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SOFTWARE DIVISION, BHARAT ELECTRONICS LIMITED, BENGALURU

Advertisement No. 383/TE & PE-I/HR/SW/2020-21 Date: 07.09.2020

Engagement of Trainee Engineers & Project Engineers

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, C4I Systems, Homeland Security, Telecom and Broadcast, Electronic Warfare, Tank Electronics and Electro Optics.

BEL's Software Division was established in Bengaluru in 1996. The Software division is certified for CMMI Level 5. The division applies State-of the-art technology and industry standard process to achieve compliance. The key customers include the Indian Defence Forces, Para-Military Forces, Election Commission of India, DRDO and other PSUs

I QUALIFICATION & EXPERIENCE:

Post / Post Code	Qualification	No. of Posts	Place of Posting	Consolidated Remuneration	Reservation	Minimum Post Qualification Experience	Job Requirement
1	2	3	4	5	6	7	8
Post : Trainee Engineer* Post Code : SD-TE	Full time B.E./B.Tech (Computer Science) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.	54	Bengaluru	1st Year - Rs. 25,000/- 2nd Year - Rs. 28,000/- 3rd Year - Rs. 31,000/-	UR – 21 EWS-04 OBC-15 SC-08 ST-05 PWD- 01	Not Applicable/Nil	Essential requirements (any one of the following): a) Java: Knowledge of JAVA / J2EE b) C++: Knowledge in software development using C++.

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Post : Project Engineer** Post Code : SD-PE	Full time B.E./B.Tech (Mechanical/Computer Science/Electronics/Electronics & Communication/Electronics & Telecommunication) with First Class for General / OBC / EWS candidates & Pass Class for SC/ST/PwD Candidates.	33	Bengaluru / Hyderabad***	1st Year - Rs. 35,000/- 2nd Year - Rs. 40,000/- 3rd Year - Rs. 45,000/- 4th Year - Rs. 50,000/-	UR –23 EWS-05 OBC-14 SC-09 ST-03	2 Years	a) Software Tester / Security Tester / Software QA (Total 20 posts): Understanding of any of the following programming languages / frameworks: C / C++ / Qt / C#.net / HTML/Java Script/ CSS/ Python / Ruby Working knowledge in Quality audits OR Manual Testing OR Static / Dynamic / automation Software testing tools b) Software Developer (12 Posts): Engineers should possess any one of the following skills set ***(i)*** **C, C++:** Developer must have Working knowledge in Object Oriented software development and maintenance using C++. Knowledge of GUI

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							development using QT or Other GUI Frameworks, QML, Mat lab and embedded software development is preferred. ***ii)*** **Java:** Developer must have Working knowledge in Object Oriented software development and maintenance in Java Or GUI development using JFX or other GUI Frameworks. Working knowledge on Java script and Node.js is preferred.
		21	Bengaluru / Chandipur (Odisha)***			2 Years	c) Project Engineer (21 Posts): Experience in software development using an object oriented programming language (C++ or Java) Working knowledge with any Integrated development

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							environment (Visual studio, Net beans, Eclipse etc.) Knowledge of object oriented analysis and design principles.

* Knowledge in Java/C++
** Working knowledge in Java/C/C++
*** The candidates will be required to travel across India as and when project requirement arises.

II ELIGIBILITY CRITERIA:

(a) NATIONALITY : Candidate must be a citizen of India.

(b) AGE (as on 01.09.2020) :

Sl. No	Post / Post Code	Upper age limit (as on 01.09.2020)
01	Post : Trainee Engineer Post Code : SD-TE	25 years
02	Post : Project Engineer Post Code : SD-PE	28 years

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ii. Relaxation of upper age limit :

Sl. No.	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	3 years
2	Scheduled Caste/ Scheduled Tribe	5 years
3	Persons with Disability (PwD) having minimum 40% disability	10 years

iii. The upper age limit specified is applicable to General Category candidates.

iv. Candidates seeking age relaxation will be required to enclose copy of necessary certificate (s) along with application and submit in original at the time of interview and at any subsequent stage of the process for verification.

v. 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.

vi. For Candidates belonging to Persons with Disability (PwD) category having minimum 40% disability will get 10 (ten) years relaxation in addition to the relaxation applicable to SC/ST/OBC mentioned above.

(c) EDUCATIONAL QUALIFICATION :

- Full time BE/B.Tech in in the above mentioned Engineering disciplines with First Class for General, EWS & OBC candidates. Pass Class for SC/ST/PwD Candidates.
- Candidates must possess all years/semesters mark sheets and Degree certificate. (In case of CGPA grading, Conversion certificate to substantiate the claim shall be attached with the application form. Applications without the conversion certificate will be rejected.)

(d) EXPERIENCE :

i. Candidate applying for Project Engineer, should possess the requisite number of years and hands-on Post Qualification Experience (PQE) as mentioned at (I)Qualification & Experience, column(4).

ii. The cut of date for deciding the maximum permissible experience (Post-Qualification Experience) shall be 01.09.2020. 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 qualification shall be considered.

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iii. Teaching experience or/and training acquired will not be considered as relevant experience.
iv. Candidates possessing Industrial experience only need to apply.
v. Candidate should possess Experience certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.
vi. Candidates are required to enclose a separate write up describing the relevant post qualification experience gained/held by them.

III MODE OF SELECTION:

- Candidates should meet the qualifying criteria as specified in the advertisement and their online application should be accepted.
- A merit list will be prepared, based on the aggregate percentage obtained in BE/B.Tech and work experience, as indicated below:
  i. 75% marks will be allotted for aggregate marks scored in BE/B.Tech
  ii. 10% marks will be allotted for relevant work experience. (2.5 marks for min. stipulated work experience and additional 1.25 marks for every additional 6 months of relevant experience, upto a max of 10 marks)
- Candidates will be shortlisted for the interviews based on the above, in the ratio of 1:5.
- 15% marks will be allotted for interview.

Pls note : Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University. Failure to do so, will result in disqualification.

Only relevant experience will be considered. The decision of the selection committee, with respect to relevance of experience will be final. Work experience indicated without supporting documents, will not be considered.

Intimation w.r.t. conducting of video based interviews will be sent through email. Candidates are required to comply with the instructions indicated therein. The results of the final selection will be available on BEL website.

The last date to submit online applications is 27.09.2020

IV PAY & ALLOWANCES:

a) An amount of Rs. 10,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowances, etc.

V APPLICATION FEE :

i. Candidates belonging to General /OBC / EWS category are required to pay an application fee as mentioned below :

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Sl. No	Post / Post Code	Application fee
01	Post : Trainee Engineer Post Code : SD-TE	Rs. 200/-
02	Post : Project Engineer Post Code : SD-PE	Rs. 500/-

ii. Application fee is non-refundable.
iii. Candidates may go through all the instructions and eligibility criteria carefully before remitting the Application Fee.
iv. An application fee needs to be remitted through

- Online mode i.e. SBI Collect OR

Online mode i.e. SBI Collect: Candidates are requested to read the details and screenshots for making the payment. Screenshots and instructions for the same are provided with the advertisement. Candidates may make the payment by clicking on the link provided below the web advertisement.

Candidates have to mention the "**SBI Collect Reference Number**" generated after making payment, in the online Application Form. Payment receipt should also be uploaded along with online application.

VI HOW TO APPLY :

Candidates who meet the above requirement may apply online by clicking the relevant link provided against the advertisement. Candidates are required to enter all information correctly in the online application form and verify the same before submission. Requests for any changes in the submitted applications will not be entertained.

VII GENERAL INSTRUCTIONS:

1) Before applying for the post, the candidates should ensure that he/she fulfils the eligibility mentioned in the advertisement.

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2) Request for change of category (GEN/OBC/EWS/SC/ST) once declared in the application will not be entertained.
3) Applications received after the last date for submission will not be considered.
4) In the event of any applicant has litigated with his/her employer in the past, the same should be clearly mentioned in brief.
5) 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.
6) The Caste / EWS / 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.
7) 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 interview will be sent by e-mail to the email Id furnished by the candidate. In no circumstance candidate should share e-mail ID of any other person. BEL will not be responsible for bouncing of any e-mail sent to the candidates.
8) 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.
9) A candidate's short listing for interview and subsequent processes is strictly provisional. Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
10) 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.
11) 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.
12) 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.
13) 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.
14) All further announcements / details pertaining to this process will be published / provided on BEL website :www.bel-india.in from time to time.

The last date to submit online applications is 27.09.2020

Other Backward Class Certificate (Non-Creamy layer) and the Income and Asset Certificate for EWS issued by any one of the following authorities in the prescribed format shall only be accepted as proof of candidate's claim as belonging to OBC / EWS: -

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i. District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner
ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate / Presidency Magistrate
iii. Revenue Officer not below the rank of Tehsildar and
iv. Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

Clarifications if any, can be sought on 080-22195330, mail to: hr_es_cde@bel.co.in

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भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS

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

Advt. No. 383/PE-I/HR/ES/2020-21
Date: 07.09.2020

Engineering Services Division of Bharat Electronics Ltd., a Navaratna Company and India's premier professional electronics company requires the following personnel for a period of Two years (extendable for maximum of two more years based on project requirement & performance of the individual) for execution of various prestigious projects.

Post	Qualfn	No. of Posts	Min. Post Qual. work exp	Upper age limit as on 01.09.2020	Reservation	Consolidated remuneration per month
Project Engineer-I	BE / B.Tech (Civil)	18	2yrs	28 yrs	Gen-14 EWS-05 OBC-10 SC-05 ST-03	1st Year - Rs. 35,000/- 2nd Year - Rs. 40,000/- 3rd Year - Rs. 45,000/- 4th Year - Rs. 50,000/-
	BE / B.Tech (Electrical/ EEE)	11				
	BE / B.Tech (Mechanical)	08				

*** Place of posting:** i) Gandhinagar, Okha & Porbandar- Gujarat
ii)Mumbai-Maharashtra
iii) New Mangalore - Karnataka
iv) Kochi, Azhikode - Kerala
v) Chennai, Puducherry – Tamil Nadu
vi) Vizag, Machilipatnam – Andhra Pradesh
vii) Hirakud – Odisha
viii) Kolkata – West Bengal
ix) Kavaratti, Amini – Lashadweep
x) Campbell Bay. Digilipur – Andaman & Nicobar Islands
xi) New Delhi.

*However, Candidates will be required to travel across India, as and when project requirement arises.

1. AGE RELAXATION:

Sl. No.	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	3 years
2	Scheduled Caste/ Scheduled Tribe	5 years
3	Persons with Disability (PwD) having minimum 40% disability	10 years

(PwD relaxation is in addition to the relaxation provided for OBC/SC/ST.)
The cut-off date for deciding the maximum permissible age shall be 01.09.2020.

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2. EDUCATIONAL QUALIFICATION:

- Full time BE/B.Tech in in the above mentioned Engineering disciplines with First Class for General, EWS & OBC candidates. Pass Class for SC/ST/PwD Candidates.

- Candidates must possess all years/semesters mark sheets and Degree certificate. (In case of CGPA grading, Conversion certificate to substantiate the claim shall be attached with the application form. Applications without the conversion certificate will be rejected.)

3. MODE OF SELECTION:

- Candidates should meet the qualifying criteria as specified in the advertisement and their online application should be accepted.
- A merit list will be prepared, based on the aggregate percentage obtained in BE/B.Tech and work experience, as indicated below:
  - i) 75% marks will be allotted for aggregate marks scored in BE/B.Tech
  - ii) 10% marks will be allotted for relevant work experience. (2.5 marks for min. stipulated work experience and additional 1.25 marks for every additional 6 months of relevant experience, upto a max of 10 marks)
- Candidates will be shortlisted for the interviews based on the above, in the ratio of 1:5.
- 15% marks will be allotted for interview.

Pls note : Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University. Failure to do so, will result in disqualification.

Only relevant experience will be considered. The decision of the selection committee, with respect to relevance of experience will be final. Work experience indicated without supporting documents, will not be considered.

Intimation w.r.t. conducting of video based interviews will be sent through email. Candidates are required to comply with the instructions indicated therein. The results of the final selection will be available on BEL website.

The last date to submit online applications is 27.09.2020

4. TERMS OF ENGAGEMENT:

Project Engineers will be engaged for an initial period of 2 years(including First year) which may be extended for another 2 years (upto a maximum of 4years) based on project requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs. 35,000/- per month for the 1st year and Rs. 40,000/-for 2nd year. In the event of extension of contract, the remuneration shall be- Rs. 45,000/-for 3rd year and Rs. 50,000/- for 4th year.

5.JOB REQUIREMENT/EXPERIENCE:

Civil

- The Candidate should have experience in infrastructure project management of large , multidisciplinary industrial and building infrastructure projects preferably involving internal and external electrical works, AC, IBMS, networking communication, workstations, fire fighting systems, interiors etc.

- Candidate shall possess project management skills, Infrastructure Contract management, good knowledge and exposure to CPWD/MES/PWD/Gov. contract methods, procedures,

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specifications, works manuals and shall be conversant with the applicable statutory requirements, rules in force etc.

- Candidate is required to relocate on multiple works across India at the discretion of the company

Electrical

- Should have on-site experience in infrastructure projects execution with multidisciplinary teams to ensure the electrical systems and requirements for industrial buildings and special infrastructure projects, preferably involving internal and external electrical works including HV & MV substations.

- Should possess knowledge in electrical safety regulations, latest codes and standards of electrical installations, energy efficiency & ECBC and best practices of electrical works.

- Should have technical skills in planning, design, engineering of industrial power distribution systems, equipment specifications, prepare electrical load calculations for single and three phase loads, voltage drop, short circuit calculations, LPS and Earthing systems. Should have knowledge in AUTO CAD and the relevant discipline design software's.

- Should have problem solving skills to investigate customer complaints, determine nature and extent of problem and recommend remedial measures.

- Should possess knowledge in preparation of technical specification, RFQs, technical bid summaries, rate analysis and BOQ for tendering for Internal and External Electrical works, measurement and billing of contract works and exposure to CPWD, MES Standards, NBC, Contract procedures etc.

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

Mechanical

- Experience and knowledge in Mechanical Design, Manufacturing & Production Technology, Control Systems, Hydraulics and Pumps etc. Additional exposure in Heating Ventilation & Air Conditioning will be an added advantage.

- Should also be willing to travel across the country for site visits and execution of major HVAC projects.

Candidates must possess minimum 2 (two) years experience (Post Qualification Experience). The cut-off date for deciding the experience shall be 01.09.2020. 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 acquired the essential educational qualification shall be considered. Experience certificates/Documents issued by the employer clearly indicating period of employment should be enclosed. Candidates are also required to provide a separate write up describing the relevant post qualification experience gained/held by them. ***Teaching experience or/and training courses acquired will not be considered as***

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relevant experience. Candidates possessing Industrial experience as specified only need to apply.

6. HOW TO APPLY:

Candidates who meet the above requirement may apply online by clicking the relevant link provided against the advertisement. Candidates are required to enter all information correctly in the online application form and verify the same before submission. Requests for any changes in the submitted applications will not be entertained.

SB Collect:

General/ OBC/EWS candidates applying for the post Project Engineer-I are required to remit an amount of Rs.500/- towards application fee through SB Collect (through online mode or through SBI Branch)

Candidates need to select SBI branch in the payment option and download & print the challan generated through SBI Collect and deposit the application fee plus applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official. General /OBC/EWS candidates have to mention the "**SBI Collect reference No."** generated after payment, in the Application Form. Payment receipt should be mandatorily attached along with other enclosures. Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee. **Fee once paid will not be refunded.**

7. GENERAL INSTRUCTIONS:

a) Only Indian nationals need to apply.
b) Request for change of category once declared in the application will not be entertained.
c) Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the interview. BEL reserves the right to shortlist the candidates based on the nature of past relevant experience acquired post prescribed qualification.
d) Applications received after the last date for submission will not be considered.
e) In the event any applicant has litigated with his/her employer in the past, the same should be clearly mentioned in brief.
f) 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.
g) The Caste / Disability Certificate should be strictly in the format available on the BEL website failing which, candidate's application will be considered rejected.
h) Candidates are required to possess at least one valid e-mail id and mobile number, which is to be entered in the application form. Information pertaining to the interview 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.
i) The number of posts indicated above may vary based on the actual requirement at the time of selection.
j) 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.
k) The selected candidates are required to be covered under a medical insurance scheme for a sum of Rs. 2 lakhs per annum and submit the same on joining.

The last date to submit online applications is 27.09.2020

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Pay & Allowances:

a) An amount of Rs. 10,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowances, etc.
b) Project Engineers proceeding on Movement Order will be eligible for entitled for TA/DA, Hotel accommodation as per the rules of the company.

Clarifications if any, can be sought on 080-22195330, mail to: hr_es_cde@bel.co.in