SOFTWARE DIVISION, BHARAT   **ELECTRONICS LIMITED, BENGALURU**

Advertisement No.383/TE & PE/HR/SW/2023-24   **Date:13.12.2023**

Engagement of Trainee Engineers & Project Engineers

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company under the Ministry of Defence requires the following personnel on **temporary basis for its Software Development Centre - Vizag.**

I   **QUALIFICATION & EXPERIENCE:**

Post Code	Relevant/Required Qualification	No. of Posts	Place of Posting	Consolidated Remuneration	Reservation	Minimum Post Qualification Experience	Post Qualification Experience
1	2	3	4	5	6	7	8
Trainee Engineer - I	B.E./B.Tech B.Sc Engg (4 years) in CSE/IS/IT with 55% for General / OBC / EWS candidates & Pass Class for SC/ST/PwBD	45	Visakhapatnam, Andhra Pradesh	1st Year - Rs. 30,000/- 2nd Year – Rs. 35,000/- 3rd Year – Rs. 40,000/-	UR - 18 EWS - 5 OBC - 12 SC - 6 ST - 4	**NA**	
Project Engineer - I	B.E/B. Tech/B.Sc Engg (4 years) in (Electronics/ Electronics & Communication/ Electronics & Telecommunication/ Telecommunication / Communication/	12	Visakhapatnam, Andhra Pradesh	1st Year - Rs. 40,000/- 2nd Year – Rs. 45,000/- 3rd Year – Rs. 50,000/-	UR - 5 EWS - 1 OBC - 4 SC - 1 ST - 1	**Minimum TWO Years experience in Software Software Development /testing/System administrati**	Experience in software development using **any one** **OR more** of the following programming languages : C, C++, Java, Web technologies (HTML/CSS/Java Script)

Mechanical/Electrical/ Electrical & Electronics, Computer Science / Information Science/ Information Technology) with 55% for General / OBC / EWS candidates & Pass Class for SC/ST/PwBD candidates with mandatorily minimum **TWO** years experience in Software.			4th Year Rs. 55000/-		**on**	**OR** Experience in software testing **OR** Experience in System administration (Linux/Windows/RDBMS)

Candidates will be required to travel across India as and when project requirement arises.

II ELIGIBILITY CRITERIA:

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

(b) AGE(as on 01.12.2023) :

Sl. No	Post / Post Code	Upper age limit (as on 01.12.2023)
01	Post :Trainee Engineer	28
02	Post : Project Engineer	32

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. The upper age limit specified is applicable to General Category candidates. 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. OBC, EWS / Caste / Disability Certificate should be strictly in the format available on the BEL website and issued on or after 01.12.2022 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.

(c) EDUCATIONAL QUALIFICATION :

➤ **Trainee Engineers:** B.E/B.Tech/B.Sc. (Engg – 4 years) in CSE/IS/IT from AICTE/UGC approved College/Institute or recognised University possessing 55% Marks and above for General, EWS & OBC candidates. Pass Class for SC/ST/PwBD Candidates.

➤ **Project Engineers :** B.E/B.Tech/B.Sc (Engg. – 4 years) in (Electronics/ Electronics & Communication/ Electronics & Telecommunication/ Telecommunication / Communication/ Mechanical/Electrical/Electrical & Electronics, Computer Science / Information Science/Information Technology) from AICTE/UGC approved College/Institute or recognised University possessing 55% Marks and above for General / OBC / EWS candidates & Pass Class for

SC/ST/PwBD candidates with mandatorily **minimum TWO years experience in Software development/testing/System administration**

➤ **Candidates must possess all years/semesters mark sheets and Provisional/Final Degree certificate. (In case of CGPA grading, Conversion certificate to substantiate the claim shall be attached with the application form. Applications without the conversion certificate will be rejected.)**

(d) EXPERIENCE with reference to candidates applying for the post of Project Engineer:

i. Candidate applying for the post of Project Engineer, should possess the requisite number of years hands-on Post Qualification Experience (PQE) as mentioned at (I)Qualification & Experience, column(7) and column[8].

ii. The cut off date for deciding the maximum permissible experience (Post-Qualification Experience) shall be 01.12.2023. 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.

iii. **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.**

iv. Candidates possessing Post Qualification Industrial experience in the relevant area only need to apply.

v. Candidate should possess Experience certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.

vi. Candidates are required to enclose a separate write up describing the relevant post qualification experience gained/held by them.

vii. The decision of the Selection Committee with respect to 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.

III   MODE OF SELECTION:

Selection will be through Walk-In Mode with a Written Test followed by an Interview for those candidates who meet the criteria as per the advertisement. The details regarding Walk-In selection date and venue will be e-mailed to the candidates/applicants through email to the mail id provided by the candidate.

➤ 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 short-listed for the interviews in the order of merit based on the performance in the written test, in the ratio of 1:5. Interviews will be conducted subsequently and will be for 15 marks.

Pls note: Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University. Failure to do so, will result in disqualification.

Only relevant experience will be considered. The decision of the selection committee, with respect to relevance of experience will be final. Work experience indicated without supporting documents, will not be considered.

Intimation w.r.t. conducting of the written test and subsequently the Interviews will be sent through email provided by the candidates. Candidates are required to comply with the instructions indicated therein. The results of the final selection will be available on BEL website.

IV   TERMS OF ENGAGEMENT & ALLOWANCE

a. Trainee Engineer-I will be engaged for a period of **TWO** years extendable by **ONE year**.
b. An amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowances, etc.

c. Project Engineer-I will be engaged for a period of **THREE** years extendable by **ONE** year
d. An amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowances, etc.

V   APPLICATION FEE :

i. Candidates belonging to General /OBC / EWS category and applying for the post of **Trainee Engineer** are required to pay **Rs. 177**/- (**Rs. 150 + 18% GST**) as an application fee
ii. Candidates belonging to General /OBC / EWS category and applying for the post of **Project Engineer** are required to pay **Rs. 472** (**Rs. 400 + 18% GST**) as an application fee
iii. Application fee is non-refundable.
iv. Candidates may go through all the instructions and eligibility criteria carefully before remitting the Application Fee.
v. Application fee needs to be remitted through Online mode i.e. SBI Collect
vi. Payment receipt should be mandatorily attached along with other enclosures. Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and sending the application. **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. Candidates may make the payment by clicking on the link provided below the web advertisement. Candidates have to mention the "**SBI Collect Reference Number**" generated after making payment, in the online Application Form.

vii. In case a candidate applies for both Trainee Engineer and Project Engineer posts, the application fee should be remitted separately for each post.

VI HOW TO APPLY:

a) Candidates who are desirous of applying for the **Trainee Engineer post** indicated in the advertisement and meet the above relevant requirement may apply online by clicking the link provided against the advertisement and click on the link for Trainee Engineer application as provided: :
 https://docs.google.com/forms/d/e/1FAIpQLSdZdm0coPHVGxTLb1VgGKIprxbf8wDP7POCxCiXWQeHDsT_-g/viewform?usp=sf_link

b) Candidates who are desirous of applying for the **Project Engineer post** indicated in the advertisement and meet the above relevant requirement may apply online by clicking the link provided against the advertisement and click on the link for Project Engineer application as provided :

https://docs.google.com/forms/d/e/1FAIpQLSe6WZbYwanl3e_2MvkLIH-8wApHfno33WPbAT5wrI_zFxK_jA/viewform?usp=sf_link

c) The last date to submit the online applications is **27.12.2023**
d) Candidates are required to read all the instructions given in the advertisement and 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.
e) 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.

DOCUMENTS TO BE UPLOADED BY CANDIDATES WHILE SUBMITTING THE ONLINE APPLICATION :

➢ SSLC/Matriculation Certificate for Proof of Age.
➢ Scanned passport size photo
➢ BE/B.Tech_/B.Sc Engg.(4 years) 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.)

- Candidates applying for the post of Project Engineer are also required mandatorily provide Proof of Experience- Post qualification experience certificate/s from previous to till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification experience. Where current employment certificate is not produced the joining/appointment letter, first and latest pay slip and employee ID proof should be compulsorily attached to determine the number of years of experience

- A separate write up mentioning the details of the post qualification experience for the post of Project Engineers (Not applicable for applicants for the post of Trainee Engineers)

- No Objection Certificate (if applicable) 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 Caste Certificate in prescribed format (if belonging to EWS/OBC/SC/ST/PWBD). The prescribed formats are provided as link to the advertisement. OBC certificate should be as issued on or after 01.12.2022 and EWS certificate should be issued for the year 2023-24 .

- Proof of Identity- Aadhar/Voter ID/Driving license/Any other Govt. approved identity document.

VII   GENERAL INSTRUCTIONS:

1) Before applying for the post, the candidates should ensure that he/she fulfils the eligibility criteria 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 litigated 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 the interview will be sent by e-mail to the email Id furnished by the candidate. In no circumstance candidate should 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 listing for 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) Trainee Engineers meeting the above specified criteria and if have completed Three years in the post of TE in BEL, such candidates will be engaged as PE-II for overall duration of THREE years only and will be paid the consolidated /- remuneration of PE-II, i.e., Rs. 45,000/-

17) Trainee Engineers working presently in BEL and applying for the post of Project Engineers are required to intimate the respective HR department before forwarding their application.

18) Trainee Engineers presently working as Trainee Engineers in BEL are not eligible to apply for the post of Trainee Engineers.

19) Project Engineers presently working as Project Engineers in BEL are not eligible to apply for the post of Project Engineers.

20) 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.

21) 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.

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

23) 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.

24) Selected candidates are required to be covered under Medical Insurance scheme for a sum of Rs. 2 Lakhs per annum for Medical cover and Rs. 5 Lakhs for Life cover and submit the same at the time of joining.

25) 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.

\# 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:

i. District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendiary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner

ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate / Presidency Magistrate

iii. Revenue Officer not below the rank of Tehsildar and

iv. Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

Last Date to submit the on-line applications is 27.12.2023.

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