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BHARAT ELECTRONICS LIMITED

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

AdvtNo: 12949/HR/GAD/PE/07 Dt: 10.11.2025

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.

BEL, Ghaziabad will conduct Walk-in selection for the following post on temporary basis on 24thNovember, 2025 BEL-GAD:

**TABLE-1**

| Post | Discipline & No. of Posts | Reservation | Qualification | Minimum Post Qualification Experience as on 01.11.2025 | Upper Age limit as on 01.11.2025 (for UR/EWS) | Posting location |
|---|---|---|---|---|---|---|
| Project Engineer-I | Electronics-40 | UR-13, OBC-12, EWS-5, SC-4, ST-6 | B.E/B.Tech/B.Sc Engineering degree (4 yr course) in relevant discipline with PASS Class | Minimum 02 years of relevant post-qualification industrial work experience (full time). | 32 Year | Anywhere in India such as J&K, Kolar, Shillong, Port Blair, Delhi-NCR etc |
| | Computer Science-08 | UR-5 OBC-2 SC-1 | | | | |
| | Mechanical-4 | UR-3, OBC-1 | | | | |

Note: 4% of above mentioned post are reserved for PwBD as per Government guidelines.

Above post are for various customer site across India. In the event of selection, candidates must be willing to work in any location as decided by BEL Management and should be ready to travel frequently to various locations.

## 1.0 TERMS OF ENGAGEMENT & ALLOWANCE FOR PROJECT ENGINEER-I:

| Year | Consolidated remuneration p.m. | Additional benefits payable |
|---|---|---|
| 1st year | Rs. 40,000/- | i) Area allowance* @ 10% of consolidated remuneration (per month)<br>*Only to those candidates who will be posted to various sites and customer location<br>ii) Rs.12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc. |
| 2nd year | Rs. 45,000/- | |
| 3rd year | Rs. 50,000/- | |
| 4th year | Rs. 55,000/- | |

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**Project Engineer – I:** Project Engineer-I will be engaged initially for a period of THREE years which may be extended for one more year based on Project requirement and individual's performance.

**RETENTION BONUS for Project Engineer:** Project Engineer-I who complete overall tenure of 4 years will be entitled for Retention Bonus of Rs.25,000/- for every completed year. However, the retention bonus will be payable at the end of 4 years i.e.Rs.1,00,000/-

## 2.0 UPPER AGE LIMIT AS ON 01.11.2025:

**Project Engineer – I:** The age limit should not be more than 32 years for General & EWS candidates.

i.) The upper age limit will be relaxable for OBC candidates by 03 years and SC/ST candidates by 05 years. For candidates belonging to PwBD category having 40% disability or more will get 10 years' relaxation in addition to the relaxation applicable to the categories mentioned above.

**Relaxation in age will be provided subject to vacancy in respective category in that particular discipline as listed at Table-1..**

ii.) 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 application and submit in original in case of selection or provide at any subsequent stage of the process for verification.

ii.) The EWS/Caste/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.

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 01.11.2024.

v.) Candidates belonging to EWS category must produce valid Income & Asset Certificate for FY 2024-25

## 3.0 EDUCATIONAL QUALIFICATION FOR ABOVE POSTS:

B.E/B.Tech/B.Sc Engineering (4 years course) from recognised Institute/University/College in the following Engineering disciplines –

| SUBJECT | DISCIPLINE |
|---|---|
| Electronics | Electronics<br>Electronics & Communication<br>Electronics & Telecommunication<br>Communication<br>Electronics & Instrumentation<br>Applied Electronics & Instrumentation<br>Instrumentation & Control Engineering<br>Telecommunication |
| Mechanical | Mechanical Engineering |
| Computer Science | Computer Science<br>Computer Science & Engineering<br>Computer Science Engineering<br>Information Technology<br>Information Science |

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**Please Note:**

i.) *Candidates whose discipline/ Specialisation mentioned in their relevant Degree Certificates do not tally with the discipline 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 have secured Pass class in respective discipline.

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.

vi.) Candidate's application without the relevant prescribed documents mentioned will be rejected/ cancelled without any prior intimation.

## 4.0 POST QUALIFICATION EXPERIENCE AS ON 01.11.2025

**Project Engineer – I:** Candidate should possess minimum '**Two years**' of relevant post-qualification industrial experience and job responsibilities will be as follows: Engineering Documentation, Project management activities like Coordination with all stakeholders like Suppliers /vendors, Design agencies like DRDO, meeting with third party inspection agency and customers for execution of project activities , Support role like Installation and commissioning of equipment at customer site, participation in field trials ,evaluation and validation or any other work as assigned based on business requirement.

**Further candidate have to travel or may be posted all over India for official work assignment/customer site/trial /support requirement if need arises.**

**Please Note:**

i.) Candidate possessing relevant post-qualification Industrial 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/B.Sc (Engg)/ 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 industrial experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be reject/cancelled without any prior intimation.

## 5.0 SELECTION PROCEDURE FOR ABOVE POSTS:

**i)** Selection will be conducted through WALK-IN SELECTION of PRE-REGISTERED CANDIDATES as per the schedule given below:

| Name of post | Start date of registration | Last date to register | Venue | Date of Selection Process |
|---|---|---|---|---|
| PROJECT ENGINEER-I | 10-11-2025 | 20-11-2025 | Bharat Electronics Limited, Site-IV Industrial Area, Sahibabad, Ghaziabad, Uttar Pradesh | 24.11.2025 |

Note:
**Candidates may be required to stay for an additional day for the selection process. Candidates are therefore advised to come prepared accordingly.**

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**ii)** **Interested candidates must pre-register for the Walk-in selection through below QR Code by 20th November, 2025 23:00 PM. Candidates who do not register, will not be allowed to participate in the Selection Process.**

**iii)** The selection process will commence at 09.00 am on 24.11.2025 for only those candidates who have registered themselves latest by 20th November, 2025. No candidate will be allowed to enter the venue after 09.00 am. Selection will be through written test followed by interview on above dates. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:5 in respective category.

**iv)** No traveling expenses/allowance will be given for attending the Walk-in selection.

**v)** Candidates have to bring duly filled-in application form. Candidates must carefully enter the details in the application and attach the documents as prescribed. Screening and selection will be based on the details provided by the candidates in the application form. Furnishing of wrong/false information and inaccurate or incomplete information will be disqualified and BEL will not be responsible for any consequence of furnishing such wrong /false/ inaccurate/ incomplete information. 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 without prior intimation. 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.

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

| Category | Written test | Interview |
|---|---|---|
| General/EWS/OBC-NCL | 35% | 35% |
| SC/ST/PwBD | 30% | 30% |

**Relaxation in minimum qualifying marks will be provided subject to vacancy in respective category in that particular discipline as listed at Table-1.**

The assessment weightage will be 85% and 15% for written test and interview respectively

## 6.0 HOW TO APPLY:

Interested candidates meeting all the criteria mentioned above, can pre-register themselves on the attached QR code latest by 20.11.2025 for the selection process. While coming for the selection on 24.11.2025, the candidate should bring **the application in the format appended to this advertisement along with the following self-attested photocopies of the documents (one set in following sequence)**. All details given in the application form will be treated as final and no changes will be entertained.

**DOCUMENTS TO BE SUBMITTED AT THE TIME OF WALK IN SELECTION**

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i) Duly filled in application form
ii) 2 recent passport size photographs
iii) Self-attested copy of **SSLC/Matriculation Certificate** (proof of age).
iv) Self-attested copy of **PUC/12th Class/Diploma Marks Card**.
v) Self-attested copies of BE/B.Tech/B.Sc Engineering **Degree Marks card(s)** for having passed **all semesters/years**.
vi) Self-attested copies of BE/B.Tech/B.Sc Engineering **Provisional/Final Degree Certificate(s)**.
vii) **Conversion formula certificate for conversion of CGPA** to percentage, duly certified by the University/ Institution, wherever applicable.
viii) Self-attested copy of Caste Certificate (In case of SC/ST for availing exemption from payment of application fee.)
ix) Self-attested copy of Disability Certificate (In case of PwBD Candidate)
x) **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. In case relevancy of experience of the candidate cannot be established, his candidature will not be considered. Teaching will not be considered as relevant 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.
xi) Candidates if working in PSUs/ Govt. organizations/ Quasi Government organizations should compulsorily submit '**No Objection Certificate**' at the time of walk in selection.
xii) **SBI Fee Payment Receipt** (if applicable).
xiii) Write up of the roles and responsibilities/ experience.
xiv) Any other certificates
xv) Candidates who are already working as Project Engineer-I in one of the Units of BEL (as on 01.11.2025) are not eligible to apply for the above posts. However, candidates who are working as Trainee Engineers and have completed minimum one year (as on 01.11.2025) as Trainee Engineer in BEL and are fulfilling the eligibility/ criteria as per the advertisement can apply for the post of Project Engineer – I, However, they shall submit prior intimation to their respective SBU/Unit HR.

## 7.0 APPLICATION FEES:

| Post | Application Fee | Payment link activation | Exemption |
|---|---|---|---|
| Project Engineer-I | Rs.472<br>(Rs. 400 + 18% GST) | 10.11.2025 to 20.11.2025 | *Candidates belonging to SC, ST & PwBD categories are exempted from payment of application fee.* |

i.) The application fee should be remitted through SBI Collect (through online). Candidates are requested to read the details and screenshots for making the payment.
ii.) General/EWS/OBC candidates have to enter the "**SBI Collect reference No.**" generated after payment, in the Application Form Please check the link given on BEL website regarding instructions for making SBI online payment.
iii.) 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.**
iv.) Kindly attach the e-challan along with the application form
v.) 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.

**INSTRUCTION FOR MAKING PAYMENT:**

1) Go to www.onlinesbi.com and select:- State Bank Collect.
2) Accept Terms and Conditions and click on "Proceed".
3) Select state of Corporation/ Institution: - All India.
4) Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on "Go" option.
5) Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on "Submit" button.
6) Select Payment category: - "Walk-in Selection of Project Engineer for BEL-GAD" as applicable

7) Complete the payment as explained above.
8) Take a print of the payment receipt and attach it with the application form.

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## 8.0 GENERAL:

i.) Only Indian nationals can apply for the posts.
ii.) Crucial date for post qualification experience, age or any other purpose will be treated as 01.11.2025
iii.) The number of posts indicated above, may vary based on the actual requirement at the time of selection. Application form incomplete, not in prescribed format, without the required enclosures will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
iv.) Candidates are advised to carefully read the full advertisement for details of eligibility criteria and selection modalities before appearing for Walk-In Selection.
v.) Candidates are required to possess at least one valid E-mail ID. Candidates are advised to keep the email ID (to be entered compulsorily in the application form) active for at least one year. No change in the E-mail ID will be allowed once entered. All correspondence with candidates shall be done through email only. Responsibilities of receiving and downloading of information/ communications etc. will be of the candidate. BEL will not responsible for bouncing of E-mails, non-receipt of e-mails due to invalid E-mail IDs, setting options exercised by the candidate, etc. and no correspondence in this regard will be entertained.
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 (Expect for SC/ST/PwBD) will be rejected/ cancelled without any prior intimation.
viii.) All information submitted in the application will be verified with the original documents at the time of interview 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/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.) 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.
xii.) 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.
xiii.) BEL reserves the right to debar/ disqualify any candidate at any stage of the selection process for any reason what so ever.
xiv.) 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 without issuing any further notice or assigning any reason thereafter.
xv.) Canvassing in any form will result in disqualification.

**Important dates:**

| | |
|---|---|
| Pre-registration start date | 10.11.2025 |
| Pre-registration end date | 20.11.2025 |
| Walk-in selection date | 24.11.2025 |

**For further details or any clarification mail to: recruitmentgad@bel.co.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.

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***BEL reserves its right to take legal action including criminal action against such fraudsters.***

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