

**BEL - THALES SYSTEMS LIMITED**  
**A Government of India Enterprise under the Ministry of Defence**

BEL-THALES Systems Limited (BTSL), Bangalore is a Defence Public Sector Undertaking under the Ministry of Defence, Government Of India and the Joint Venture Company formed by Bharat Electronics Limited (BEL) and Thales, France (TLF), involved in the Design, Develop, Marketing, Supply and Support of Civilian and select Defence Radars for Indian and Global Markets. BTSL requires experienced Accounts Officer and Deputy Engineers for a period of 5 Years on fixed term (contract) basis, as mentioned below:

S No	Post Code	Post	Qualification	No of Post	Pay Scale	Grade	Upper Age Limit as on 01.01.2024	Experience as on 01.01.2024
1	AO01	Accounts Officer	CA / CMA	1	Rs 40000 - Rs 140000 (CTC - Rs 10.5 Lakhs Approx.)	E - I	32 Years	4 Years
2	DEEC01	Deputy Engineer	BE / B Tech Electronics	2			32 Years	4 Years
3	DEME02	Deputy Engineer	BE / B Tech Mechanical	2			32 Years	4 Years
4	DENW03	Deputy Engineer	BE / B Tech CS / IT	1			32 Years	4 Years
5	SEME04	Senior Engineer	BE / B Tech Electronics / Mechanical	1	Rs 50000 - Rs 160000 (CTC - Rs 13.5 Lakhs Approx.)	E - II	36 Years	8 Years

In addition to above mentioned Pay Scale, Dearness Allowance, HRA, other perks and allowances, PF, Gratuity, Group Mediclaim Insurance and Leave Encashment, as per the Company's rules will be part of the remuneration package.

**UPPER AGE LIMIT & RELAXATION:**

The upper age limit indicated above in the table is for candidates belonging to General & EWS category. The upper age limit will be relaxed by 3 years for OBC candidates, 5 years for SC/ST and 10 years for Persons with Benchmark Disability (PwBD) candidates having minimum 40% disability, in addition to the relaxation applicable to OBC/SC/ST candidates.

**METHOD OF SELECTION:**

Selection will be through a Written Test for candidates who meet the eligibility criteria followed by an Interview, only for those candidates who qualify in the Written Test.

The date of written test and interview shall be intimated by E Mail to the shortlisted candidates.

**Minimum essential educational qualification and relevant post qualification industrial work experience required are mentioned below:**

**Post Code : AO01**

CA / CMA Qualified

Should have post qualification work experience in the areas of Accounting/ Costing/ Taxation (Direct & Indirect)/ Budgeting/ Auditing. Candidates having work experience in Public Sector will be preferred. Working knowledge on SAP-ERP operations will be an added advantage.

### **Nature of Job**

- **Accounts:** Day to day accounting of all the financial transaction related to Payables, Receivables, Payrolls, TDS, GST, Others etc.
- **Financial Reporting:** Weekly Review of all General Ledgers, Assisting CFO in Preparation and Presentation of Financial Statements (Balance Sheet, Profit & Loss Account, Cash Flow Statement, Schedules & Notes to Accounts) ensuring compliance with Indian GAAP, Indian Accounting Standards (IndAS), Accounting Policy and regulatory requirements.
- **Budget & Budgetary Control:** Ensuring timely Preparation of Annual Budget (Both Capital & Revenue)
- **Liaisoning:** Coordinating with Company auditor's like Statutory, Internal, C&AG and GST Audit.
- **Income Tax:** Ensuring Tax Compliances, Meeting with Legal Consultants for Income Tax Matters, Assisting CFO in responding to the Demand Notices and attending hearings before CIT/ITAT & on Tax Compliances relating to Income Tax & GST etc.
- **Strategic Finance:** Preparing Project wise Feasibility/ Profitability Report, Selling Price Calculation, Product and Labour hour Costing, Assisting CFO in FEMA Reporting's and related RBI fillings.
- **Treasury:** Fortnight Working Capital Projections, Coordinating with various banks on Investment of Surplus Funds, if any

### **Post Code : DEEC01**

Full time B.E./B.Tech in Electronics/Electronics & Communication/Telecommunication / Electrical and Electronics from any AICTE/UGC approved institution/University with First Class

### **Nature of Job**

- As part of Project Management group, the candidate will be required to generate the production documentation for various products
- Generate the test procedures for various test LRUs
- Carry out individual testing and integrated testing
- Test and create Test Reports
- Candidate should have experience in using of various test instruments like, Signal generator, spectrum analyser, network analyser, CRO and Pulse generators
- Candidate should have experience in creating test vectors, test procedures, test reports for various digital PCBs / processor boards / RF modules / power supply modules etc

- Candidate should have knowledge of Environmental Stress Screening (ESS) and Qualification Test requirements
- Resolution of customer complaints
- SAP / ERP Knowledge.
- Good written , oral communication and Presentation Skills
- Selected Candidates are required to travel extensively to customer locations across India on short notice
- Familiar with AS 9100 Standard

**Post Code : DEME02**

Full time B.E./B.Tech in Mechanical Engineering from any AICTE/UGC approved institution/University with First Class

**Nature of Job**

- The candidate should have Design and Development knowledge by using CAD tools (Viz., Auto CAD, Solid Works) and Design analysis / Simulation tools
- Candidate should have experience in product design activities for airborne modules
- Candidate should have the knowledge of configuration control for Airborne application
- As part of development group, the candidate will be required to generate the design and production documentation for various products
- Interaction with vendors and customers
- Designing of fixtures for testing various LRUs
- Co-ordinate with various stake holders for system integration and system offering process
- SAP / ERP Knowledge
- Good written and oral communication and Presentation Skills
- Familiar with AS 9100 Standard

**Post Code : DENW03**

Full time B.E./B.Tech in Computer Science / Computer Science Engineering / Information Technology from any AICTE/UGC approved institution/University with First Class

**Nature of Job**

- Fully responsible to support, configure, maintain and upgrade company networks and inhouse servers.
- Shall be Responsible for updating from time to time the Information Technology policy (IT Policy) and implementing it organizational wide.
- Shall engage in regular network troubleshooting activities and resolve network connectivity issues
- Shall be responsible for planning and implementing Data backup & recovery servers(NAS) and Firewall, BTSL mail server, Regular updates and 100% uptime maintenance.

- Shall oversee, maintain and troubleshoot all the IT infrastructure of the organization (Video conference setup, Computers and Workstation, Switches and Multiplexer).
- Shall Define IT network policies and procedures.
- Shall define company specific set of rules & methodologies for enhancing internal security & Cyber security.
- Shall be responsible for Regular maintenance of the in house developed and hosted Website of the company & handling Regular updates as a continuous activity to meet statutory requirements.
- Shall be responsible for Implementation and maintenance of QMS (Quality Management System) portal for internal Organizational use.
- Shall Research and make recommendations on server system administration.
- Should be well-versed in implementing and maintain Active Directory, IT administration tasks such as set up user accounts, permissions and passwords.

Desirable:

- Proven experience in a IT network administrator role
- Hands on experience in networking, routing and switching
- Excellent knowledge of best practices around management, control, and monitoring of server infrastructure
- Good exposure to different kind of IT security threats, cyber-attacks, spoofing etc.,
- Possess extensive knowledge and experience in different network protocols.
- Experience with firewalls, Internet VPN's remote implementation, troubleshooting, and problem resolution is desired
- Ability to set up and configure server hardware
- Familiarity with backup and recovery software and methodologies
- Good at organizing, prioritizing and multitasking.

#### **Post Code : SEME04**

Full time B.E./B.Tech in Electronics & Communication / Mechanical Engineering from any AICTE/UGC approved institution/University with First Class

#### **Nature of Job**

- Procurement activities including – vendor selection, Generation of RFQ, tendering, price comparisons, negotiations with vendor, management sanctions, ordering, follow up and delivery
- Stores activities – receipt of items, Goods Receipt (GR) creations, record keeping, acceptance, stock maintenance, maintenance of FIFO and FEFO records, shelf life management, issue of items for production.
- Supply chain activities – foreign supply co-ordination for pickup, receipt, filing of Bill of entry, checking of custom duty applicability, checking of correctness of HSN code for duty payment, co-ordination with customs department, coordination with customs house agents, legal implications of classification of goods, technical write up for customs clearance, tendering for overseas cargo movements, providing duty bonds.

- Compliances: compliance to legal requirements like EEPC (Engineering Export Promotion Council) registrations, DGFT registrations and renewals, etc.
- Export related logistics and customs department compliances. Clarification handling for export clearances and re import related issues.
- Establishing rate contract for local and international logistics.
- Export licensing and bill of export filing document management.
- Obtaining budgetary pricing and involvement in costing and budgeting.
- Activities related to MM PP and MRP controller modules of SAP
- Inventory Control
- Stores Management

Desirable:

- Experience in Production Control Activities
- Experience in Purchase Activities, Tendering, etc.
- Experience in Supply Chain Activities, Customs Coordination
- Experience in SAP Modules like MM, PP, PLM, MRP Controller etc.
- Knowledge of DPSU procurement procedure

#### **APPLICATION FEE:**

- I. Candidates are required to remit an amount of Rs. 590/- (Application Fee Rs 500 plus 18% GST) towards application fee through SBI Collect (through online mode or through SBI Branch). SC/ST/PWD candidates are exempted to pay the application fees.
- II. The application fee should be remitted through SBI Collect (through online mode or through SBI Branch).
- III. Candidates are requested to read the details and screenshots for making the payment.
- IV. 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.
- V. Candidates may make the payment through the link <https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=374797> or Google - SBI Collect Home - Accept the terms and conditions – Proceed - All India - PSU – **BEL-Thales Systems Limited** and Make the Payment.
- VI. Candidates have to enter the “SBI Collect Reference No.” generated after payment, in the Application Form. Copy of Payment receipt should be attached along with applications.

#### **GENERAL INSTRUCTIONS:**

- I. Only Indian Nationals are eligible to apply.
- II. Academy/Teaching/Apprenticeship Training/Research work experience will not be considered as relevant post qualification/ industrial 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 Cut-off date for deciding the maximum permissible **Age** and **Post Qualification Experience 01.01.2024**.

- V. The decision of the Selection Committee with respect to professional post-qualification experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be rejected / cancelled without any prior intimation.
- VI. In any stage of selection, it is found that candidates have declared false information w.r.t. their credentials, BTSL reserves the right to debar them at any stage of selection.
- VII. Candidates belonging to EWS/OBC (NCL) / SC / ST categories should meet the eligibility norms notified for UR category for consideration against unreserved (UR) vacancies. In other words, EWS/OBC (NCL) / SC / ST candidates applying for unreserved posts shall be considered under general standard of merit and no relaxations (except payment of application fee for SC / ST / PwBD candidates) shall be available for the candidates.
- VIII. The Caste / Disability/Economic status Certificate should be strictly in the format attached, failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General candidates.
- IX. Request for change of mailing address / E-mail ID / Category / Degree as declared in the application form will not be entertained.
- X. Travelling Allowance (TA): Out station candidates called for interview will be reimbursed to & fro rail fare sleeper class by shortest route either from your correspondence address or from actual place of departure whichever is less, on production of tickets/supporting documentary proofs in respect of onward journey.
- XI. All future correspondence with candidates shall be done through e-mail only. BTSL will not be responsible for bouncing of any e-mail sent to the candidate.
- XII. Candidates employed in Central / State Government department, Central / State PSUs or Semi-Government Organization must produce No Objection Certificate (NOC) at the time of Interview. In case, the candidate fails to produce NOC from his / her present employer at the time of Interview, his / her candidature will not be entertained.
- XIII. The prescribed qualification and other eligibility criteria are minimum and mere possession for the same does not entitle candidates to appear in Selection process. BTSL's decision shall be final in this regard.
- XIV. Information pertaining to written test for the posts will be sent by e-mail to the email ID furnished by the candidates in the application. The Company shall 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 and also reserves the right to cancel / restrict / modify or alter the recruitment or selection process, if need so arise without issuing any further notice or assigning any reason thereafter.
- XV. Canvassing in any form will result in disqualification. BTSL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason whatsoever.
- XVI. In the event any applicant has litigated with his/ her employer in the past the same should be clearly mentioned in brief.

#### **HOW TO APPLY:**

Candidates who are fulfilling the eligibility criteria and desirous of applying for the above posts may forward their application in the format appended to this advertisement and send the applications through post **super scribing on the envelope the Post and Post Code** applied for along with the below mentioned documents.

- I. SSLC / SSC / 10th Standard marks card (as proof of Date of Birth)
- II. SSC Mark Sheet
- III. Degree Marks Sheet & Degree Certificate
- IV. In case of CGPA / OGPA / Grade-point, the candidates are required to indicate the formula for conversion of CGPA / Credits to percentage in accordance with the respective University norms
- V. Final consolidated marks sheet & Degree Certificate
- VI. Caste / Community / Disability certificate/Economic status certificate in case of candidates belonging to OBC (NCL)/SC/ST/PwBD/EWS are required to submit the certificate in the prescribed format. Candidate belonging to OBC category should produce the certificate issued on or after 01.01.2023 and for EWA certificate issued for the year 2023-24.
- VII. Post-qualification experience certificate(s) from previous / current employer. Where current employment certificate is not produced the offer of current employment, latest month payslip and employee ID proof should be compulsorily attached;
- VIII. Candidates if working in PSUs / Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
- IX. Physical copy of payment receipt of SB Collect (online mode / through SBI Branch)
- X. Identity Proof (Aadhar card / Driving License / Voter ID)

Applications complete in all respects may be sent through **POST ONLY to The Head - Human Resources, BEL-THALES Systems Limited, CNP Area, BEL Industrial Estate, Jalahalli Post, Bengaluru - 560013, so as to reach us on or before 25.01.2024.** Application sent through E-Mail/ any other channel will not be considered.

BTSL shall not be liable for any delay or loss in postal transit for any reason whatsoever.

For any further clarifications / information, the candidates may mail us at [btsl@bel.co.in](mailto:btsl@bel.co.in)  
Please note that no other form / mode of communication will be entertained.

**Head - Human Resources**