

BHARAT ELECTRONICS LTD.

(A GOVT OF India Enterprise under the Ministry of Defence)

Advt no:12949/GAD /FT/2025/02

Dt: 01.12.2025

Bharat Electronics Limited, India's premier Navaratna Defence Electronics Company requires following personnel for Ghaziabad Unit on **FIXED TENURE BASIS for a period of 5 years :**

TABLE-1

Designation	Qualification	Min. Post Qualification work exp.	No. of Posts	Reservation of post	Upper age limit as on 01.12.2025	Location of posting
Senior Engineer (E-III)	BE/B.Tech (Electronics)	4 years	02	UR-01 ST-01	35 years	Bangalore
Deputy Engineer (E-II)	BE/B.Tech (Mechanical)	NIL	01	UR-1	28 years	Delhi-NCR
	BE/B.Tech (Electrical)		01	OBC-NCL-1		Odisha (Chandipur)
	BE/B.Tech (Electronics)		03	UR-2, ST-1		Tamil Nadu, Shillong, Delhi-NCR

Above mentioned posts are backlog vacancies

UPPER AGE LIMIT FOR DEPUTY ENGINEER (as on 01.12.2025):

General Candidates : Max. 28 years (DOB on or after 01.12.1997)
OBC candidates : Max. 31 years (DOB on or after 01.12.1994)
ST candidates : Max. 33 years (DOB on or after 01.12.1992)

UPPER AGE LIMIT FOR SENIOR ENGINEER (as on 01.12.2025):

General Candidates : Max. 35 years (DOB on or after 01.12.1990)
OBC candidates : Max. 38 years (DOB on or after 01.12.1987)
ST candidates : Max. 40 years (DOB on or after 01.12.1985)

PwBD candidates : Ten years in addition to the age limit/relaxation permitted in the respective category

Ex-Servicemen(ESM) : Relaxation as per government guidelines.

SSLC/SSC/ISC mark card and any other valid document will be considered as proof of date of birth.

Please Note:

- i.) Candidates seeking age relaxation will be required to attach copy of necessary certificate along with the application form and submit in original in case of selection or provide at any subsequent stage of the process for verification.
- ii.) The Caste/Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under 'un-reserved' category, provided they are otherwise meeting all other criteria stipulated for un-reserved Candidates.
- iii.) The application of the candidates not meeting the prescribed age criteria will be rejected/ cancelled without any prior intimation.
- iv.) Candidates belonging to OBC category (Non creamy layer) should produce the certificate issued on or after 01.12.2024 in prescribed format.
- v.) ***Age relaxation will be provided subject to vacancy in respective category in the particular discipline for each post mentioned at Table-1***

QUALIFICATION :

B.E. / B.Tech / B.Sc Engineering (4 yrs) / AMIE from AICTE approved College/Institute or a recognised University .

DISCIPLINE:

The candidates who have acquired BE/B.Tech/B.Sc Engineering (4 yrs)/AMIE, the following discipline **only** are eligible –

- A. Electrical:
 - i. Electrical & Electronics Engineering
 - ii. Electrical Engineering
- B. Mechanical:
 - i. Mechanical
- C. Electronics:
 - i. Electronics
 - ii. Electronics & Communication
 - iii. Electronics & Telecommunication
 - iv. Communication and Telecommunication

Please Note:

- i.) Candidates whose discipline/ Specialisation mentioned in their relevant Degree Certificates do not tally with the discipline/ specialisation prescribed in the advertisement will not be considered for selections.
- ii.) For all the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.
- iii.) Candidates applying for the above indicated posts should possess **FIRST CLASS** for General/OBC(NCL) and **PASS CLASS** for ST/PwBD. However, relaxation will be provided subject to vacancy in respective category in the particular discipline for each post mentioned at Table-1

- iv.) Candidates have to compulsorily attach the Provisional/Final Degree Certificate as proof of completion of Degree and indication of Class and percentage of marks.
- v.) **In case any University/Institution or college is following an evaluation system of CGPA/DGPA/OGPA or letter grade, wherever applicable, it is mandatory for the candidate to submit proof of Percentage (%) issued by University/Institution/College and awarded class along with the degree certificate.**

PAY SCALE –

Sr. Engineer (E-III grade) – Rs.50,000 –3% - Rs.1,60,000

Dy. Engineer (E-II grade) – Rs.40,000-3%-Rs.1,40,000

In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% 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.

JOB LOCATION

For Senior Engineer-Bangalore(Karnataka)

For Deputy Engineer-Chandipur (Odisha), Sullur/Tambram (Tamil Nadu), Shillong, Delhi-NCR
or Anywhere in India based on management decision.

BEL also reserves the right of posting of any Engineer anywhere on rotational basis in due course of service. Decision on place of posting and thereafter rotation of Engineer will be decided by BEL on requirement basis and no such request from candidate will be entertained in this regard.

RELEVANT POST QUALIFICATION INDUSTRIAL EXPERIENCE AS ON 01.12.2025 FOR SENIOR ENGINEER.

1.Electronics : Firmware tester with minimum experience of 4 years in relevant skill set (for technical work)- verilog / VHDL, programming for Altera / Xilinx and verification, FPGA, RF systems, Algorithms, RF instruments, Network Analyzer, Spectrum Analyzer, Test plan & report generation.

Please Note:

- i.) Candidate possessing relevant Industrial post qualification experience only needs to apply.
- ii.) Academy/Teaching/Research work, experience in non-profit organization, internship/project work placements are part of academic curriculum will not be considered as experience. Work experience prior to completion of B.E/B.Tech will not qualify as relevant Post Qualification Experience.
- iii.) Candidate should possess experience certificates/documents issued by the previous and present employer clearly indicating period of employment and post held.
- iv.) The decision of the Selection Committee with respect to relevance of industrial experience will be final. Experience indicated without supporting documents will not be considered and is liable to be rejected/cancelled without any prior intimation.

Job Responsibilities of Deputy Engineer:

1. Electrical : Hardware Engineers with following job responsibilities :

- Embedded development programming in C/C++, VHDL/ Verilog
- Programming for Altera/ Xilinx, FPGA, GPU, RF SoC, Algorithms
- Operation and measurement using electrical/ RF instruments (SMT/ STE)

2. Electronics & Mechanical : Site installation, commissioning, operations & maintenance support, design, production, testing, product assurance, quality assurance, sales, commercial, marketing, sub-contract, Product Support activities etc of BEL Equipments/ Systems.

METHOD OF SELECTION:

Selection will be through a Written Test followed by an Interview (only for those candidates who will be shortlisted based on their performance in the written test in the ratio of 1:5 for E-II post and 1:7 for E-III post).

Minimum qualifying marks required for suitability for different categories of candidates are as under:

Category	Written test (85% weightage)	Interview (15% weightage)
General/OBC-NCL	35%	35%
ST/PwBD	30%	30%

Note: Subject to vacancy in respective category in the particular discipline for each post mentioned at Table-1

Written test and Interview will be conducted at Delhi-NCR (Tentatively).

HOW TO APPLY:

- Candidates who are desirous of applying for the above posts indicated in the advertisement may apply online by clicking on <https://jobapply.in/bel2025GZBSEDE/>
The last date to submit online application is 22.12.2025.
- 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.
- In case a candidate submits more than one application for the same post, the application against which bank receipt is deposited shall only be considered. Further, if a candidate submits two application with bank receipt for the same posts, the application with latest registration number shall only be considered.
However, candidate applying for more than one post have to fill two separate application forms with separate payment receipt for each post.
- If candidates are employed in BEL as on 01.12.2025 as Trainee Engineer/Project Engineer/FOE, they shall submit prior intimation to their respective SBU/Unit HR before applying to the advertised posts. Otherwise, their candidature shall be cancelled at any stage of selection process.

APPLICATION FEE:

Post	Application Fee	Exemption
Fixed Term Deputy Engineer/E-II	Rs.400 + 18% GST= Rs.472	<i>Candidates belonging to SC, ST, PwBD & ESM categories are exempted from payment of application fee.</i>
Fixed Term Senior Engineer/E-III	Rs.400 + 18% GST= Rs.472	

- The application fee should be remitted through SBI Collect (through online). Candidates are requested to read the details and screenshots for making the payment.
- Candidates have to select correct payment category and choose the post applied for as “Fixed Term Deputy Engineer for BEL-GAD” if applying for Deputy Engineer post or “Fixed Term Senior Engineer for BEL-GAD” if applying for Senior Engineer post.
- General/EWS/OBC candidates have to enter the “**SBI Collect reference No.**” generated after payment, in the Online Application Form before proceeding to fill the other details in the Application form. Please check the link given on BEL website regarding instructions for making SBI online payment.
- 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.**
- Kindly upload the e-challan under documents to complete the submission of application form failing which application form will not be accepted.

NOTE: Non-Receipt of Application Fees due to any Error like Failure of Amount not being Deducted from Applicants Bank, Payment against any other Post Advertised by BEL, Payment not received by BEL due to any Reason or any other Reason not directly attributable to BEL will not be entertained.

DOCUMENTS TO BE UPLOADED BY CANDIDATES WHILE SUBMITTING ONLINE APPLICATION

- Passport size photograph and scanned signature.
- SSLC/SSC/ISC marks card or any other valid documents as proof of date of birth.
- PUC/12 CLASS /DIPLOMA Marks sheet.
- Mark sheets of all semesters/years. Final degree/Provisional Degree/, certificate of relevant qualification.
- Proof of norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College.
- Caste/Tribe/Community/Disability Certificate in case of candidates belonging to SC/ST/OBC(NCL)/PwBD 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 link to the

advertisement. Candidates belonging to OBC (NCL) category should produce the Certificate issued on or after 01.12.2024.

- vii.) Post qualification work experience certificate/s from previous/ current employer. The joining /appointment letter and relieving letter (wherever applicable) needs to be attached to determine the numbers 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. In case, candidate fail to enclose the supporting documents, application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- viii.) **Write up of the roles and responsibilities/ experience.**
- ix.) Candidates working in PSUs/Government/Quasi Government organizations should compulsory 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 considered for interview.
- x.) Candidates employed on temporary basis in Govt./Quasi Govt. and Public Sector Undertaking should compulsorily submit Offer of Appointment ,Joining letter, First and latest payslip.
- xi.) Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.

GENERAL INSTRUCTIONS:

- i.) Only INDIAN NATIONALS can apply for the posts.
- ii.) Relaxation in age, qualification, minimum percentage of marks in Written test, etc will be provided subject to vacancy in respective category in that particular discipline as listed at Table-1.
- iii.) The number of posts indicated above, may vary based on the actual requirement at the time of selection.
- iv.) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
- v.) Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview/Written Test. BEL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason what so ever .
- vi.) The candidates should be willing to travel extensively across the country based on the project requirement. Candidates may be posted anywhere in India at any point of time. Hence, candidates who are desirous of applying for the posts should be willing to relocate based on the project requirement across India.
- vii.) Application of the candidate without fee payment (Except for SC/ST/PwBD) will be rejected/ cancelled without any prior intimation.
- viii.) All information mentioned 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 documents/ 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.

- ix.) 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.
- x.) **There will be no separate communication to any candidates on their non-selection at any stage.**
- xi.) Not more than one application should be submitted by any candidate for same post. In case of multiple applications for same post, only latest valid (completed) application will be retained with latest payment detail receipt and the application fee paid for the other application will stand forfeited. However, candidate applying for more than one post have to fill two separate application forms with separate payment receipt for each post.
- xii.) 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.
- xiii.) Applicant should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to their being found medically fit in the Pre-employment Medical Examination to be conducted as per Norms & Standards of Medical Fitness by our Company Medical Authorities.
- xiv.) The cut- off date for deciding the maximum permissible age, experience (Post qualification Experience),etc shall be 01.12.2025. 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 education qualification shall be considered.
- xv.) Request for change of category once declared in the application will not be entertained.
- xvi.) The exact date and time shall be communicated in the admit card for Written Test. Candidates are required to possess at least one valid e-mail id which is to be entered in the application form. Information pertaining to the Written Test/interview will be sent by e-mail to the id that is furnished and also will be published at BEL website. BEL will not be responsible for bouncing of any e-mail sent to the candidate.
- xvii.) In the event any candidate has litigated with his/her employer in the past, the same should be clearly mentioned in brief.
- xviii.) 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.
- xix.) The disability certificate should be strictly in the format available on the BEL website.
- xx.) Canvassing in any form will result in disqualification.
- xxi.) BEL reserves the right to debar/ disqualify any candidate at any stage of the selection process for any reason what so ever.
- xxii.) Any revision, clarification, addendum, corrigendum, time extension etc to the above advertisement will be hosted on the carriers section of BEL website and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

- xxiii.) Management reserves the right to increase or decrease the vacancies and also cancel/ restrict/enlarge/ modify/alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.

SCHEDULE OF RECRUITMENT:

Start date of Application	01.12.2025(AM)
End date of Application	22.12.2025 (PM)
Written Test	End of January(Tentatively)

For further details or any clarification mail to: belgzb@jobapply.in

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.

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