



BHARAT ELECTRONICS LIMITED

PUNE

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

Adv.No: 08/23-24

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

1.0 POSTS

SI.No	Name of the post	Essential Educational Qualification	Trade/ Discipline	No. of posts	Reservati on pattern	Grade/ career path/ pay scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.0	Engineering Assistant (Trainee)*	Diploma in Engineering of a recognised institution of at least 3 years duration in the relevant subject.	Electronics	2	UR – 2 OBC-1 ST-1	Grade: WG-VII / CP-VI Pay Sale: Rs.24,500- 3% - Rs.90,000/- + admissible allowances CTC : Rs.6.78 Lakhs (approx.)
			Mechanical	2		
2.0	Technician	SSLC+ITI+ One year apprenticeship, National Apprenticeship Certificate in the relevant Trade.	Fitter	4	UR- 4 OBC-1 ST-1	Grade: WG-IV / CP-V Pay Sale: Rs.21,500/- 3% - Rs.82,000/- + admissible allowances CTC : Rs.6.02 Lakhs (approx.)
			Electronics Mechanic	2		



*Engineering Assistant (Trainee) will undergo training for an initial period of six months during which they will be paid stipend of Rs.10,000/-pm. On successful completion of the training and on passing the gradation test they will be placed in the regular pay scales indicated above.

Note: Reservation for the reserved categories will be applicable as per Government Directives. Reservation for PwBD will be applicable as per Government directives

2.0 ELIGIBILITY CRITERIA AND GENERAL CONDITIONS FOR ENGINEERING ASSISTANT (TRAINEE):

2.1 Nationality: Candidate must be a citizen of India

2.2 Age (as on 01.08.2023):

Post	Upper age limit (as on 01.08.2023)
Engineering Assistant (Trainee)	28 Years

2.3 Relaxation of upper age limit:

Category	Age Relaxation
Other Backward Classes (Non- Creamy Layer)	3 Years
Scheduled Tribe	5 Years
Persons with Benchmark Disabilities (PwBD) having minimum 40% disability	10 Years

- The upper age limit specified is applicable to UR candidates.
- Candidates seeking age relaxation will be required to attach copy of necessary certificate(s) along with application and submit in original at the time of Written Test or/and at any subsequent stage of the selection process for verification.
- The Caste / Disability Certificate should be strictly in the format available on the BEL Website failing which, candidates will be considered under 'UR' category, provided they are otherwise meeting all the other criteria stipulated for UR candidates.
- Candidates belonging to Persons with Benchmark Disabilities (PwBD) category having minimum 40% disability will get 10 (Ten) years relaxation.
- SC candidates will be treated on par with UR Criteria



2.4 Educational Qualification:

- a) All Educational qualifications mentioned in column (3) of Sl. No. 1.0- Posts should be from recognised University/Institution/College
- b) The candidate must possess all valid mark sheets / Final Certificate / Convocation Certificate.
- c) In case there is no mention of specialization in the Final Certificate / Convocation Certificate as required in the minimum essential educational qualification, candidates are required to submit certificate with a clear mention of the specialization from University/Institution/College at the time of document verification.

2.4.1 Minimum percentage of marks:

Post	Minimum percentage of marks in Essential Educational Qualification
Engineering Assistant (Trainee)	General/OBC – 60% aggregate ST/ PwBD – 50% aggregate

* SC candidates will be treated on par with UR Criteria

2.5 Experience: Nil

2.6 Registration in Maharashtra Employment Exchange is mandatory. The Candidates Employment Exchange registration in Maharashtra should be valid and active as on date of advertisement. The Expired/Inactive Employment Exchange registration card will not be considered.

2.7 Method of selection: The candidates meeting the eligibility criteria will be provisionally shortlisted for the selection process. The eligible candidates will be required to appear for written test for 150 marks consisting of:

Part I : General Aptitude: 50 Marks – comprises of general mental ability and aptitude to logical reasoning, analytical, comprehension ability, basic numeracy, data interpretation skills and general knowledge, .

Part II : Technical Aptitude: 100 marks – consists of Technical/Professional knowledge Tests with 100 questions having specific questions from respective discipline.



2.7.1 The minimum qualifying marks:

Category	Percentage
General / OBC	35% in Written Test in both Part I and Part II separately
ST/PwBD	30% in Written Test in both Part I and Part II separately

* SC candidates will be treated on par with UR Criteria

2.8 Pay and allowances: Engineering Assistant (Trainees) will undergo training for an initial period of six months during which they will be paid stipend of Rs.10,000/- pm. On successful completion of the training and on passing the gradation test they will be placed on the regular pay scale Rs.24,500- 3% - Rs.90,000/-.

In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 30% of annual basic pay, reimbursement of medical expenses, Group Insurance, PF, Pension, Gratuity etc. as per Company rules will be part of remuneration package..

3.0 ELIGIBILITY CRITERIA AND GENERAL CONDITIONS FOR TECHNICIAN:

3.1 Nationality: Candidate must be a citizen of India

3.2 Age (as on 01.08.2023):

Post	Upper age limit (as on 01.08.2023)
Technician	28 Years

3.3 Relaxation of upper age limit:

Category	Age Relaxation
Other Backward Classes (Non- Creamy Layer)	3 Years
Scheduled Tribe	5 Years
Persons with Benchmark Disabilities (PwBD) having minimum 40% disability	10 Years



- a) The upper age limit specified is applicable to General category candidates.
- b) Candidates seeking age relaxation will be required to attach copy of necessary certificate(s) along with application and submit in original at the time of Written Test or/and at any subsequent stage of the process for verification.
- c) The 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 the other criteria stipulated for General candidates.
- d) Candidates belonging to Persons with Benchmark Disabilities (PwBD) category having minimum 40% disability will get 10 (Ten) years relaxation.
- e) SC candidates will be treated on par with UR Criteria

3.4 Educational Qualification:

- a) All Educational qualifications mentioned in column (3) of Sl. No. 2.0- Posts should be from recognised University/Institution/College/Board.
- b) The candidate must possess all valid mark sheets / Final Certificate / Convocation Certificate.
- c) In case there is no mention of specialization in the Final Certificate / Convocation Certificate as required in the minimum essential educational qualification, candidates are required to submit certificate with a clear mention of the specialization from University/Institution/College at the time of document verification.

3.4.1 Minimum percentage of marks:

Post	Minimum percentage of marks in Essential Educational Qualification
Technician	General/OBC – 60% aggregate, ST/PwBD – 50% aggregate

3.5 Experience: Nil



3.6 Registration in Maharashtra Employment Exchange is mandatory. The Candidates Employment Exchange registration in Maharashtra should be valid and active as on date of advertisement. The Expired/Inactive Employment Exchange registration card will not be considered..

3.7 Method of selection: The candidates meeting the eligibility criteria will be provisionally shortlisted for the selection process. The eligible candidates will be required to appear for written test for 150 marks consisting of:

Part I: General Aptitude: 50 Marks – comprises of general mental ability and aptitude to logical reasoning, analytical, comprehension ability, basic numeracy, data interpretation skills and general knowledge.

Part II: Technical Aptitude: 100 marks – consists of technical/Professional knowledge Tests with 100 questions having specific questions from respective discipline.

3.7.1 The minimum qualifying marks will be:

Category	Percentage
General / OBC	35% in Written Test in both Part I and Part II separately
ST/PwBD	30% in Written Test in both Part I and Part II separately

* SC candidates will be treated on par with UR Criteria

3.8 Pay and allowances: The selected candidates will be inducted in the pay scales Rs.21,500/- 3% - Rs.82,000/-,

In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 30% of annual basic pay, reimbursement of medical expenses, Group Insurance, PF, Pension, Gratuity etc. as per Company rules will be part of remuneration package.

4.0 APPLICATION FEE:

a) Candidates belonging to GEN/OBC/EWS category are required to pay an application fee of Rs.250 + 18% GST.=Rs.295/- (in total)

i) SC/ST/PwBD candidates are exempted from paying application fee.

ii) Application fee is non-refundable



iii) Candidates may go through all the instructions and eligibility criteria carefully before remitting the Application fee.

iv) Application fee needs to be remitted through Online mode i.e. SBI Collect.

b) Instructions for making payment:

Click on the payment link available in BEL Website OR

- 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 PSU – Public Sector Undertaking: - Bharat Electronics Limited and press Submit
- 5) Select payment Category :- (Name of the post: Recruitment of Non-Executives – BEL Pune) Unit
- 6) Complete the payment as explained above
- 7) Save & take a print/Screenshot of the payment receipt and upload it with the application form
- 8) Detailed instructions along with screen shots are provided with the advertisement.

Candidates have to mention the “**SBI Collect Reference Number**” generated after making payment in the Application Form.

5. HOW TO APPLY:

- a) Candidates who meet the above requirement may fill in the application form using Online link provided in BEL Website (www.bel-india.in). Online link will be open to apply from **03-08-2023**
- b) Before applying for the post, the candidates should ensure he/she fulfills the eligibility criteria mentioned in the advertisement. No manual / paper application will be entertained. No hard copy application will be accepted.

6. GENERAL INSTRUCTIONS:

- 1 Only those candidates who meet all the afore mentioned eligibility criteria for the post shall 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.



- 2 Admit card for provisionally eligible candidates for the Written Test can be downloaded from the website. Please note that the admit Card will not be sent by post.
- 3 Candidates working in Government/Quasi Government/Public Sector Organisation are required to produce “**No Objection Certificate**” at the time of Document Verification. In case the candidate fails to do so, his/her candidature will be disqualified.
- 4 The qualification mentioned in the advertisement should be from a recognised 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.
- 5 The candidates have to produce a valid photo identity proof while appearing for the Written Test.
- 6 Applicants should have sound health. No relaxation in health standard is allowed. 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.
- 7 All outstation SC/ST/PwBD/ candidates called for Written Test shall be reimbursed Travelling allowance to and fro (Sleeper Class) from their correspondence address/place or work in India on production of actual tickets by the shortest route. It may also be noted that bank account details, railway/bus ticket, for onward journey and self-attested SC/ST/PwBD Certificate to be provided at the time of Written Test in order to make Travelling Allowances payment after verification of relevant documents submitted by the candidates. The SC/ST/PwBD candidates claiming TA travel have to produce original Caste/Disability Certificate. Reimbursement will be made at a later date through ECS.
- 8 Local Travel cost, if any, shall be borne by the candidates.
- 9 Candidates claiming to be belonging to SC/ST/OBC/EWS/PwBD category are required to submit copy of latest certificate in the prescribed format at the time of document verification.
- 10 Request for change of category (General/SC/ST/OBC/EWS/PwBD) once declared in the online application will not be entertained.



- 11 **Reservation/Relaxation/Concession for OBC Non Creamy Layer (NCL) candidates** will be subject to submission of attested copy of OBC (NCL) certificate along with the Declaration in the format prescribed by the Govt. of India for “Appointment in Central Govt. Posts” issued by the Competent Authority*** at the time of document verification. Income certificate will not be considered as OBC certificate. (Prescribed formats are made available on the website :www.bel-india.in)
- 12 In the event of any applicant has litigated with his/her employer or BEL in the past, the same should be clearly mentioned in the online application in brief.
- 13 Online applications that are incomplete and without any prescribed fee, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.
- 14 Candidates are required to possess one valid and active e-mail ID, which is to be determined in the online application form. Information pertaining to the written test and other correspondence will be sent by e-mail to the e-mail ID furnished by the candidate. Under 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. No change in the email ID or mobile number will be allowed once entered.
- 15 Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained and the application fee paid for the other application will stand forfeited.
- 16 There is no provision for re-checking / re-evaluation of OMR sheets.
- 17 Mobile phones / pagers/ iPad / iPod / Tablets / Phablets / Calculators or any other such electronic device is strictly prohibited inside the examination hall. Candidates are advised not to carry the same to the examination hall. Possession of any electronic device inside the examination hall may lead to disqualification of candidature of the candidate.
- 18 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.
- 19 The candidature at all stages of the selection process shall be provisional in nature. Mere fulfilling the minimum requirement of qualification will not vest any right on the candidates to be called for the Written Test.
- 20 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. BEL reserves the right to cancel the entire recruitment process at any stage of selection.

- 21 Candidature is liable to be rejected at any stage of 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/declarations are not recognized/false/misleading and/or amounts to suppression of information/particulars which should have been brought to the notice of BEL.
- 22 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, if the candidate is not considered suitable.
- 23 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.
- 24 BEL reserves its right to take legal action including criminal action against such fraudsters.
- 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 in Pune.
- 27 All further announcements / details pertaining to this process will be published / provided on BEL website: www.bel-india.in from time to time.
- 28 Based on the marks in the Written test, provisionally shortlisted/ selected candidates will be called for document verification. The candidates have to produce the original documents and submit the self-attested copies of the following documents:
 - 1) Recent color passport size photograph.
 - 2) SSLC/SSC/ISC marks card and any other valid document as proof of date of birth.
 - 3) Candidates belonging to SC/ST/OBC/PwBD/EWS need to submit their certificate in the prescribed format.



- 4) Candidates belonging to OBC category are required to submit the Community Certificate in the prescribed format issued by the Competent Authority*** and EWS Certificate issued for the year 2022-23 by the Competent Authority*** shall be accepted. (prescribed formats are made available on the website: www.bel-india.in)
- 5) Candidates with relevant disability of not less than 40 percent only will be eligible for reservation and relaxation as PwBD. Disability certificate should be issued by the Medical Board in the prescribed format. (Prescribed format is made available on the website :www.bel-india.in)
- 6) No Objection Certificate from your present employer (if employed in Govt. / Quasi Govt. /PSU) if applicable..
- 7) Proof of norms adopted by the University/Institute to convert CGPA into percentage if applicable.
- 8) Marks Card of each academic year/semester in ITI/NAC/Apprenticeship course/Diploma in Engineering as applicable.
- 9) Final Certificate / Convocation Certificate pertaining to completion of ITI/NAC/Diploma in Engineering issued by the Competent Authority / Board.
- 10) Apprenticeship marks card and NAC (for Technician post only)
- 11) Valid Employment registration card in Employment Exchange of Maharashtra State.

The advertisement is made available in bilingual (English and Hindi). In case of any misinterpretation of the advertisement the English version is to be referred and that is final.

The last date for applying online is 25.08.2023

For technical support w.r.t. online submission of application form please contact email Id: belpune@applycareer.co.in

***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 :-

- 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 Tahsildar and
- iv Sub- Divisional Officer or the area where the candidate and/or his/her family normally resides.

The last date for applying online is 25.08.2023
