

No: 383/ES/DM/SE/REC/2025-26

दिनांक /Date: 08.04.2026

Bharat Electronics Limited, a Navaratna Company and India's premier professional electronics Company under the Ministry of Defence requires following Professionals for its Engineering Services Division of Bengaluru Complex:

Post / Grade	Job code	Qualification & Discipline	Relevant minimum post qualification Experience required as on 01.04.2026	Upper Age limit as on 01.04.2026	No. of Posts	Reservation
Permanent Basis:						
Deputy Manager / (E-IV)	PDM01	B. Arch	8-9 years of relevant experience	36	1	SC-01
Senior Engineer/ (E-III)	PSE01	BE / B. Tech. / B.Sc. Engg. in Electrical	4-5 years of relevant experience	32	1	UR-01 OBC (NCL)-01
	PSE02	BE / B.Tech. / B.Sc. Engg. in Mechanical		32	1	
Fixed Tenure Basis (for 5 years) :						
Senior Engineer/ (E-III)	FTEN01	ME / M.Tech Environmental Engg. with prior qualification of BE / B. Tech. / B.Sc. Engg. in Civil	2 years of relevant experience	35	1	OBC(NCL)- 01

* above mentioned posts are backlog vacancies

AGE CRITERIA:

The upper age limit indicated above in the table is for candidates belonging to General category. The upper age limit will be relaxed by 3 years for candidates belongs to OBC (NCL) category, 5 Years for Candidates belongs to SC category and 10 years for PwBD candidates (having minimum 40% disability) over and above the relaxation admissible for that category. Relaxation in age will be application to Ex-Servicemen as per Govt. guidelines.

In case of non-availability of the date of birth in the Matriculation / Higher Secondary school certificate, Birth certificate issued by Competent Authority will be considered.

Where reservation is not available for specific category candidates may apply under General category provided they meet the minimum eligibility criteria specified for General Category as on 01.04.2026.

QUALIFICATION:

Candidates with B.E. / B. Tech / B. Sc. / B. Arch / M. Tech in the following disciplines, acquired from reputed AICTE approved Colleges / Institutes or a recognized University are eligible.

The discipline and subjects defined for the Engineering posts mentioned above are as follows:

Discipline	Subjects
Architecture	Architecture
Electrical	Electrical Engineering Electrical & Electronics Engineering
Mechanical	Mechanical Engineering
Environment	Environmental Engineering

General, OBC (NCL) Candidates secured First Class in BE / B. Tech / B. Sc. / B. Arch / M. Tech are eligible to apply for the said posts.

SC and PwBD candidates with pass class in BE / B. Tech / B.Sc. / B. Arch. / M. Tech. are eligible to apply for the said posts.

Candidates should enclose valid documents for conversion of CGPA to percentage / class of the BE / B. Tech / B. Sc. / B. Arch. / M. Tech. Degree certificate (as applicable). In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA / Credits to percentage in accordance with the respective Institute / University norms.

Applicants whose discipline / specialisation mentioned in their Degree Certificates do not tally with the discipline / specialisation prescribed in the advertisement will not be considered for selections.

Candidates from any other Engineering disciplines / specialisation need not apply.

RELEVANT POST-QUALIFICATION EXPERIENCE

Permanent Posts:

Dy. Manager (Architect)

- The candidate :-
- Should possess the ability to capture customer requirements and convert them to conceptual/detailed architectural drawings
- Should be able to conceptualize, design, discuss and present conceptual drawings/sketches, detailed architectural drawings and presentations of various scales and typologies of buildings to customers.
- Should have experience in design and co-ordination of multi-disciplinary infrastructure projects
- Should have exposure to norms of industrial buildings, GRIHA, standards, NBC, statutory bye laws etc.
- Should have knowledge in 2D drafting and 3D modelling in various Architectural software (Auto CAD, Sketch up, REVIT etc.).
- Should have exposure to green building concepts and adopting the techniques in designing of new and modernization/modification of old buildings.
- Should be willing to travel across the country for site visits for the purpose of survey, clarifications and customer interactions.

Sr. Engineer (Electrical):

- The candidate :-
- Should have experience in the design of electrical infrastructure of industrial, commercial & residential projects up to & including 33 kV level.
- Should possess knowledge in preparation of specification, Rate analysis and exposure to CPWD, Standards, NBC etc.
- Should have capability in design of electrical panels for substations, motor control panels, metering cubicles, lightning protection systems and earthing systems etc.
- Should have experience in co-ordination with different disciplines in areas of structural, Civil, HVAC, PHE, External services and landscaping.

- Should possess knowledge in calculations of quantities of conducting, wiring, switches, cables, trays etc. required for the internal electrical works of a building.
- Should possess knowledge in relevant codes, standards and best practices of Electrical works and shall have capability in development of Single line diagrams for power distribution for all types of buildings,
- Should possess knowledge in sizing & selection of switchgears, DG sets, cables and motors, matching the customer equipment needs.
- Should have commendable knowledge in AUTOCAD, DIALUX and other similar electrical design software.
- Should have knowledge in the ELV systems like Fire Alarm System, Public Address System, CCTV, Networks & communications etc.,
- Should be willing to travel and relocate across the country for site visits for the purpose of survey, clarifications and customer interactions.

Sr. Engineer (Mechanical)

- The candidate should have experience in the following:
- Design of HVAC system including Centralized Air conditioning system, VRV/VRF system, Evaporative Air-cooling system, Ventilation system.
- HVAC Heat load calculation, Ducting and piping design
- Design of Fire-fighting system including Fire Hydrant system, Sprinkler system
- AUTO CAD software, Drawings.
- Preparation of specification, BOQ, estimate & rate analysis for tendering for HVAC & Fire-fighting system
- Relevant Codes & standards for HVAC & Fire-fighting system
- Co-ordination with other disciplines like Architectural, Structural, Electrical etc.
- Should be willing to travel across the country for site visits for the purpose of survey, clarifications and customer interactions

Fixed Tenure Post:

Sr. Engineer (Environmental)

- Candidate should be able to demonstrate excellent communication skills and should be willing to travel across the country for site visits for the purpose of execution, site survey, clarifications and customer interactions.

- Candidate shall possess knowledge on Environmental risk management and deriving internal policies to achieve Sustainable Development Goal such as, Carbon neutrality, water positivity etc. climate change resilience and Environment Social Governance practices (ESG).
- Candidate shall possess knowledge on Waste management, air pollution control, O&M of STP, Environmental Impact Assessment (EIA), alternative technology/process, and compliance to environmental legislations including obtaining / renewal of license to operate the factory.
- Candidate shall do liasoning and co-ordination with the law enforcement agencies such as Pollution Control Board, MoEFCC etc., during inspections.

PAYSCALE:

Post / Grade	Payscale
Deputy Manager / E-IV	Rs. 60,000 -3% - 1,80,000/-
Senior Engineer / E-III	Rs. 50,000 -3% - 1,60,000/-

OTHER ALLOWANCES:

Selected candidates will be inducted in the pay scale as indicated above. The approximate CTC for Deputy Manager in E-IV grade 19 lakhs and for Senior Engineer in E-III Grade is 15 lakhs per annum. In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Annual Basic Pay as Perquisites, Performance Related Pay (PRP), Group Life Insurance, Medical reimbursement, Provident Fund, Pension, Gratuity, etc. as per the Company's rules, will be part of the remuneration package.

APPLICATION FEE:

Posts	Application Fee
On Permanent Basis (E-III & E-IV)	600/- plus 18% GST
On Fixed Tenure Basis (E-III)	400/- plus 18% GST
Ex-Servicemen, PwBD, SC & ST	Exempted

INSTRUCTIONS FOR MAKING PAYMENT:

- The application fee should be remitted through SBI Collect (through online). Application fees can be paid online by visiting the following link (as applicable) -
<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>

- a) Select Payment category:

Recruitment of Dy. Mgr. and Sr. Engineer (Permanent Basis) - ES

Recruitment of Sr. Engineer (Fixed Term Basis) - ES

- b) Candidates are requested to read the details and screenshots for making the payment.
- c) Candidates have to enter the “**SBI Collect Reference No.**” generated after payment in the Application Form.
- e) While making payment, amount should be paid against the appropriate payment category. Separate payment for each Job code applied.
- 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.

Note: While paying application fees through SBI collect, candidates should ensure that they mention the same mobile number and email ID in SBI collect as has been mentioned by them in the application form.

- g) Take a print of the payment receipt and attach it with the application form.

Candidates have to mention the “**SBI Collect Reference Number**” generated after making payment, in the Application Form. Application fee may be remitted as per the posts mentioned. Any error in the application fee or mismatch will result in disqualification of candidature.

The application fee is non-refundable. Candidates may take note that no cheque, DD or cash will be accepted towards payment of application fees.

HOW TO APPLY:

Candidates who meet the above mentioned criteria are required to download the application form provided as a link to this advertisement. The duly filled in application along with the photocopies of the below mentioned documents / enclosures are to be sent through post to-

**Manager (HR/CSG)
Bharat Electronics Limited,
Jalahalli Post, Bengaluru – 560 013**

The envelope containing the application with relevant documents should be super scribed as ‘**Application for the post of Deputy Manager / Senior Engineer (Permanent Basis) - ES**’/ **Application for the post of Senior Engineer (Fixed Tenure Basis) - ES**’

Applications that are incomplete, not in the prescribed format, not legible or without the required enclosures, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.

Documents (photocopies) to be submitted along with the application form:

- I. 10th Standard marks card (as proof of date of birth)
- II. Self-attested copy of PUC / 12th Class / Diploma Marks Cards.
- III. Self-attested copies of B.E. / B. Tech / B. Sc. / B. Arch / M. Tech Marks cards for having passed in all semesters / years. (as applicable)
- IV. Self-attested copies of Provisional / Final Degree Certificate of relevant qualification (as applicable)
- V. In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage in accordance with the respective Institute/University norms (as applicable)
- VI. Caste / Tribe / Community / Disability certificate in case of candidates belonging to OBC (NCL) / SC / ST / PwBD respectively. Candidates claiming reservation under OBC (NCL) / SC / ST / PwBD categories are required to submit the certificate in the prescribed format. The formats of certificates are provided as link to the advertisement. Candidates belonging to OBC category should produce the certificate issued on or after 01.04.2025.
- VII. 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. In case, fail to enclose the supporting documents your application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- VIII. Candidates working in PSUs / Govt. organizations should compulsorily submit the application through proper channel or produce 'No Objection Certificate' at the time of the interview.
- IX. For persons with Benchmarked Disability (PwBD), disability should not be less than 40%. A person, who wants to avail the benefit of relaxation, will have to submit a Disability Certificate issued by a Competent Authority.
- X. Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.
- XI. Discharge certificate in case of Ex-Servicemen.
- XII. Application fee payment receipt (as applicable).

METHOD OF SELECTION:

The candidates meeting the eligibility criteria mentioned in the advertisement will be shortlisted for the Written Test and those who qualify in the written test will be shortlisted for Interview in the respective category.

The minimum qualifying marks is 35% for UR / OBC candidates and 30% for SC / PwBD candidates in both Written Test and Interview separately.

Based on the performance in the Written Test, candidates will be provisionally shortlisted for Interview in the ratio of 1:7.

Selection will be based on the performance of the candidate in both the Written Test and Interview. The weightage for Written Test is 85 marks and Interview is 15 marks.

The venue of the written test is Bengaluru only. The exact date and time will be communicated in the Admit Card sent to the e-Mail ID furnished by the candidate.

TRAVEL REIMBURSEMENT:

All outstation candidates shortlisted for Interview will be reimbursed actual expenses incurred on travel to and fro to the place of interview on production of receipt or any other supporting documentary evidence in respect of the onward journey, subject to AC Chair Car / III Tier AC fare. The shortest route for this purpose will be the distance between the places which was declared as correspondence address in the application form or the distance from where the actual journey commenced, whichever is nearer.

The last date for submission of application is 30.04.2026. Applications submitted beyond the last date will not be considered under any circumstances.

GENERAL GUIDELINES:

1. Only Indian Nationals need to apply.
2. For lateral posts, internal candidates are not eligible to apply against the external advertisements.
3. Internal Fixed Tenure Engineers in the same or higher grade can apply for the post (s) provided the Executive fulfils the terms and conditions of the Offer of Engagement and advertisement. However, prior experience as Trainees / Fixed-tenure / Contractual engagement in BEL / other PSUs will not be considered as relevant experience for the permanent posts advertised. The employee must forward the application to the indenting Unit / SBU / CRL / PDIC / Offices through proper channel.
4. Appointment of the selected candidates will be subjected to being found medically fit by the Company's Medical Authorities as per the company's medical standards.
5. Fixed Tenure Engineers engaged in BEL need to apply as External candidates as per eligible criteria and intimate the concerned Unit / SBU HR.

6. Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before submission of application.
7. Candidates who meet the eligibility criteria for the post will be called for Written Test. However, the candidature of the applicant will be provisional and subject to verification of Certificates / Testimonials submitted by him / her.
8. Call letter for provisionally eligible candidates for the written test will be sent to the email furnished by the candidate. Please note that the call letter will not be sent by post.
9. Candidates are requested to print the call letter and comply with the instructions indicated therein.
10. Request for change of category once declared in the application will not be entertained.
11. Candidates working in Government / Semi Government / Public Sector Organizations are required to produce “**No Objection Certificate**” at the time of Interview. In case the candidate fails to do so, his / her candidature will not be considered.
12. Academy/ Teaching/ Apprenticeship/ Internship Training/ Research work experience will not be considered as relevant post qualification/ industrial experience.
13. Incomplete applications will be rejected without assigning any reason and no correspondence in this regard will be entertained. There will be no separate communication to any candidates on their non-selection at any stage.
14. All eligibility qualification should be recognized and from a recognized Institution / Board / University.
15. Applicants should be of sound health. No relaxation in health standards is permitted. 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.
16. Reservation / Relaxation / Concession for OBC Non Creamy Layer (NCL) candidates will be subject to submission of attested copy of OBC (NCL) certificate along with Declaration in the format prescribed by the Government of India for “Appointment in Central Government Posts” issued by the Competent Authority at the time of document verification / Interview. Income Certificate will not be considered as OBC Certificate.
17. Candidates with relevant disability of not less than 40% only will be eligible for reservation and relaxation as PwBD. Disability certificate should be issued by the Medical Board in the format prescribed by Government of India.
18. Candidature is liable to be rejected at any stage of recruitment / 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.

19. Mere submission of application does not guarantee the adequacy of candidature for being considered for the selection process. The candidature of the candidate at all stages of the selection process shall be provisional in nature.
20. BEL reserves the right to cancel / restrict / enlarge / modify / alter the Posts / selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
21. In case a candidate submits more than 01 application for same post, the application against which Bank Challan is deposited shall only be considered. Further, if a candidate deposits Bank Challan for 02 applications for the same post, the application with the latest registration no. shall only be considered.
22. Valid email and mobile number to be mentioned in application form. No change in the email or mobile number will be permitted. All future correspondence shall be made via email only.
23. Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website (www.bel-india.in) and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.
24. 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.
25. 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.
26. 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.
27. BEL has a robust and transparent recruitment process where the selection criteria are 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.
28. All information regarding this recruitment will be made available on the career page of our website www.bel-india.in

For any clarification regarding advertisement, you may write to hrcsg@bel.co.in
