



**QUALITY, TECHNOLOGY, INNOVATION**

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

**ADVERTISEMENT NO. 03/2020-21**

Bharat Electronics Limited, a Navratna Company and India's Premier Professional Electronics Company under Ministry of Defence, requires the following personnel on contract basis for its Machilipatnam Unit:

**1. REQUIREMENT OF ENGINEERS:**

Post code	Name of the post	No. of posts	Upper age limit as on 01.01.2021*	Minimum post qualification experience as on 01.01.2021	Reservation	Remuneration per month in Rs.
0001	Trainee Engineer (Electronics) – I	5	General / EWS – 25 years OBC-28 years SC / ST-30 years	1 year	UR-4 OBC-3 SC-1 ST-1 EWS-1	25000/-
0002	Trainee Engineer (Mechanical) – I	5				

\* **Age:** For candidates belonging to PWD category having minimum 40% disability or more will get 10 years relaxation in upper age limit in addition to the relaxation applicable to the category as mentioned above.

**2. EDUCATIONAL QUALIFICATION:**

Post code	Post	Essential Educational Qualification
0001	Trainee Engineer (Electronics) – I	Candidates should have completed fulltime B.E / B.Tech / B.Sc Engineering (4 year course) in Electronics / Electronics & Communications / Electronics & Telecommunications / Communication / Telecommunication from a recognized institute / university. General/EWS/OBC candidates should have secured first class. SC/ST/PWD candidates should have secured pass class
0002	Trainee Engineer (Mechanical) – I	Candidates should have completed fulltime B.E / B. Tech / B.Sc Engineering (4 year course) in Mechanical from a recognized institute / university. General/EWS/OBC candidates should have secured first class. SC/ST/PWD candidates should have secured pass class

Candidates having part-time or correspondence course in the essential educational qualification are not eligible.

Candidates having essential educational qualification with other disciplines will not be considered.

In case there is no mention of specialization in the qualifying degree as required in the essential educational qualification, candidates required to submit a certificate from their

University/Institute with a clear mention to their specialization in the qualifying degree.

### **3. TERMS OF ENGAGEMENT & REMUNERATION:**

**Trainee Engineers** will be engaged initially for a period of One year which may be extended upto maximum of Three years (including initial period) based on requirement and individual performance. Candidates will be paid a consolidated remuneration of Rs.25,000/-, Rs.28,000/- and Rs.31,000/- for 1st, 2nd, and 3rd year of contract respectively.

In addition to the above a consolidated amount of Rs.10,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount shall be paid in two installments. First installment will be processed in the first month's salary after joining and the second installment will be paid after completion of 6 months from the date of joining.

### **4. POST QUALIFICATION EXPERIENCE (AS ON 01.01.2021):**

Minimum 1 year post qualification relevant industry experience is mandatory.

Please note the following:

Academic / Teaching experience / Research work will not be considered

One year completed apprenticeship training will be considered as experience.

The Cutoff date for deciding the maximum permissible age and experience (Post Qualification Experience) shall be as 01.01.2021. In order to compute post qualification experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered. Wherever specific relevant experience is prescribed, Experience certificates / Document issued by the employer clearly indicating the specific area of experience should be submitted.

Candidates with experience in any of the following areas will be preferred.

#### **a) Experience for Trainee Engineer (Electronics) – I**

- Embedded C/C++ software development for ARM microcontrollers.
- Development of applications based on Real Time operating system such a Free RTOS.
- PCB Schematic design and Bill of Material preparation in CAD tools.
- PCB Hardware testing and usage of various test equipment such as Oscilloscope, Multimeter, Power sources, Electronic Loads.
- Knowledge in conducting all business transactions in SAP will be an added advantage.

#### **b) Experience for Trainee Engineer (Mechanical) - I**

- Hands on experience in mechanical designing and analysis, AutoCAD, ANSYS or CATIA and Solid works software.
- Manufacturing processes, materials and standards.
- Generating Bill of Materials (BoM) for projects, planning, scheduling and controlling various production Activities for completion of projects on time.
- Inspection of mechanical components / spares.
- Environmental tests, calibration of metrology instruments.
- Knowledge in conducting all business transactions in SAP will be an added advantage.

### **5. How to apply:**

Interested candidates meeting all the eligibility criteria may apply online by clicking on the link provided in the website. Candidates are required to enter all information correctly in the online application form and verify the same before submission. Requests for any change in the submitted application will not be entertained.

Candidates should submit their application through online only. Applications received through other mode will not be considered.

**6. Application fee:**

Application fee	Exemption
Rs.200/-	Candidates belonging to PWD, SC and ST categories are exempted from payment of application fee.

Instructions for making payment:

- Go to [www.bel-india.in](http://www.bel-india.in)
- Click on Careers
- Click on Recruitment – Advertisements
- Click on Link for online payment of Application fee
- Accept terms and conditions and click on Proceed
- Select Payment category: **Recruitment of Trainee Engineer -I Machilipatnam**
- Provide the details of payment
- Complete the payment

Note down the payment details and enter the same while filling the application form

The application fee is non-refundable

**7. SELECTION METHODOLOGY:**

Selection will be through interview (video based).

The candidates who meet the eligibility criteria w.r.t. essential educational qualification and experience will be allotted weightage as follows:

Criteria	Weightage
<b>Criterion 1</b> Percentage of Marks obtained in Essential educational qualification (CGPA score shall be converted percentage of marks)	75% or 75 Marks
<b>Criterion 2</b> Candidates meeting the basic eligibility criteria of relevant work experience as mentioned will be awarded 2.5 marks. For every completed 6 months of relevant work experience, 1.25 marks will be awarded. The maximum marks in this criterion is limited to 10 marks.	10 Marks
Interview (Video - Based) Interview for the shortlisted candidates	15 Marks
	100 Marks

**While allotting weightage for the educational qualification (Criterion 1) only the percentage of marks obtained by the candidate in essential educational qualification for which the candidate is applying shall be considered.**

**Interview shortlisting methodology:** After applying the above criterion (criteria 1 and criteria 2) and based on the vacancies, candidates shall be shortlisted for interview in the ration of 1:5 (5 candidates for 1 post) in respective category (in the order of merit).

In case any University / Institute following an evaluation system of CGPA / DGPA / OGPA or letter grade, the candidate, wherever applicable, it is mandatory for the candidate to submit percentage (%) conversion certificate issued by university / institution.

The names of candidates shortlisted for interview will be available on our company's website.

Candidates who have been shortlisted for the interview will receive interview call only by email.

Interview will be through Video based and separate instructions for interview will be provided in Interview call letter to the shortlisted candidates.

The results of the final selection will be made available on BEL website.

Provisional appointment order will be issued to the selected candidates by email.

## **8. GENERAL CONDITIONS:**

Only Indian nationals need to apply.

The candidates who have not completed essential education qualification need not apply.

Reservation for the reserved categories will be applicable as per Govt. Guidelines.

Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking are required to submit the application through proper channel. They need to submit 'No Objection Certificate' at the time of interview.

The number of posts indicated above may vary based on the actual requirement at the time of selection.

Applications that are incomplete, not in the prescribed format, will be summarily 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-consideration at any stage of the selection process.

The candidates who are already working with any of the units of Bharat Electronics Limited should apply through proper channel and they need to submit No objection certificate from the respective Unit at the time of interview.

**The above opening is for Bharat Electronics Limited, Machilipatnam Unit. However, selected candidate will be posted at BEL's customer location at Hyderabad. Further, they may be required to serve in other location/s also, if need arises, as per Company's requirement.**

Candidates are required to provide their one valid E-mail ID which shall be entered in the application form. Information pertaining to the interview will be sent to the shortlisted candidates only by e-mail. BEL will not be responsible for any loss of email sent due to invalid/wrong Email ID provided by the candidate or due to any other reason whatsoever. All correspondence will be done through e-mail only.

In case any university / institute following an evaluation system of CGPA / DGPA the candidate, wherever applicable, should submit percentage (%) conversion certificate issued by university / institution.

Appointment of the provisionally selected candidate will be subject to being found 'Medically Fit' by the Company's medical authorities as per the medical fitness standards laid down by the Company. The candidate who is called to report on selection should get himself/herself medically examined by a Civil Surgeon/ Civil Asst. Surgeon and submit the medical report as per the requirement of the Company.

Canvassing in any form will result in disqualification. BEL reserves the right to debar / disqualify any candidates at any stage of the selection process for any reason whatsoever.

Mere applying for the post shall not be deemed as selection.

Please ensure that the applicant fulfils all the eligibility criteria as stipulated in the advertisement. In case the applicant fails to meet any of the eligibility criteria as stated in the advertisement for the post, his/her candidature will be cancelled at any point of selection process. The decision of the management in this regard would be final. Candidate must go through all instructions and eligibility criteria carefully before submission of Application fee.

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.

Short listing of candidates will be carried out purely based on the information declared by the candidates in the application form. If at any further stage of selections, 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/terminate their Employment.

BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found suitable.

Candidates claiming to be belonging to OBC/SC/ST/EWS/PWD category are required to submit the certificate in the prescribed proforma (available in Company's website [www.bel-india.in](http://www.bel-india.in)) issued by the competent authority. Certificate in any other proforma or issued by an authority other than the competent authority will not be accepted. Request for change of Category once declared in the application will not be entertained. 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 that they are otherwise meeting all other criteria stipulated for General Category candidates.

For all the information and updates candidates need to visit website [www.bel-india.in](http://www.bel-india.in).

**Documents to be uploaded by the candidate while submitting online application:**

- i) Certificate / Marks Sheet issued by Board for Matriculation / Higher Secondary in support of proof of age.
- ii) All certificates (starting from Matriculation / Class X) in support of educational qualifications. (Candidates having part-time or correspondence course in prescribed qualification are not eligible).
- iii) Conversion formula for conversion of CGPA / DGPA / OGPA or letter grade to percentage, duly certified by the University / Institution, wherever applicable.
- iv) Caste certificate if the candidate belongs to OBC/ST/SC/EWS
- v) Disability certificate if the candidate belongs to PWD category.
- vi) No objection certificate if employed in Government / Quasi Government and Public Sector undertakings.
- vii) Experience certificate
- viii) Latest passport size photo and Signature

**Last date for submission of online applications is 27.02.2021.**