



BHARAT ELECTRONICS LIMITED

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

Advertisement No.12949/HR/GAD/DCCS/ADV/2026/01

Dated: 07.02.2026

Bharat Electronics Limited (BEL) a Navaratna Company and a premier Indian Public Limited Company in Professional Electronics with a portfolio of over 350 different products in the areas of Military Radars, Naval Systems, Electro-Optics, Weapon & Fire Control Communication, Homeland Security, Strategic Communication & Unmanned System, Electronic Warfare, Tank Electronics and Electro Optics.

Bharat Electronics Limited (BEL) requires the advisors in BEL Ghaziabad Unit:

| Post | No. of Posts | Essential Expertise Required | Upper Age limit as on 01.02.2026 |
|----------------------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Advisor(C4I Systems) | 01 | Advisor shall be a retired senior Defense Officer (min Maj General rank or equivalent) having minimum experience in following areas: 1. Operations & Logistic planning 2. Cyber Security 3. Secure Network planning and simulation | 60 Years |

1.0 QUALIFICATION:

Essential Qualification: Graduation in any Discipline

Preferable Qualification: Post Graduation/ Higher in Defence and Strategic Management.

2.0 JOB & RESPONSIBILITY:

Advisor shall be an expert in C4I domain having vast knowledge of C4I system for overall technical guidance, testing, commissioning and validation support from operational and Research & Development point of view. He will be responsible to maintain close liaison with appropriate levels in Indian Armed Forces. Following roles are envisaged for the Domain Expert:

- Provide guidance in key areas and provide a mentoring role to the In-house Design and Development teams.
- Provide understanding in Requirements Analysis, Conceptualization, Finalization of System Operational & Functional Requirements for all futuristic C4I Systems.
- Provide expert advice related to advanced features to be developed for C4I systems like Operation and Logistic planning, Secure network Planning and Simulation to all the key stakeholders and where required provide a mentoring role to members.
- Guidance and finalization on Cyber Security.

3.0 TERMS OF ENGAGEMENT & ALLOWANCE:

3.1 The initial period of engagement shall be for One Year which may be extended year-on-year up to a maximum of 3 years or till the incumbent attains the age of 65 years, whichever is earlier. However, the extension of tenure

for Advisors shall depend on business requirement only. The period of engagement will come to an end on completion of the prescribed period.

4.0 MODE OF OPERATION: To meet specific business requirements and give expertise in required functional / domain areas as mentioned the Advisor will function either from the Unit / Office / On-site location or from residence, out of which, minimum 8 working days in a month shall be from the Unit /Office / On-site location.

5.0 Remuneration: The remuneration payable to Advisors shall be the last pay drawn i.e. Basic Pay at the time of superannuation from the previous Government Organisation. In the event of extension, the remuneration for the extended period (i.e. one year) shall be increased by 5% on the last drawn remuneration (excluding conveyance component).

If the advisors have gained relevant experience working in other Organization post retirement, this experience can be considered to enhance their last drawn pay by an additional 5% per year. The number of years of experience post retirement would also be considered for age relaxation.

Note: Above remuneration mentioned at Sl.No.5.0 is subject to management approval.

6.0 Conveyance: BEL shall make transport arrangements. In the event of non-utilisation of Company provided car, conveyance reimbursement shall be payable at the rate of Rs. 8,000/- per month.

7.0 TA/DA: Advisors shall be entitled to TA/DA for official journey within India as applicable to their grade (equivalent to GM/ED Grade).

8.0 Accommodation: During official visits, Guest House accommodation will be arranged based on availability. In the event of non-availability of Guest House, stay in Hotels shall be regulated as per the TA/DA Rules (equivalent to GM/ED Grade).

9.0 Confidentiality-cum-Non-Compete agreement: External Advisors who are bound by the Confidentiality-cum-Non-Compete agreements with their previous employer are not eligible to apply.

10.0 Vigilance/Disciplinary angle clearance: The candidate shall be clear from Vigilance /Disciplinary angle at the time of retirement.

11.0 GENERAL TERMS AND CONDITIONS:

- 1) Only Indian nationals can apply for the posts.
- 2) 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.
- 3) Management reserves the right to cancel/ restrict/enlarge/ modify/alter the recruitment/ selection process, if need to so arises, without issuing any further notice or assigning any reason thereafter.
- 4) The initial place of posting will be BEL-Ghaziabad.

12.0 Documents to be submitted: Candidates are required to attach the following documents along with the application.

- a. SSLC/Xth Marks card certificate (as proof of Date of Birth).
- b. Self-Attested copies of Educational Qualification Certificate (10th/12th/Graduation/Post Graduation Degree Certificates).
- c. Self-Attested copies of Experience/Service certificate from the respective employers.
- d. Superannuation/Relieving Certificate from the employer.
- e. Last drawn pay certificate.
- f. Undertaking for Police verification: the applicants shall mandatorily attach the duly signed copy of proforma while applying for the post, the format of proforma is provided in the BEL website.

13.0 How To Apply:

- i. Interested and eligible retired senior Defence Officers shall have to fill the application form provided along with this notification.
- ii. Applications complete in all respects should be sent by speed post to DGM (HR), Bharat Electronics Ltd, Site-IV Industrial Area Sahibabad, Ghaziabad-201010.

- iii. Completed application should reach on or before 28.02.2026. Applications that are incomplete, not in the prescribed format, not legible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained.

**ENVELOPE CONTAINING THE APPLICATION FORM SHOULD BE SUPERSCRIBED WITH
'APPLICATION FOR THE POST OF ADVISOR FOR GAD UNIT'**

All correspondence with the candidates shall be done through e-mail. For this purpose, candidates are advised to visit our website www.bel-india.in regularly for further instructions. BEL shall not be responsible for bouncing of any e-mail sent, due to invalid/wrong email ID provided by the candidate or due to other reasons.

Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be shortlisted / called for the Interview. BEL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason whatsoever and also reserves the right to cancel / restrict / enlarge / modify or alter the recruitment or selection process, if need so arise without issuing any further notice or assigning any reason thereafter.

Short listing of candidates will be carried out purely based on the information declared by candidates in the application form. If at any further stage of selection, 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.

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 applications is **28.02.2026**.

For further details or any clarification mail to: hrdcsbgad@bel.co.in or Contact No. 0120-281-4731/4681

Applicants are advised to go through the website www.bel-india.in for all updates.