



**BHARAT ELECTRONICS LIMITED**  
**PANCHKULA**

(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 Panchkula Unit on permanent basis:

**1.0 POSTS :**

Sl No	Post	Qualification + Experience as on 01.02.2024	Upper Age Limit as on 01.02.2024 for UR Category	Discipline/ Trade	No. of Posts	Reservation Pattern	Grade / Career Path / Pay Scale/CTC
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Technician 'C'	SSLC + ITI + one year apprenticeship in relevant trade	28 Years	Electronic Mechanic	10	UR - 4 EWS - 1 OBC - 3 SC - 2	WG-IV/CP-V Rs. 21500-3%- 82000+ Admissible Perks / Allowances
				Electrical	2	UR - 1 OBC - 1	
				Fitter	1	UR - 1	
				Draughtman	1	UR - 1	

Note: Reservation for PwBD will be as per government guidelines.

**2.0 ELIGIBILITY CRITERIA:**

**2.1 NATIONALITY:** Candidate must be a citizen of India.

**2.2 AGE:**

**2.2.1 Upper Age Limit as on 01.02.2024 : 28 Years**

2.2.2 The minimum age limit as on 01.02.2024 is 18 Years.

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

**2.2.4 Relaxation of Upper Age Limit**

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

2.2.5 Candidates seeking age relaxation will be required to attach copy of necessary certificate(s) along with application and produce/submit original at any subsequent stage of the process for verification.



- 2.2.6 The EWS / Caste Certificate should be strictly in the format available on the BEL website (<https://bel-india.in>) failing which, candidates will be considered under ‘General’ category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
- 2.2.7 For candidates belonging to Persons with Disability (PwBD category) having minimum 40% disability will get 10 (ten) years relaxation in addition to the relaxation applicable to SC/OBC mentioned above.
- 2.2.8 Relaxation in age will be applicable to ex servicemen as per government guidelines.

### 2.3 EDUCATIONAL QUALIFICATION

- 2.3.1 Candidates should have completed SSLC + ITI in relevant trade from a recognized institution and one year apprenticeship training with National Apprenticeship Certificate in the relevant trade.
- 2.3.2 For the post of Technician ‘C’, ITI in the following disciplines/ trade only will be considered as eligible. ITI in any other discipline/ trade will not be considered. **No claim for considering equivalent qualification/ discipline/ trade shall be entertained.**

Discipline/ Trade
Electronic Mechanic
Electrical
Fitter
Draughtman

- 2.3.3 General / OBC/ EWS candidates should have secured minimum 60% aggregate marks, SC & PwBD candidates should have secured minimum 50% aggregate marks in essential qualification.
- 2.3.4 Wherever CGPA/OGPA/DGPA or credits system of assessments is awarded by the institution, the candidates are required to attach the formula for conversion of CGPA/ Credits to percentage/ equivalent percentage in accordance with the respective University norms.

### 2.4 EXPERIENCE: NIL

### 2.5 REGISTRATION IN HARYANA EMPLOYMENT EXCHANGE:

Registration in Haryana Employment Exchange is mandatory. The employment exchange registration should be valid and active on 13.03.2024. Expired/ Inactive registration card will not be considered. Candidates whose names are sponsored by the Employment Exchange have to apply online before the last date of application failing which their candidature shall not be considered.

### 3.0 METHOD OF SELECTION:

Candidates will be required to appear for written test for 150 marks consisting of :

Part I	General Aptitude : 50 Questions General Mental Ability, logical reasoning, analytical, comprehension ability, basic numeracy, data interpretation skill, general knowledge etc.	50 Marks
Part II	Technical Aptitude : 100 Questions	100 Marks



The minimum qualifying marks will be

Category	Percentage
General / OBC/ EWS	35% in Part I and Part II separately
SC/ PwBD	30% in Part I and Part II separately

Admit cards for written test will be issued to all prima-facie eligible candidates on the basis of the details furnished in Online-Application form and submission of application fees (applicable for GEN, EWS & OBC (NCL) category candidates). Scrutiny of documents submitted by the candidates will be carried out post Written Test. Candidates will be selected from among those who are shortlisted on the basis of written test and meet the notified eligibility criteria upon verification of documents uploaded by the candidates and other parameters.

Obtaining minimum qualifying marks in the written test does not confer any right or claim by the candidate for being shortlisted for the final selection, as the same is related to number of positions, reservation position, ratio applied and relative performance in respective categories and subject to meeting the eligibility criteria and other parameters.

#### 4.0 PAY & ALLOWANCES:

Selected candidates will be inducted in the pay scales as mentioned in Page 1. In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Perquisites at the rate of 30% of the annual basic pay (or notified by the company from time to time), reimbursement of medical expenses, PF, Pension, Gratuity etc. as per Company rules will be a part of remuneration package.

#### 5.0 APPLICATION FEE:

- 5.1 Candidates belonging to GEN/OBC/EWS category are required to pay an application fee of Rs. 250+ 18% GST.
- 5.2 SC/ST/PwBD/ Ex-Servicemen candidates are exempted from payment of application fee.
- 5.3 Candidates have to enter the "SBI Collect Reference No." generated after payment, in the Application Form.
- 5.4 Candidate may go through all instructions and eligibility criteria carefully before remitting application fees and sending the application. Application fees is non refundable.
- 5.5 Application fees needs to be remitted through SBI Collect only. Candidates are required to read the details and screenshots for making the payment. Candidates may take note that cheque, DD or cash will **NOT** be accepted towards payment of application fee. Non-Receipt of Application Fees due to any Error like Failure of Amount not being Deducted from Applicants Bank, Payment against any other Post Advertised by BEL, Payment not received by BEL due to any Reason or any other Reason not directly attributable to BEL will not be entertained.
- 5.6 While paying application fees through SBI collect, candidates should ensure that they mention the same mobile number and email id in SBI collect as has been mentioned by them in the application form.

#### INSTRUCTION FOR MAKING PAYMENT:

- Go to [www.onlinesbi.com](http://www.onlinesbi.com) and select:- State Bank Collect.
- Accept Terms and Conditions and click on "Proceed".
- Select state of Corporation/ Institution: - All India.



- Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on “Go” option.
- Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on “Submit” button.
- Select Payment category: -
- Technician C Post - “Recruitment of Technician C for PK”
- Complete the payment as explained above
- Take a print of the payment receipt and attach it with the application form.

## 6.0 HOW TO APPLY:

- 6.1** Candidates who meet the above requirement may fill in the application form online available on our website  
<https://bel-india.in/CareersGridbind.aspx?MID=29&Lid=1&subject=1&link=0&issno=1&name=Recruitment%20-%20Advertisements> . Before filling the application kindly go through the instructions on how to fill the online application form. No manual / paper application will be entertained.
- 6.2** Candidates who wish to apply for more than one post should apply separately for each post and pay the fee for each post in the prescribed manner.
- 6.3 Candidates must upload the documents/ certificates in support of all the claims made by them in the application:**
- 6.3.1 Recent color passport size photograph & signature
  - 6.3.2 SSLC/SSC/ISC marks card and any other valid document as proof of date of birth
  - 6.3.3 All certificates starting from SSLC in support of educational qualification.
  - 6.3.4 Marks cards of each academic year / semesters in ITI/ NAC as applicable. Proof of norms adopted by the University / Institute to convert CGPA into percentage, if applicable./ Apprenticeship marks card and NAC
  - 6.3.5 Final certificate pertaining to completion of ITI/NAC issued by the competent authority/ board.
  - 6.3.6 Candidates belonging to reserved categories need to submit their certificate in prescribed format.
  - 6.3.7 Disability Certificate (In case of PwBD Candidate)
  - 6.3.8 Ex-servicemen candidates applying for the posts have to upload discharge book issued by the concerned authorities of the armed forces.
  - 6.3.9 Valid employment registration card in Employment Exchange of Haryana State.
  - 6.3.10 No Objection Certificate from your present employer (if employed in Govt./Quasi Govt./PSU) if applicable.

Note: Originals of all documents are required to be produced for verification. In absence of any of the original documents, the candidate will be disqualified from the recruitment process.

## 7.0 GENERAL INSTRUCTIONS:

- 7.1** Before applying for the post, the candidates should ensure that they fulfill the eligibility criteria mentioned in the advertisement. The crucial date for deciding the maximum permissible age and Post Qualification experience shall be 01.02.2024.
- 7.2** Relaxation in age, qualification, minimum percentage of marks in written test, etc will be provided subject to vacancy in respective category in that particular discipline as detailed in the advertisement. In absence of vacancy in category/ caste based posts for a particular discipline, category candidates who apply will be treated at par with UR Criteria.
- 7.3** Candidates will have to download the Admit Card for provisionally eligible candidates from the website. Please note that admit card will not be sent by post.



- 7.4 Candidates working in Government/Semi government/Public Sector Organization are required to produce “No Objection Certificate” at the time of Document verification. In case the candidate fails to do so, his candidature will be disqualified.
- 7.5 The candidates have to produce a valid photo identity proof while appearing for the Written Test. The SC/ST/PwBD 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.
- 7.6 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.
- 7.7 All outstation SC / ST/ PwBD candidates called for Written Test shall be reimbursed travelling allowance to and fro by the shortest route from their correspondence address in India / from where actual journey commences in India to the appointed place of Test on production of actual tickets subject to II class train fare. 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. Candidates will have to submit a copy of bank passbook/ canceled cheque, railway / bus tickets for onward journey along with caste / category certificate at the time of written test for reimbursement. Reimbursement will be made at a later date through ECS. (as applicable)
- 7.8 Local Travel cost, if any, shall be borne by the candidates.
- 7.9 Request for change of category, Mailing address/ email ID/ posts once declared in the application will not be entertained.
- 7.10 Reservation/ Relaxation/ Concession for OBC (Non Creamy Layer) 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 on or after 01.02.2023 at the time of document verification. Income certificate will not be considered as OBC certificate. (Prescribed formats are available on <https://bel-india.in>)
- 7.11 EWS certificate issued for the year 2023-24/2024 by the competent authority will be considered. (Prescribed format is available on <https://bel-india.in>)
- 7.12 In the event any applicant has litigated with his employer in the past, the same should be clearly mentioned in the application in brief.
- 7.13 Applications that are incomplete, without the required enclosures, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.
- 7.14 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 Written Test will be sent by e-mail to the email ID furnished by the candidate. BEL will not be responsible for bouncing/non receipt of any e-mail sent to the candidates. No correspondence in this regard will be entertained.
- 7.15 There is no provision for rechecking/ reevaluation of written test answer sheet/OMR Sheet.
- 7.16 Mobile phones/pagers/ iPad/ iPod/ Tablets/ Phablets/ Calculators/ Smart Watch or any other such electronic devices 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 the candidate.
- 7.17 Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained.
- 7.18 Candidates have to carefully enter the details in the application and attach the documents as prescribed. Screening and selection will be based on the details provided by the candidates in the application form. Furnishing of wrong/false information and inaccurate



- or incomplete information will be disqualified and BEL will not be responsible for any consequence of furnishing such wrong /false/ inaccurate/ incomplete information. If at any further stage of selection, 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 without prior intimation. 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.
- 7.19** The candidature at all stages of the selection process shall be provisional in nature. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Written Test. BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason what so ever and also reserves the right to cancel / restrict / enlarge / modify or alter the recruitment or selection process, if need so arise without issuing any further notice or assigning any reason thereafter.
- 7.20** 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.
- 7.21** 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.
- 7.22** 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.
- 7.23** It is mandatory for the candidates who are already employed with any of the units of Bharat Electronics Limited to send their application through the respective HR or if it is revealed during the selection process that the application was not forwarded by the respective HR, such application will be summarily rejected or candidate will be out of selection process 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.
- 7.24** The above opening is for Bharat Electronics Limited, Panchkula. However, selected candidate may be required to serve in other location/s, projects / outstation sites, also, if need arises, as per Company's requirement.
- 7.25** Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.
- 7.26** 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.
- 7.27** Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Panchkula/ Chandigarh.
- 7.28** All further announcements / details pertaining to this process will be published / provided on BEL website : <https://bel-india.in> from time to time.
- 7.29** Based on the marks obtained 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:



- a. Recent colour passport size photograph
- b. SSLC/SSC/ISC marks card and any other valid document as proof of date of birth
- c. All certificates starting from SSLC in support of educational qualification.
- d. Marks cards of each academic year / semesters in ITI/ NAC as applicable. Proof of norms adopted by the University / Institute to convert CGPA into percentage, if applicable.
- e. Final certificate pertaining to completion of ITI/NAC issued by the competent authority/board.
- f. Apprenticeship marks card and NAC
- g. Candidates belonging to reserved categories need to submit their certificate in prescribed format. A declaration in the prescribed format by the candidate seeking reservation as OBC, that he/she does not belong to the creamy layer on the crucial date, in addition to the community certificate.
- h. Disability Certificate (In case of PwBD Candidate)
- i. Ex-servicemen candidates applying for the posts have to upload discharge book issued by the concerned authorities of the armed forces.
- j. Valid employment registration card in Employment Exchange of Haryana State.
- k. No Objection Certificate from your present employer (if employed in Govt./Quasi Govt./PSU) if applicable.

**The last date for applying is 13.03.2024**

#### Disclaimer

BEL has a robust and transparent recruitment process where the selection criteria are 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.

BEL reserves its right to take legal action including criminal action against such fraudsters.

For Queries related to the advertisement you can contact us at [pkhrrrect@bel.co.in](mailto:pkhrrrect@bel.co.in),  
[belpanchkula@jobappy.in](mailto:belpanchkula@jobappy.in)

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