trainee Engineer - III	40,000/-

In addition to the remuneration indicated above, a consolidated amount of Rs. 12,000/-per year will be paid towards expenses like insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount will be paid in two equal instalments i.e., first instalment will be paid in the first month's salary after joining and the second instalment will be paid on completion of 6 months from the date of joining.

Project Engineers working in BEL are not eligible to apply for the post of Project Engineers elsewhere within BEL.
Trainee Engineers working in BEL are not eligible to apply for the post of Trainee Engineers elsewhere within BEL.

X HOW TO APPLY:

a.   Candidates who are desirous of applying for the above posts indicated in the advertisement and meet the above requirement may apply with self-attested copies of necessary documents. The last date to submit the online applications is **01.01.2025.**
b.   Candidates are required to read all the instructions given in the advertisement as changes shall not be permitted after submission of the application form.
c.   In case a candidate submits more than one application for the same post, the application against which bank challan is deposited shall only be considered. Further, if a candidate submits two applications with bank challan for the same posts, the application with the latest registration number shall only be considered.
d.   Applications mentioning multiple email IDs will be rejected. Candidate needs to mention a single email ID in the Application.

XI DOCUMENTS TO BE ATTACHED BY CANDIDATES WHILE SUBMITTING THE APPLICATION:

➤   SSLC/Matriculation Certificate for Proof of Age. (Aadhar card not considered for proof of Age).
➤   Passport size photos affixed on application and duly signed.
➤   Marks Cards (Semesters/year wise) for all Semesters/years w.r.t BE/B.Tech. in any Engineering discipline for the post of Project Engineer-I and Marks Cards (Semesters/year wise) for all Semesters/years w.r.t BE/B.Tech./B. Sc. Engg. in CS/IS/IT for the post of Trainee Engineer-I and Final Degree Certificate / Provisional Degree Certificate.
➤   Proof of Norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College.
➤   No Objection Certificate for Candidates working in PSUs/Government/Quasi Government organizations on permanent/ Fixed Term basis 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 at the time of interview, will not be interviewed.
➤   Candidates employed on temporary basis in Government/Quasi Government and Public Sector Undertaking should compulsorily submit Offer of Appointment and latest payslip.
➤   Valid Certificate if belonging to EWS/OBC/SC/ST/PwBD to be submitted in the prescribed format. The prescribed formats are provided as link to the advertisement. OBC certificate should have been issued on or after 01.12.2023 and EWS certificate should have been issued for the year 2024-25.
➤   Proof of Identity- Aadhar/Voter ID/Driving license/Any other Govt. approved identity document.
➤   Proof of payment: SBI challan in original for application fees.

Other Backward Class Certificate (Non-Creamy layer)(**Format for appointment to Posts under the Govt. of India**) 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:

i.   District Magistrate / Additional Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner /Deputy Collector / First Class Stipendiary Magistrate / Sub-Division Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner(not below the rank of first class stipendiary Magistrate).

ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate / Presidency Magistrate.
iii. Revenue Officer not below the rank of Tehsildar, and
iv. Sub-Division Officer of the area where the candidate and/or his family resides.

Income and Asset Certificate for EWS candidates to be submitted in the prescribed format only.

XII GENERAL INSTRUCTIONS:

1) Before applying for the post, the candidates should ensure that he/she fulfils the eligibility mentioned in the advertisement.
2) ONLY Indian Nationals can apply for the posts advertised.
3) Request for change of category (GEN/OBC/EWS/SC/ST) once declared in the application will not be entertained.
4) Applications received after the last date for submission will not be considered.
5) In the event of any applicant having litigation with his/her employer in the past, the same should be clearly mentioned in brief.
6) Applications that are incomplete, not in the prescribed format, without the required enclosures, not meeting the criteria as specified in the advertisement, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.
7) The Caste / EWS / Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
8) Candidates are required to possess one valid and active e-mail id, which is to be mentioned in the application form. Information pertaining to written test and interview will be sent by e-mail to the email Id furnished by the candidate. Candidate should not share e-mail ID of any other person. BEL will not be responsible for bouncing of any e-mail sent to the candidates.
9) 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.
10) A candidate's short listed for written test / interview and subsequent processes is strictly provisional. Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
11) 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.
12) 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.
13) 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.
14) 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.
15) All further announcements / details pertaining to this process will be published / provided on BEL website: www.bel-india.in from time to time.
16) All information submitted in the application form will be verified with the original documents at the time of document verification or at any stage of the recruitment process. If any document/information provided by the candidate is found to be false or incorrect or Non-conformity with the eligibility criteria, then his/her candidature is liable to be rejected/cancelled at any stage of the recruitment and selection process without any prior intimation.
17) Candidature is liable to be rejected at any stage of recruitment/eligibility/selection process or after joining, if any information provided by the candidate is not found 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 are not recognized / false / misleading and / or amounts to suppression of information / particulars which should have been brought to the notice of BEL.
18) There will be no separate communication to any candidates on their non-selection at any stage.

19) Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to submitting medical fitness certificate from a Medical Officer not below the rank of Civil Surgeon/ Assistant Surgeon at the time of joining.

20) 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 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.

The last date to submit the application is 01.01.2025.

APPLICATIONS MARKED WITH POST APPLIED FOR

 a) "PROJECT ENGINEER-I FOR SDC-INDORE"

b) "TRAINEE ENGINEER-I FOR SDC-INDORE"

MAY BE SENT TO:

> **MANAGER**
> **HUMAN RESOURCES**
> **SOFTWARE SBU**
> **BHARAT ELECTRONICS LIMITED**
> **JALAHALLI POST**
> **BENGALURU**
> **PIN CODE: 560013.**

THROUGH ORDINARY POST ONLY.

BEL Website: www.bel-india.in

Clarifications if any, can be sought on 080-22197160, mail to: hrsoftware@bel.co.in