



**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:

**I POSTS :**

Sl No	Post	Qualification + Experience as on 01.02.2024	Upper Age Limit as on 01.02.2024 for UR Category	No. of Posts	Reservation Pattern	Grade / Career Path / Pay Scale/CTC
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Havildar (Security)	SSLC + 15 years of service in Indian Armed Forces	43 Years	05	UR - 4 OBC -1	WG-III/CP-III Rs. 20500-3%- 79000+ Admissible Perks / Allowances

**II ELIGIBILITY CRITERIA:**

- Candidate must be a citizen of India.
- The upper age limit specified is applicable to General Category candidates.
- Relaxation of upper age limit for OBC (NCL) candidates is 3 years.
- 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.
- The reservation is 100% for Ex servicemen. Reservation will be extended as per Govt. guidelines in respect of Ex Servicemen.

**(a) QUALIFICATION :**

- The candidates should possess the qualification of SSLC (Pass) from a recognized board.
- The candidate must possess all valid mark sheets/Certificate.

**(b) EXPERIENCE :**

- The candidates should possess the experience as specified in this advertisement.
- The candidates should have an exemplary / very good record and medical category should be 'AYE' / SHAPE-I or equivalent. Fire training and possession of driving licence is desirable.
- Registration at District Sainik Welfare Board is mandatory.
- Knowledge of Hindi is essential.
- Candidate should possess Experience Certificates/ Discharge Certificates/ Documents issued by the previous and present employer clearly indicating period of employment and post held. Candidates must bring their original discharge book and original certificates at



the time of Physical/Written test for scrutiny without which they will not be allowed to participate in the physical and written test.

- vi. Candidates from the Fighting Arms of Indian Defence Forces will be preferred.

### III METHOD OF SELECTION:

Eligible candidates shall undergo Physical Endurance test and those who qualify in the Physical Endurance test will be shortlisted for written test.

1. Form for Self declaration for fitness and willingness for Physical Endurance Test is to be submitted at the time of Test. Form will be made available by BEL on the day of test.
2. Physical and written test will be held at Panchkula only.

### IV 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 as 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.

### V HOW TO APPLY:

- (a) Candidates who meet the above criteria 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.

- (b) **Applications should be accompanied by the following scanned self-attested documents:**

- 1) Recent color passport size photograph & signature
- 2) SSLC marks card and any other valid document as proof of date of birth
- 3) SSLC marks card (in case any other document is uploaded in support of proof of date of birth)
- 4) Candidates belonging to SC/ST/OBC/EWS need to submit their certificate in the prescribed format.
- 5) Candidates belonging to OBC (NCL) category are required to submit the Community Certificate in the prescribed format issued by the Competent Authority for applying for posts under the Government of India on or after 01.02.2023. (prescribed formats are made available on the website: <https://bel-india.in>). Income Certificate will not be considered as OBC Certificate.
- 6) No Objection Certificate from your present employer (employed in Govt/Quasi Govt/PSU) if applicable.
- 7) 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 / very good records, SHAPE-I or equivalent.



- 8) Candidates presently employed in the Armed Forces and yet to be discharged need to submit documentary proof in support of their Medical Category, Character and probable date of discharge.
- 9) Document of Registration and registration number issued by the District Sainik Welfare Board.

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

## VI GENERAL INSTRUCTIONS:

- 1) Before applying for the post, the candidates should ensure that they fulfill the eligibility criteria mentioned in the advertisement.

The Cut-off date for deciding the maximum permissible age and Post Qualification experience shall be 01.02.2024.

- 2) Candidates working in Government/Semi government/Public Sector Organization are required to produce "No Objection Certificate" at the time of Document verification (Physical Endurance Test/Written Test/). In case the candidate fails to do so, his candidature will be disqualified.
- 3) The candidates have to produce a valid photo identity proof while appearing for the Physical Endurance Test/Written Test. SC/ST candidates claiming TA for travel have to produce original caste certificate and submit a copy of the same along with the train / bus tickets.
- 4) 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.
- 5) All outstation candidates belonging to SC/ ST category called for Physical Endurance Test / 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)
- 6) Local Travel cost, if any, shall be borne by the candidates.
- 7) Request for change of category (UR/SC/ST/OBC/EWS), Mailing address/ email ID/ mobile no. / posts once declared in the application will not be entertained.
- 8) Relaxation in age, qualification, minimum percentage of marks in written test, etc will be provided subject to vacancy in respective category as detailed in the advertisement. In



absence of vacancy in category/ caste based posts, candidates belonging to reserved categories who fulfil the criteria laid down for Unreserved (UR) category will be considered against UR posts.

- 9) 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>)
- 10) In the event any applicant has litigated with his employer in the past, the same should be clearly mentioned in the application in brief.
- 11) 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.
- 12) 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 Physical Endurance Test / Written Test will be sent by e-mail to the email ID furnished by the candidate. Please note that admit card will not be sent by post. 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.
- 13) Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained.
- 14) The selected candidates may be required to stay in the Company provided accommodation.
- 15) 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.
- 16) 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 Physical Endurance Test / 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 arises without issuing any further notice or assigning any reason thereafter.



- 17) 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.
- 18) 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.
- 19) 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.
- 20) 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.
- 21) 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.
- 22) 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.
- 23) 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.
- 24) 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.
- 25) All further announcements / details pertaining to this process will be published / provided on BEL website : <https://bel-india.in> from time to time.

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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