



## BHARAT ELECTRONICS LIMITED

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

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires the following personnel for its Bengaluru Complex and Corporate Office on permanent basis :

### I POSTS :

Sl No	Post	Qualification	Post Qualification Experience	No. of Posts	Reservation Pattern	Grade / Career Path / Pay Scale
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Security Officer (Male)	Degree in any discipline	SSC Officer of Captain rank from Indian Army/equivalent rank from Navy/Air force/Class I Gazetted Officer of Central Paramilitary Organizations (CAPF's)	01	UR	Grade E-II : Pay Scale : Rs. 40,000/- - 3% - Rs. 1,40,000/- + admissible allowances CTC :Rs. 10.34 Lakhs (Approx.)
2	Assistant Security Officer (Male)		Should be in JCO grade at the time of leaving the Army/Navy/Air Force/Central Paramilitary Organizations (CAPF's)			Grade : E-I Pay Scale : Rs. 30,000/- - 3% - Rs.1,20,000/- + admissible allowances CTC :Rs. 7.75 Lakhs (Approx.)
3	Jr. Supervisor (Security)-Male	SSLC	15 years of service in Indian Armed Forces and JCO rank	01	UR	Grade : WG-VII / CP-V Pay Scale : Rs. 24,500 - 3% - Rs. 90,000/- + admissible allowances CTC: Rs. 6.11 Lakhs (Approx.)
4	Havildar (Security)-Male	SSLC	15 years of service in Indian Armed Forces	20	UR-10 EWS-01 OBC-05 SC-02 ST-02	Grade : WG-III / CP-III Pay Scale : Rs. 20,500/- -3% - Rs.79,000/- + admissible allowances CTC: Rs.5.11 Lakhs (Approx.)

### II ELIGIBILITY CRITERIA :

(a) NATIONALITY : A candidate must be a citizen of India.

(b) i. AGE(as on 01.01.2021):

Sl. No	Post	Upper age limit (as on 01.01.2021)
1	Security Officer	32 Years
2	Assistant Security Officer	40 Years
3	Jr. Supervisor (Security)	43 Years
4	Havildar (Security)	43 Years

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



iii. Relaxation of upper age limit for Havildar (Security) Posts for OBC/SC/ST candidates:

Sl. No.	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	3 years
2	Scheduled Caste/Scheduled Tribe	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 format available on the BEL website ([www.bel-india.in](http://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.

**(c) EDUCATIONAL QUALIFICATION :**

- i. All the Educational qualification mentioned at I-POSTS (page 1), *column (3) Qualification* should be from a recognized University.
- ii. The candidate must possess all valid mark-sheets / Degree Certificate (Convocation Certificate)
- iii. In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates are required to attach a copy of certificate from University/Institution/College along with the application and submit in original along with photocopies at the time of interview and/or at any stage of process of verification with a clear mention of their specialization in the qualifying degree.
- iv. Minimum percentage of marks :

Sl. No	Post	Minimum Percentage of Marks/Class
01	Security Officer	Pass Class
02	Assistant Security Officer	Pass Class
03	Jr. Supervisor (Security)	Pass Class
04	Havildar (Security)	Pass Class

**(d) EXPERIENCE :** Candidates applying for Havildar and Jr. Supervisor security Posts should possess requisite number of years of experience as mentioned at I-POSTS (page 1), column 4.

- i. The cutoff date for deciding the maximum permissible experience shall be 01.01.2021.
- ii. Candidate should possess Experience Certificates/Discharge Certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.
- iii. For the post of Jr. Supervisor/Havildar, Registration at District Sainik Welfare Board is mandatory.
- iv. In the Web application form candidates are required to indicate only the final / latest posting in the section Units in which served with dates and location.
- v. In the Web application form candidates are required to indicate only the final/latest Courses/Cadre/Resettlement courses undergone.



**III METHOD OF SELECTION:** The candidates meeting the criteria will be shortlisted for the selection process. The selection process will comprise of --

➤ **SECURITY OFFICER AND ASSISTANT SECURITY OFFICER :**

Eligible Candidates will be called for Written Test for 85 marks and those who clear the same will be shortlisted for Interview for 15 marks.

➤ **JR. SUPERVISOR (SECURITY)-MALE AND HAVILDAR (SECURITY)-MALE:**

Eligible candidates shall undergo Physical Endurance/Skill test for 50 marks and those who clear the same, will be shortlisted for written test for 100 marks. Physical Endurance/Skill test and written test will be held at Bengaluru only.

**IV PAY & ALLOWANCES:**

Selected candidates will be inducted in the pay scales as mentioned at I-POSTS (page 1), column 7. In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 35% (for Security Officer/Assistant Security Officer) and 30% (for Jr. supervisor/Havildar) on 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 online. 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/SSC/ISC 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 category are required to submit the Community Certificate in the prescribed format issued by the Competent Authority\* on or after 01.01.2020 and EWS Certificate issued for the year 2019-20 by the Competent Authority\* shall be accepted. (prescribed formats are made available on the website : [www.bel-india.in](http://www.bel-india.in))
- 5) No Objection Certificate from your present employer (if employed in Govt/Quasi Govt/PSU) if applicable.
- 6) Proof of norms adopted by the University/Institute to convert CGPA into percentage, if any.
- 7) Marks Card/Sheet of each academic year/semester.
- 8) 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 records. – SHAPE-I



- 9) Candidates presently employed in the Armed Forces/CAPF's and are yet to be discharged need to submit documentary proof in support of their Medical Category, Character and probable date of discharge.
- 10) Registration number from the District Sainik Welfare Board and Copy of the same (Security Posts – Jr. Supervisor and Havildar only)

## **VI GENERAL INSTRUCTIONS:**

- 1) Before applying for the post, the candidates should ensure that they fulfill the eligibility criteria mentioned in the advertisement.
- 2) Only Indian nationals need apply.
- 3) Knowledge of Kannada is essential for– Jr. Supervisor (Security) and Havildar (Security) posts.
- 4) 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/Interview). In case the candidate fails to do so, his/her candidature will be disqualified.
- 5) All eligibility qualification should be recognized from a recognized Institution/Board/Council/ University. Wherever CGPA/OGPA/DGPA or Letter Grade in a degree/diploma 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 University/Institute to convert CGPA/OGPA/DGPA into percentage is to be submitted at the time of verification.
- 6) The candidates have to produce a valid photo identity proof while appearing for the Skill 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.
- 7) 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.
- 8) Candidates should have an 'Exemplary' record and medical category should be 'AYE' and SHAPE-I for (Jr. Supervisor (Security) and Havildar (Security)) posts. Fire training is desirable.
- 9) All Outstation candidates (applying for Security Officer/Assistant Security Officer) called for interview and all outstation SC/ST candidates [applying for Jr. Supervisor (Security) & Havildar (Security)] called for Endurance Test/Skill/Written Test shall be reimbursed Travelling allowance to and from (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 need to be provided in the online application 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.



- 10) Local Travel cost, if any, shall be borne by the candidates.
- 11) Request for change of category (GENERAL/SC/ST/OBC/EWS) once declared in the online application will not be entertained.
- 12) **Reservation/Relaxation/Concession for OBC Non Creamy Layer (NCL) candidates** will be subject to submission of attested copy of OBC (NCL) certificate along with 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.
- 13) EWS Certificate issued for the year 2019-20 by the Competent Authority\* will be considered. (Prescribed formats are made available on the website :[www.bel-india.in](http://www.bel-india.in))
- 14) In the event any applicant has litigated with his/her employer in the past, the same should be clearly mentioned in the online application in brief.
- 15) 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.
- 16) Candidates are required to possess one valid and active e-mail id, which is to be mentioned in the online application form. Information pertaining to the Physical Endurance/Skill Test, Written Test / 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.
- 17) Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained.
- 18) The selected candidates are required to stay in the Company provided accommodation mandatorily.
- 19) 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.
- 20) 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/Skill Test / Written Test/ Interview.
- 21) 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.
- 22) 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.



- 23) 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.
- 24) 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.
- 25) 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.
- 26) All further announcements / details pertaining to this process will be published / provided on BEL website : [www.bel-india.in](http://www.bel-india.in) from time to time.

The last date for applying online is 17.02.2021.

For Queries related to the advertisement and payment of application fee contact us at E-mail: [belbgrec@bel.co.in](mailto:belbgrec@bel.co.in) and Tel. No. 080-22195369

For technical support w.r.t. online submission of application form please contact mail to : [cbtexamhelpdesk@gmail.com](mailto:cbtexamhelpdesk@gmail.com) Call to :8866678549 , 8866678559

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**\*NOTE :**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 family normally resides.