



BHARAT ELECTRONICS LIMITED
(A Government of India Enterprise under the Ministry of Defence)
Jalahalli Post, Bengaluru - 560013

HUMAN RESOURCES DIVISION
NETWORK AND CYBER SECURITY - SBU

ADVT NO :383/HR/MILCOM & NWCS

DATE: 30.10.2024

Bharat Electronics Limited, a Navratna Company and India's premier Professional Electronics company under the Ministry of Defence, requires professionals for the post of **Senior Engineer on permanent basis** for its Network & Cyber Security Division at Bangalore Complex.

Post / Grade	Discipline	No of Posts	Reservation	Pay Scale	Upper age limit as on 01.10.2024	Experience as on 01.10.2024
Senior Engineer / E - III	B.E/B.Tech in Cyber Security/ Information Security/ Information Technology/ Computer Science/ Electronics & Communication)	7				4-5 years
	M.E/M.Tech in Cyber Security/ Information Security/ Information Technology/ Computer Science/ Electronics & Communication)	3	UR:05 OBC (NCL): 03 SC: 01 ST: 01	Rs 50,000 - 3% - Rs 1,60,000 CTC: 15 lacs (approx.)	32 Years	2 years

***Note:** Number of vacancies may be increased or decreased based on the actual requirement at the discretion of the Management. Reservation for Persons with Disability (PwBD), concession/relaxation for reserved categories will be as per Government guidelines.

1. EDUCATIONAL QUALIFICATION:

Full Time B E / B Tech Course from AICTE approved Colleges / Institutions or a recognized University in the below mentioned disciplines.

or

Full Time M E / M Tech Course from AICTE approved Colleges / Institutions or a



recognized University in the below mentioned disciplines.

BE. B.TECH	Cyber Security/ Information Security/ Information Technology/ Computer Science/ Electronics & Communication
ME.M.TECH	Cyber Security/ Information Security/ Information Technology/ Computer Science/ Electronics & Communication
Minimum Percentage of Marks in BE / B Tech & ME/M.TECH	
General / OBC / SC / ST / PwBD	First Class
In case of CGPA or credits system of assessments, the candidates are required to attach the formula for conversion of CGPA/credits to percentage in accordance with the respective University norms.	

Note: Applicants whose discipline/ specialisation mentioned in their Degree Certificates do not tally with the discipline/specialisation prescribed in the advertisement will not be considered for selections.

2. UPPER AGE LIMIT & RELAXATION: As on 01.10.2024

The upper age limit indicated above in the table is applicable for candidates belonging to General category. The upper age limit will be relaxed by 3 years for OBC (NCL) 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. Reservation / relaxation for SC/ ST/ OBC candidates will be as per Government directives / guidelines.

Note: Where reservation is not available for specific category/categories candidates may apply for Unreserved post provided they are meeting minimum eligibility criteria for the unreserved post as on 01.10.2024.

3. RELEVANT POST QUALIFICATION EXPERIENCE (as on 01.10.2024):

Candidates with specific experience as mentioned below will be considered for the job role.

Experience in one or more of the following domains is required for both BE/ B.Tech and ME/ M.Tech candidates:

- C, C++, Python, Java, Javascript, PHP, HTML, React, Angular, Go lang - programming
- Back-end - SQL, Oracle, MongoDB or any other database
- Linux Shell scripting, Power shell scripting
- AI/ML framework (TensorFlow, PyTorch)
- Front end web development
- Infrastructure and Network security
- End-point security
- Web application security
- IAM (Identity and Access Management)
- Network and application Firewall
- SIEM, SOC and SOAR
- Digital forensics and Incident response
- Vulnerability Assessment and Penetration testing



- Data analytics and Big Data
- Operation Technology and SCADA security

JOB DESCRIPTION:

- Product benchmarking, New product design and Improve existing products.
- Address customer requirements through in-house development/partnerships/OEM products.
- Design of technical solution, architecture to address customer SoW and compliance for customer requirement.
- Security audit, Vulnerability Assessment and Penetration testing
- Software/ firmware development.
- SSDLC, Develops and Product life cycle management.
- Design and conduct of Proof of Concept for customers.
- Site survey to assess security gaps and preparation of survey report.
- Preparation of technical proposals, coordination with OEMs and Vendors.
- Project execution at customer premise and customer acceptance process.

Desirable Certifications: Certified Ethical Hacker (CEH)/ Certified Information Systems Security Professional (CISSP)/ Certified Information Systems Auditor (CISA)/ Certified Information Security Manager (CISMA/ Computer Hacking Forensics Investigation (CHFI) certification.

Note:

- A. Only relevant educational qualification and relevant post-qualification Industry/Defence laboratory experience will be considered as per the advertisement.
- B. Teaching/Academic/Research /Internship training work will not be considered as relevant post qualification industrial experience, experience in banking and financial institutions, non-profit organisations and internship placements which are a part of academic curriculum will not be considered as experience. Work experience prior to completion of BE/B.Tech will also not qualify as post qualification experience.
- C. Internal fixed tenure employees in the same or higher grade can apply for the post(s) provided the executive fulfils the terms and conditions of the offer of engagement and advertisement. However prior experience as Trainees/Fixed tenure/Contractual engagement in BEL (TEs/PEs)/ other PSUs will not be considered as relevant experience for the posts advertised. The employee must forward the application to the indenting Unit/SBU/CRL/PDIC/Offices through proper channel.
- D. The decision of the selection committee, with respect to relevance of experience and selection of candidates will be final. Work experience without supporting documents will not be considered.
- E. Candidates are requested to read the advertisement in detail & apply.



4. REMUNERATION:

Pay Scale for the post of Senior Engineer/E-III is Rs.50,000-3%-1,60,000/-. In addition to Basic Pay, other allowances like Dearness Allowance, HRA, 35% of Basic pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities, Gratuity and Provident Fund as per the Company's rules will be part of the remuneration package.

5. METHOD OF SELECTION:

Candidates meeting the eligibility criteria as stipulated in the advertisement will be called for Written Test, only those candidates who qualify in the Written test will be shortlisted for Interview. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit (category-wise) in the ratio of 1:7. The minimum qualifying marks for General/OBC candidates is 35% and 30% for SC/ST/PwBD candidates in both written test and interview separately.

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

6. HOW TO APPLY:

Candidates who are fulfilling the eligibility criteria and desirous of applying for the above post may forward their application in the format appended to this advertisement after affixing a passport size photo through Ordinary Post or Speed post superscribing **"APPLICATION FOR THE POST OF SENIOR ENGINEER - NWCS SBU"** on the envelope along with the below mentioned documents.

Candidates are required to enter all information correctly in the application form as changes shall not be permitted after forwardal of the application form.

1. SSLC / SSC / 10th Standard marks card (as proof of Date of Birth)
2. SSC Mark Sheet
3. Final Consolidated B E / B Tech Degree Marks Sheet & Degree Certificate or equivalent examination as applicable
4. Final Consolidated M E / M Tech Post Graduate Degree Marks Sheet & Post Graduate Degree Certificate or equivalent examination as applicable
5. 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
6. Caste / Community / Disability certificate are required to be submitted in the prescribed format
7. **Post-qualification experience certificate/s from previous to till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification experience. Where current employment experience certificate is not produced the joining/appointment letter, first and latest pay slip and employee ID proof should be compulsorily attached to determine the number of years of experience**
8. Candidates if working in PSUs / Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of interview
9. Identity Proof (Aaadhar card / Driving License / Voter ID)



- 10.A detailed write up on the post qualification experience specifying job role / responsibilities and areas worked in
- 11.SBI Challan for having remitted the application fee

9. PAYMENT OF APPLICATION FEE:

1. General / OBC candidates are required to remit an amount of Rs. 708 / (Rs 600 + 18% GST) towards application fee through SBI Collect (through online mode or through SBI Branch). The application fee should be remitted through SBI Collect (through online mode or through SBI Branch). SC/ST and PWD candidates are exempted from payment of application fee.
2. Candidates are requested to read the details and screenshots for making the payment which is provided below the advertisement. Candidates may make the payment by clicking on the link provided below the web advertisement.
3. Candidates can also make the payment by approaching SBI branch. You have to select SBI branch in the payment option and download pre-printed challan generated through SBI Collect and deposit the application fee (as applicable) plus applicable bank charges in any SBI Branch. The candidate should ensure to obtain the seal and signature of the bank official.
4. Candidates have to enter the "SBI Collect Reference Number." generated after payment, in the online Application Form. SC/ST and PWD candidates are exempted from payment of application fee.
5. 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.
6. The fee receipt / challan may be printed on making payment of the application fee and enclosed along with the application form.
7. SBI Collect link (<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>)

10. GENERAL INSTRUCTIONS:

1. Only Indian Nationals are eligible to apply.
2. The number of posts may increase or decrease depending upon the Company's requirements at the time of selection
3. Candidate should possess Experience certificates / Documents issued by the previous and present employer clearly indicating period of employment and post held.
4. The Cutoff date for deciding the maximum permissible **Age and Post Qualification Experience is 01.10.2024**. In order to compute post qualification, work experience, the period of work experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered.
5. The decision of the Selection Committee with respect to professional post-qualification experience will be final.
6. Work experience indicated without supporting documents will not be considered and is liable to be rejected / cancelled without any prior intimation.
7. Request for change of mailing address / E-mail ID / Category / Degree as declared in the application form will not be entertained.
8. 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.
9. Candidates are required to possess at least one valid e-mail id, which is to be entered in the application form.
 10. 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.
 11. All future correspondence with candidates shall be done through e-mail only. BEL will not be responsible for bouncing of any e-mail sent to the candidate.
 12. There will be no separate communication to any candidates on their non-selection at any stage
 13. Canvassing in any form will result in disqualification.
 14. In the event any applicant has litigated with his/ her employer in the past the same should be clearly mentioned in brief.
 15. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview/Written Test. BEL's decision shall be final in this regard. BEL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason whatsoever 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.
 16. Short listing of candidates will be carried out purely based on the information declared by candidates in the application form. 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.
 17. Travelling Allowance (TA): Out station candidates called for interview will be reimbursed to & fro rail fare of AC Chair Car / III Tier AC class by shortest route either from your correspondence address or from actual place of departure whichever less, on production is of tickets/supporting documentary proofs in respect of onward journey.
 18. Request to change of category once declared in the application will not be entertained.
 19. SC/ST/OBC (NCL)/Disability certificate should be strictly in the format available on the BEL Website.
 20. Failure to forward the indicated documents enclosures will result in disqualification, even if the candidates have remitted the application fees.
 21. Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website(www.bel-india.in) and no separate communication will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

11. Applications complete in all respects may be sent through **ORDINARY POST or SPEED POST ONLY by**

Superscribing on the envelope
"APPLICATION FOR THE POST OF SENIOR ENGINEER - NWCS - SBU"
To
**THE ASST. MANAGER - HUMAN RESOURCES,
BHARAT ELECTRONICS LIMITED,
MILCOM & NWCS - SBU,
JALAHALLI POST,
BENGALURU - 560013.**



so as to reach us on or before 19.11.2024 through **ORDINARY POST** or **SPEED POST ONLY**. Application sent through E-Mail / any other channel will not be considered. Applications received after the closing date will not be considered.

12. Applications that are incomplete, not in the prescribed format, not legible, without the required documents will be summarily rejected without assigning reasons and no correspondence in this regard will be entertained.

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

13. 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 deposited 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.

There will be no separate communication to any candidates on their non-selection at any stage.

For Application and prescribed formats please visit: www.bel-india.in

For Further details or clarification, the candidates may mail us to hrmilcom@bel.co.in
Telephone Number: 080 – 22195466.

Please note that no other form / mode of communication will be entertained.

Sd/-

Asst. Manager - Human Resources