BHARAT ELECTRONICS LIMITED,
HOMELAND SECURITY AND SMART CITY BUSINESS SBU
BENGALURU COMPLEX

Advertisement No.6050/HR/HLS&SCB2026-27 **Date: 24.11.2026**

Bharat Electronics Limited a Navaratna Company and India's premier professional electronics Company under the Ministry of Defence, requires the following personnel ***on temporary basis*** for HLS&SCB SBU for its NexGen UP112 project in **Uttar Pradesh State.**

S. No.	Role	No of Post	Qualification / Discipline	Post Qualification Experience as on 01.11.2026	Reservation	Upper Age Limit 01.11.2026
I	**Post - Sr. Field Operation Engineer**					
a	Database Administrator	1	B.E/BTech/B.Sc Engineering (4 years): (Electronics, Electronics & Communication, Electronics & Telecommunication / Computer Science, Computer Science & Engineering, Computer Science Engineering, Information Technology, Information Science, Electrical & Electronics Engineering) OR MCA	8 Years	UR-3 OBC-2 EWS-1 SC-1 ST-1	45
b	Sr System Administrator	2				
c	Sr Network Administrator	1				
d	Sr Application Developer	1	BTech/ BE: (Electronics, Electronics & Communication, Electronics & Telecommunication / Computer Science, Computer Science & Engineering, Computer Science Engineering, Information Technology, Information Science, Electrical & Electronics Engineering) OR MCA OR MSc (Computer Science/Information Technology)			
e	SOC Expert	1	BTech/ BE: (Electronics, Electronics & Communication, Electronics & Telecommunication / Computer Science, Computer Science & Engineering, Computer Science Engineering, Information Technology, Information Science, Electrical & Electronics Engineering) OR MCA.			
f	Sr VAPT Expert	2				

II	**Post - Field Operation Engineer.**					
a	System Admin	1	BTech/ BE: (Electronics, Electronics & Communication, Electronics & Telecommunication / Computer Science, Computer Science & Engineering, Computer Science Engineering, Information Technology, Information Science, Electrical & Electronics Engineering) OR MCA	5 Years	UR-2 OBC-2 EWS-1 SC-1 ST-1	40
b	IT Support staff	6	B.Tech/B.E/BSc Engg (Electronics, Electronics & Communication, Electronics & Telecommunication / Computer Science, Computer Science & Engineering, Computer Science Engineering, Information Technology, Information Science/Mech/Electrical & Electronics Engineering)	5 Years		
III	**Post - Project Engineer- I**					
a	IT Helpdesk Staff	8	B.Tech/B.E/BSc Engg (Electronics, Electronics & Communication, Electronics & Telecommunication / Computer Science, Computer Science & Engineering, Computer Science Engineering, Information Technology, Information Science/Mech/Electrical & Electronics Engineering)	2 Years	UR-2 OBC-2 EWS-1 SC-2 ST-1	32

***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.

Candidates who are desirous of applying for the post should be willing to be posted at the locations mentioned above and should be willing to travel across India.

ELIGIBLITY:

1. **Qualification: Full time B.Tech/BE/BSc Engg (4 Years)/MCA/ MSc from recognized university.**
   Please Note:

   a. For the posts indicated, the candidates should have qualified from AICTE/UGC approved college/Institute or recognized University.

   b. 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.

   c. B.E/B.Tech/BSc Engg (4 Years)/MSc/MCA Degree certificate (as applicable). **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.**

2. **Age as on 01.11.2026:**

Senior Field Operation Engineer (Sr FOE)	**: Upper age limit is 45 years.**
Field Operation Engineer (FOE)	**: Upper age limit is 40 years.**
Project Engineer (PE)	**: Upper age limit is 32 years**

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

3. **Period of contract:**

For Sr. FOE / FOE / Project Engineers initially for a period of Two (2) Years from the date of joining. However, the same may be extended upto a maximum of Two more years (Maximum tenure of 4 years including the initial period) depending on the requirement of the project and performance of the candidate.

4. **Remuneration:**

Senior Field Operation Engineer (Sr FOE): An all-inclusive consolidated remuneration of Rs. 90,000/- per month for the 1st Year of engagement and an increase of Rs.5000/- for every year of extension of contract.

Field Operation Engineer (FOE): An all-inclusive consolidated remuneration of Rs.70,000/- per month for the 1st Year of engagement, and an increase of Rs.5000/- for every year of extension of contract.

Project Engineer- I: An all-inclusive consolidated remuneration of Rs. 50,000/- per month for the 1st Year of engagement and an increase of Rs.5000/- for every year of extension of contract.

In addition to the above:

a. **Consolidated amount of ₹20,000/- per year will be paid towards medical insurance premium, attire allowance, stitching charges, footwear allowance etc. for Sr.FOE/FOE.**

b. **Consolidated amount of ₹12,000/- per year towards insurance premium, attire allowance, stitching charges, footwear allowance, etc. will be paid for Project Engineer/Trainee Engineer.**

5. Post Qualification Experience as on 01.11.2026:

Sl. No.	Post	Experience	Job Roles & Responsibilities	Desirable Certifications
1	Database Administrator	➢ Minimum of 8 years' experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc ➢ A good understanding of the underlying operating system. Knowledge of the physical database design. Ability to perform both database and operating system performance tuning and monitoring. ➢ Proficiency with data manipulation languages such as MS SQL, Oracle Database, and Hadoop ➢ Programming with experience in handling standby databases preferred. ➢ Min 3 Years Experience in Operation or Maintenance of Emergency Response Systems	➢ To provide highly specialized technical expertise towards administration of databases. ➢ For installation of database, creation of schemas, table spaces, define number of users in the database, create user profiles, memory utilization, caching etc. ➢ To assist in tasks including the monitoring and maintenance of databases, installation of database software patches, monitoring of database backups, standardization and implementation of databases. ➢ To improve the management of production and test environments, support users by resolving problems with applications databases. ➢ To assist in the day-to-day tasks, including but not limited to monitoring and allocating volumes, creating, and managing zones, LUN etc., managing fabric security, analysis of utilization and resources, performance tuning, co-ordination of system updates or fixes.	DBA
2	Sr. System Administrator	➢ Minimum 8 years' experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc. ➢ Experience in sys admin of RDMB data (MS-SQL, Oracle etc.), sysadmin windows-2008/2012 etc. server, programmer of .NET, SQL,PL/SQL, etc. ➢ Min 3 Years Experience in Operation or Maintenance of Emergency Response Systems.	➢ For maintaining the optimum performance of the Emergency Response system ➢ To provide highly specialized technical expertise to handle System Administration challenges for complex and large-scale systems ➢ To assist in the day-to-day tasks, monitoring of system activities, analysis of system utilization and resources, capacity control, performance tuning, coordination of system updates or fixes, adding or deleting users from the system, and generating reports as required. ➢ To ensure the systems security by ensuring usage policies, the systems backup and restore, etc.	Relevant certification - Microsoft Certified Systems Administrator (MCSA)/ Oracle Linux System Administrator (Oracle)

			➢ To grant access and permission to various users to the system	
3	Sr. Network Administrator	➢ Minimum 8 years' experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc. ➢ Candidate should be well versed with Routing and Switching devices and technologies like ATM, Frame Relay, MPLS, Wireless, Broadband and Protocol Analysis Tools. ➢ Must have intermediate skills in Information Security technologies like Anti-virus, Firewalls, 2 & 3 factor Authentication, IDS, IPS, Content Filtering, Encryption, VPN, Threat Management and be familiar with Information Security Audit parameters. ➢ Min 3 Years Experience in Operation or Maintenance of Emergency Response Systems	To provide support for tasks, including, but not limited to installation, setup or configuration, troubleshooting, tuning, diagnostics, and maintenance of networking and related equipment. ➢To coordinate with the other vendors or agencies to resolve all network related issues. (S)He shall have extensive experience in troubleshooting and management of network technologies as described in this tender. ➢To manage deployment and maintenance of IT Security infrastructure, including, but not limited to, administration of appropriate access protection; system integrity or reliability; audit control; system recovery methods and procedures, prevention of breaches, intrusions, and or system abuses, awareness training, and compliance with IT security policy directives and regulations of GoUP. ➢(S)He shall have the technical expertise to monitor various devices or tools such as content filtering and blocking, virus protection and vulnerability protection. ➢To escalate any security breaches and make sure patches are installed in case of threats related to OEM products. ➢(S)He shall maintain an updated knowledge base of all the published security vulnerabilities and virus threats for related software and microcode, including, but not limited to, operating systems, application servers, web servers, databases, security solutions, messaging solutions.	CCNA /CCNP /CCSA/ CWNA
4	Sr Application Developer	➢ Minimum 8 years of relevant experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc. ➢ Familiarity with cloud message APIs and push notifications. ➢ Understanding of Google s Android design principles and interface guidelines. ➢ Ability to design/develop/support new/existing apps, and perform unit testing and integration testing. ➢ Min 3 Years' Experience in Operation or Maintenance of Emergency Response Systems.	➢ (S)He shall Work closely with analysts, solution architects, database designers and UP112 to customize the ER applications as planned ➢ (S)He shall gather business requirements and develop specifications for the ER applications ➢ (S)He shall produce the detailed specifications and writing the program codes ➢ (S)He shall unit-test the software work-products in controlled, real situations before going live ➢ (S)He shall be responsible for preparation of training manuals for users. (S)He shall assist the System administrators in maintaining the systems once they are up and running	Certified Web Professional - Web Developer / Certified Software Development Professional (CSDP)/ Proposed solution certification (OEM specific)

5	Security Operations Centre Expert	➢ Minimum 8 years of relevant experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc. ➢ Should have knowledge on networking and security. ➢ Min 3 Years' Experience in Operation or Maintenance of Emergency Response Systems.	➢ Should be responsible for 24 X 7 monitoring basis with onsite personnel. ➢ Should be responsible for reporting of security alerts and incidents. ➢ Should be responsible for capturing data from all devices on real time basis. ➢ The Main Duties and Responsibilities of SOC Experts. a) Investigate all suspicious activities. b) Maintain secure monitoring tools. c) Review and report on all cybersecurity processes. d) Keep all security programs and resources up to date. e) For reporting of security alerts and incidents. f) For detecting internal and external attacks on UP112 infrastructure. g) For capturing data from all devices on real time basis. h) For providing security reports to UP112 or any other agency on daily, weekly, monthly, quarterly, and yearly basis (when required) i) Assist in conducting security audits. j) Compliance to security policy and any policy defined by cert-in.	Industry leading SIEM product OR other leading certifications in security, such as CISA/CISM /CRISC
6	Senior Vulnerability Assessment & Penetration Testing Expert	➢ Minimum 8 years of relevant experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc. ➢ Min 3 Years' Experience in Operation or Maintenance of Emergency Response Systems	➢ Should have prior experience of working with standards such as ISO 27001, ISO 20000, COBIT framework, ITIL. ➢ Should have understanding of applicable laws, regulatory requirements, and frameworks. Should possess good IT auditing skills coupled with characteristics like reliability, pro-activeness, and attentiveness. ➢ Should have comprehensive knowledge on regular network scanning, firewall logging, penetration testing and related domains. ➢ Should be capable of analysing network scans and pen test results, firewall logs or vulnerability scan results to find anomalies that suggest a malware attack or other malicious event has taken advantage of security vulnerability or could possibly do so. ➢ Should be capable of performing rigorous analysis to identify and ascertain vulnerabilities, risks, and threats. Should be able to test customized patching solutions. ➢ Manage the compliance efforts of all internal and outsourced functions that have one or more information security-related responsibilities, to	Certification in industry leading SIEM product and preferably CEH

			ensure that IT security compliance efforts are consistent.	
7	System Admin	➢ Minimum 6 years' experience in Data Center, Contact Center Solution, ERS, CAD, GIS etc. ➢ Experience in sys admin of RDMB data (MS-SQL, Oracle etc.), sysadmin windows-2008/2012 etc. server, programmer of .NET, SQL,PL/SQL, etc. ➢ Min 2 Year's Experience in Operation or Maintenance of Emergency Response Systems	➢ For maintaining the optimum performance of the Emergency Response system. ➢ To provide highly specialized technical expertise to handle System Administration challenges for complex and large-scale systems. ➢ To assist in the day-to-day tasks, monitoring of system activities, analysis of system utilization and resources, capacity control, performance tuning, coordination of system updates or fixes, adding or deleting users from the system, and generating reports as required. ➢ To ensure the systems security by ensuring usage policies, the systems backup and restore, etc. ➢ To grant access and permission to various users to the system.	Microsoft Certified Systems Administrator (MCSA)/ Oracle Linux System Administrator (Oracle)
8	IT Support staff	➢ Minimum 5 years' experience in IT Support	➢ Responsible for first level diagnosis and troubleshooting the problems related to hardware and software installed at the office locations ➢ Troubleshooting of MDT, Radio devices, Desktop, Network and Telephony and other software deployed etc.	
9	IT Helpdesk Staff.	➢Minimum 2** years' experience in IT Support	➢ IT Helpdesk staff shall be the dedicated personnel for Project responsible for handling all IT related problems. ➢ Responsible for creating the issues tickets and providing immediate solution physically or remotely (if possible). ➢ Responsible for first level diagnosis and troubleshooting of the problems relating to network, IP phones, applications, OS, Internet Explorer, Open Office, messaging solutions, Anti-virus, etc. ➢ To monitor and respond quickly and effectively to requests received through the IT helpdesk	

Note:Teaching/Academic/Research work will not be considered as relevant post qualification industrial experience. experience in banking and financial institutions, non-profit organizations and, internship placements which are a part of academic curriculum will not be considered as experience.

SELECTION PROCEDURE:

SR.FOE/FOE/PROJECT ENGINEERS:

- The selection shall be through written test followed by interview for shortlisted candidates.
- Candidates can apply for more than one post. However if they are applying for more than one post, they have to make separate payment for each post.
- The minimum qualifying marks required for final selection in written test and interview for different categories of candidates are as under:

Category	Written test	Interview
General / EWS / OBC-NCL	35%	35%
SC / ST / PwBD	30%	30%

- The assessment weightage will be 85% and 15% for written test and interview respectively.
- All candidates who meet the stipulated eligibility criteria will be called for the written test, the list of candidates who have passed the written test, a category-wise list will be drawn and normally in each category, candidates in the ratio of 1:10 shall be called for the Interview. If in a particular category, the numbers of eligible candidates are less, all the candidates who have passed in the written test shall be called for the interview.
- The candidates will be considered for final selection only if the candidates scores more than the qualifying marks mentioned above in the personal interview.
- The names of candidates shortlisted for Written Test/Interviews and final selections will be notified on our Company's website.
- Please note that Written Test/Interview call letters will be sent through email only.

HOW TO APPLY:

- Candidates who are desirous of applying for the above posts may apply by clicking the relevant link provided against the advertisement on our official website https://bel-india.in.

क्र. / S.No.	**गतिविधि / Activity**	**दिनांक / Date**
1	Commencement of On-Line registration of application by candidates उम्मीदवारों के लिए ऑनलाइन पंजीयन प्रक्रिया की शुरूआत	**24.11.2026**
2	Last date for On-line registration & Submission of application by candidates उम्मीदवारों द्वारा ऑनलाइन पंजीयन तथा आवेदन सबमिट करने की अंतमि तारीख	**09.12.2026**

- Candidates are required to register online. Registrations received in any other format will not be considered. Candidates are to register online using the link given on BEL official Website along with the instructions.

STEPS TO FILL THE ON-LINE APPLICATION:

- Candidates are required to fill in the necessary fields through the ONLINE format in the link provided on the website. Submit the application form by clicking submit.

- After clicking on SUBMIT, filled in application form will be sent to your registered mail ID.
- Print the Application form duly filled in all aspects. Carry the printout of the filled in Application form with 2 recent passport size color photograph along with relevant documents mandatorily to the selection centre on the day of selections which will be intimated at later stage on your registered mail ID.
- Candidates are required to enter all the information correctly in the online application form and verify the same before submission as changes shall not be permitted after submission of the application form.
- Before applying for the post, the candidate should ensure that he/ she fulfils the eligibility criteria mentioned in the advertisement. No application will be entertained in hardcopy or any other mode of application.

Documents to be Attached:

Candidates are required to attach the following documents along with the application:

i. SSLC/SSC/ISC/10th Standard marks card (as proof of date of birth).

ii. All certificates (starting from Matriculation/Class X) in support of educational qualifications.

iii. B.E/B.Tech/BSc Engg (4 years)/ MCA/MSc degree certificate (as applicable). **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 issued from the University. In the event of failing to do so the candidature will be cancelled.**

iv. All semester Marks Sheets/Final consolidated marks sheet.

v. Caste/Community/Disability/Income certificate in case of candidates belonging to SC/ST/OBC(NCL)/PwBD/EWS respectively. Candidates claiming reservation under any of the above categories are required to submit the certificate in the prescribed format. The formats of various certificates are provided as link to the advertisement. Candidates belonging to OBC (NCL) category should possess the certificate issued on or after 01.11.2025. Candidates belonging to EWS category are required to produce the Income & Asset certificate either for the year 2026-27 or the present financial year. (Prescribed formats are attached long with this advertisement).

vi. Post-qualification experience certificate/s from previous 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.

vii. Candidates if working in PSUs/ Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.

viii. Copy of the Application fee payment receipt SBI receipt.

Note: If any document / certificate furnished is in a language other than Hindi or English, a transcript of the same duly attested by a gazette officer or notary is to be uploaded.

APPLICATION FEES:

Post	Application fee	Exemption
Senior Field Operation Engineer (Sr FOE)	Rs.450 /- + 18% GST	Candidates belonging to PwBD, SC and ST categories are exempted from payment of application fee.
Field Operation Engineer (FOE)	Rs.450/- + 18% GST	
Project Engineer -I	Rs.400/- + 18% GST	

- The application fee should be remitted through SBI Collect (through online mode). Click on the below Payment link or The Link available in BEL Website and select PSU-Pubic Sector Undertaking →Bharat Electronics Ltd →under the following Payment Category select :

Senior Field Operation Engineer (Sr FOE)- HLS&SCB SBU

Field Operation Engineer (FOE)- HLS&SCB SBU

Project Engineer-I- HLS&SCB SBU

SBI Link: https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842

- Candidates applying for more than one post/role, separate payment has to be made for each post/role.
- Candidates are requested to read the details and take screenshots for making the payment.
- Candidates have to enter the "**SBI Collect reference No.**" generated after payment, in the Application Form.
- 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 under any circumstances.

Note: While paying application fees through SBI collect, candidates should ensure that the mention the same mobile number and email id in SBI collect as has been mentioned by them in the online application form.

GENERAL:

- Sr.FOE/FOE selected candidates are required to obtain a Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 10 lakhs per annum for Life Cover Insurance and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated amount of Rs. 20,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc
- PE selected candidates are required to obtain a Medical Insurance cover for a sum of Rs. 2 lakhs per annum for and Rs. 5 lakhs per annum for Life Cover Insurance and the same should be submitted at the time of joining. In addition to the remuneration indicated, a consolidated

amount of Rs. 12,000/- per year will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance, etc.

- **The Trainee Engineers/Project Engineers, who are currently working in BEL prior intimation, shall be given to the respective HR department of the Unit/SBU/CSG where the engineer is working**.
- **Lateral application for the same post is not permitted. If applied, the candidature will be summarily rejected without assigning any reasons, at any stage of the selection.**
- Candidates are required to possess at least one valid e-mail id, which is to be entered in the application form. BEL will not be responsible for bouncing of e-mails, non-receipt of e-mails due to invalid e-mail IDs, setting options exercised by the candidate, etc.
- There will be no separate communication to any candidates on their non-selection at any stage.
- Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selections. In the event it is found that candidates have disclosed false information in the application form, BEL reserves the right to disqualify their candidature at any stage during the selection process.
- Only Indian nationals need apply. The posts indicated above may vary based on the actual requirement at the time of selection. 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 what so ever.
- If candidate shortlisted/selected for the written test/Interview no changes to date/time/venue will be entertained at any point in time during the selection process.
- The candidates whose services have been terminated in the previous organization due to disciplinary proceedings are not eligible for the selections.

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 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.

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.

BEL has a robust and transparent recruitment process where the selection criteria is 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 Application and prescribed formats please visit : www.bel-india.in/careers/

For queries related to advertisement & payment of application fee contact us at:

E-mail: rechr4042@bel.co.in, Telephone: 080-22197933.

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