BHARAT ELECTRONICS LIMITED

(A Govt. of India Enterprise under the Ministry of Defence) **Date: 08/07/2026**

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires the following personnel for its Pune Unit on permanent basis:

I POSTS :

Sl No	Post	Qualification + Experience as on 01/07/2026	Upper Age limit as on 01/07/2026	No. of Posts	Reservation Pattern	Grade / Career Path / Pay Scale/CTC
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Havildar (Security)	SSLC +15 years of service in Indian Armed Forces	43 yrs	05	UR-01 OBC(NCL)-01 SC-01 ST-01 EWS-01	WG-III/CP-III Rs. 20500-3% 79000+ Admissible Perks/ Allowances CTC- Rs. 6.2 Lakhs (Approx.)

II ELIGIBILITY CRITERIA:

i. Candidate must be a citizen of India.
ii. The upper age limit specified is applicable to General Category candidates.
iii. Relaxation of upper age limit for OBC (NCL) candidates is 3 years and for SC/ST candidates is 5 years.
iv. Candidates seeking age relaxation for Havildar (Security) posts, will be required to attach copy of necessary certificate(s) along with application and submit in original at the time of Physical Endurance Test / Written Test and at any subsequent stage of the process for verification.
v. The EWS / Caste Certificate should be strictly in the formats available on the BEL website (www.bel-india.in) failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
vi. The reservation is 100% for Ex servicemen.

(a) QUALIFICATION & EXPERIENCE:

i. The candidates should possess the qualification of SSLC (Pass) and the experience as specified above.
ii. The candidates should have an exemplary / very good record and medical category should be 'AYE' and SHAPE-I. Fire training is desirable.
iii. Registration at District Sainik Welfare Board in Maharashtra is mandatory.
iv. Knowledge of Marathi is essential. Ability to speak read and write in Marathi is mandatory.
v. Candidate should possess Experience Certificates/Discharge Certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.
vi. Candidates shall bring their original Discharge Book, PPO-Pension Payment Order and all Original Certificates at the time of Physical Endurance Test/ Written Test without which they will not be allowed in the Physical Endurance Test / Written Test.

III METHOD OF SELECTION:

The candidates meeting the criteria will be shortlisted for the selection process. Eligible candidates shall undergo Physical Endurance test and those who qualify in the Physical Endurance test will be shortlisted for written test. Physical Endurance test and written test will be held at Pune.

IV PAY & ALLOWANCES:

Selected candidates will be inducted in the pay scales as mentioned in Page 1.In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 30% of the annual basic pay, reimbursement of medical expenses, Group Insurance, PF, Pension, Gratuity etc. as per Company rules will be a part of remuneration package.

V HOW TO APPLY:

(a) Candidates who meet the above requirement may fill in the application form using the online link provided in the BEL Website. Before filling the application kindly go through the instructions on how to fill the online application form. No manual / paper application will be entertained.

(b) Applications should be accompanied by the following scanned self-attested documents:

1) Recent color passport size photograph.
2) SSLC marks card and any other valid document as proof of date of birth.
3) Candidates belonging to SC/ST/OBC/EWS need to submit their certificate in the prescribed format.
4) Candidates belonging to OBC (NCL) category are required to submit the Community Certificate in the prescribed format issued by the Competent Authority for applying for posts under the Government of India on or after 01/07/2025 and valid EWS Certificate for the year 2025-26 by the Competent Authority. (prescribed formats are made available on the website: www.bel-india.in). Income Certificate will not be considered as OBC Certificate.
5) No Objection Certificate from the present employer (employed in Govt/Quasi Govt/PSU) if applicable.
6) Experience Certificate, Discharge certificate, if applicable. Discharge book issued by the Indian Armed Forces/Concerned Authority clearly indicating the medical category, date of discharge and exemplary / very good records – SHAPE-I
7) Candidates presently employed in the Indian Armed Forces and yet to be discharged need to submit documentary proof in support of their Medical Category, Character and probable date of discharge.
8) Document of Registration and number from the District Sainik Welfare Board in Maharashtra State.

VI GENERAL INSTRUCTIONS:

1) Before applying for the post, the candidates should ensure that they fulfill the eligibility criteria mentioned in the advertisement.

2) Candidates working in Government/Semi government/Public Sector Organization are required to produce "No Objection Certificate" at the time of Document verification (Skill Test/Physical Endurance Test/Written Test). In case the candidate fails to do so, his candidature will be disqualified.

3) The candidates have to produce a valid photo identity proof while appearing for the Physical Endurance Test/Written Test. The SC/ST candidates claiming TA for travel have to produce original caste/disability certificate and submit a copy of the same along with the train / bus tickets.

4) Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to them being found medically fit in the Pre-employment Medical Examination to be conducted as per Norms & Standards of Medical Fitness.

5) SC / ST outstation candidates called for Physical Endurance Test/Written Test shall be reimbursed Travelling allowance to and fro (sleeper Class) from their correspondence address/place of work in India on production of actual tickets by the shortest route. It may also be noted that bank account details and PAN Card details need to be submitted at the time of Physical Endurance Test/Written Test in order to make Travelling Allowance payment after verification of relevant documents submitted by the candidates. Reimbursement will be made at a later date through ECS. (as applicable)

6) Local Travel cost, if any, shall be borne by the candidates.

7) Request for change of category (GENERAL/SC/ST/OBC/EWS) once declared in the application will not be entertained.

8) In the event any applicant has litigated with his employer in the past, the same should be clearly mentioned in the application in brief.

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

10) 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 Physical Endurance Test / Written Test will be sent by e-mail to the email ID furnished by the candidate. BEL will not be responsible for bouncing of any e-mail sent to the candidates.

11) The qualification mentioned in the advertisement should be from a recognized Institution/Board/Council/University. Wherever CGPA/OGPA/DGPA or Letter Grade in the Final/Convocation Certificate is awarded, its equivalent percentage of marks must be indicated in the application form as per norms adopted by University/Institute. Proof of norms adopted by the Institution/Board/Council/University to convert CGPA/OGPA/DGPA into percentage is to be submitted at the time of document verification.

12) Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained.

13) The selected candidates may be required to stay in the Company provided accommodation, based on availability.

14) 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.

15) The candidature at all stages of the selection process shall be provisional in nature. Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Physical Endurance Test / Written Test.

16) 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.

17) The above opening is for Bharat Electronics Limited, NDA Road, Pashan, Pune-411021. However, selected candidate may be required to serve in any other unit/office/other location/s also, if need arises, as per Company's requirement.

18) Only those candidates who meet all the above mentioned eligibility criteria for the post shall be called for Physical & Written Test. However, the candidature of the applicant will be provisional and subject to verification of Certificates/Testimonials submitted by him/her.

19) Candidature is liable to be rejected at any stage of selection process or after joining, if any information provided by the candidate is found not 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/declarations are not recognized/false/misleading and/or amounts to suppression of information/particulars which should have been brought to the notice of BEL.

20) Mobile phones/pages/iPad/iPod/Tablets/Digital Watch/Calculators or any other such electronic devices is strictly prohibited inside the examination hall. Candidates are adviced not to carry the same to the examination hall. Possession of any electronic devices inside the examination hall may lead to disqualification of candidature of the candidate.

21) 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.

22) 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.

23) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Pune.

24) 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 the advertisement. We urge job seekers not to be mislead by any communication made by fraudsters purporting to be representatives of our Company and demanding payment in lieu employment in BEL. The Company is not liable for any loss that may ensure from such fraudulent actions.

25) Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the career 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.

26) All further announcements / details pertaining to this process will be published / provided on BEL website: www.bel-india.in from time to time.

The Web link for applying for the said post will be active by **15:00 Hrs on 08/07/2026**.
The last date for applying is **31 July 2026, Friday.**

For Queries related to the advertisement contact us at E-mail: belpune@jobapply.in

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