



(A Govt. of India Enterprise under the Ministry of Defence)

Advt. No. 383/TEMP-POSTS/HR/SW/2024-25

Date: 04.06.2025

Software Division of Bharat Electronics Ltd., a Navaratna Company and India's Premier Professional Electronics Company requires the following personnel on temporary basis for its Software SBU for execution of various prestigious projects.

Sl. No.	Post	Role	Qualification	No. of Posts	Minimum Post Qualification Experience	Upper age limit as on 01.06.2025	Reservation	Pay Scale
01	Sr. Software Trainee-I	Software Development, Testing & IT Support and Maintenance	MCA/ M.Sc (CS)	15	Nil	28 years	UR -8 EWS-1 OBC-3 SC-2 ST-1	35,000/-
02	Jr. Software Trainee-I	Software Development, Testing & IT Support and Maintenance	BCA/B. Sc (CS/IT)	15	Nil	26 years	UR -8 EWS-1 OBC-3 SC-2 ST-1	25,000/-
03	Software Professionals-I	Software Development, Testing & IT Support and Maintenance	B.E./B.Tech (CS/IS/IT Data Science & Engg./AI/ AI Engg.)	10	Minimum 5 years experience in Software Domain	40 years	UR -6 EWS-1 OBC-2 SC-1	60,000/-

Place of posting: Will be recruited at Bengaluru and posted to different locations like Bengaluru/Ghaziabad/Vizag/Delhi/Indore/Mumbai/Kolkata/Kochi.

NOTE:

- No. of vacancies may be increased or decreased based on the actual requirement at the discretion of the Management.
- Reservation of posts for Persons with Disability (PwBD) is as per Govt. guidelines.
- Candidates who are desirous of applying for the posts should be willing to travel extensively across the country.

I ELIGIBILITY CRITERIA:

- (i) **NATIONALITY** : Candidate must be a citizen of India.

(ii) AGE (as on 01.06.2025) :	Sl. No	Post / Post Code	Upper age limit (as on 01.06.2025)
	01	Sr. Software Trainee-I	28 Years
	02	Jr. Software Trainee-I	26 Years
	03	Software Professionals-I	40 years

iii. Relaxation of upper age limit :

Sl. No.	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	3 years
2	Scheduled Caste/ Scheduled Tribe	5 years
3	Persons with Disability (PwBD) having minimum 40% disability	10 years

- iv.** The upper age limit specified is applicable to General Category candidates. SSLC/SSC/ISC Marks card will be considered as proof of date of birth.
- v.** Candidates seeking age relaxation will be required to enclose copy of necessary certificate (s) along with application and submit in original at the time of interview and at any subsequent stage of the process for verification.
- vi.** OBC, EWS / Caste / Disability Certificate should be strictly in the format available on the BEL website and issued on or after 01.06.2024 failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
- vii.** The application of the candidates not meeting the prescribed age criteria will be rejected/cancelled without any prior intimation.
- viii.** For Candidates belonging to Persons with Benchmark Disability (PwBD) category having minimum 40% disability will get 10 (ten) years relaxation in addition to the relaxation applicable to SC/ST/OBC mentioned above.

II EDUCATIONAL QUALIFICATION AND AGE:

- **Sr. Software Trainee-I:** MCA, M.Sc in Computer Science with PASS CLASS from a recognised University / Institute in the relevant discipline. The upper age limit for General category shall be 28 years. Age relaxation for SC/ST/OBC/PwBD/EWS candidates will be as per Government directives.
- **Jr. Software Trainee-I:** BCA, B.Sc in Computer Science/IT with PASS CLASS from a recognised University / Institute in the relevant discipline. The upper age limit for General category shall be 26 years. Age relaxation for SC/ST/OBC/PwBD/EWS candidates will be as per Government directives.
- **Software Professionals-I:** BE/B. Tech in Computer Science/Information Science/Information Technology/Data Science & Engg. /Artificial Intelligence/ Artificial Intelligence Engg. with PASS CLASS from a recognised University / Institute in the relevant discipline. The upper age limit for General category shall be 40 years. Age relaxation for SC/ST/OBC/PwBD/EWS candidates will be as per Government directives.

- **Candidates must possess all years/semesters mark sheets and Provisional/Final Degree certificate/ Experience certificate. (In case of CGPA grading, Conversion certificate to substantiate the claim shall be attached with the application form. Applications without the conversion certificate will be rejected.)**

III MODE OF SELECTION FOR SENIOR SOFTWARE TRAINEE – I, JUNIOR SOFTWARE

TRAINEE – I:

Selection will be through Written Test and candidates will be selected in the order of merit i.e , Category-wise, Discipline-wise. The written test will be conducted for 100 marks. The details regarding selection date and venue will be e-mailed to the candidates/applicants through email to the mail id provided by the candidate.

- Candidates meeting the specified criteria as mentioned above in the advertisement will be communicated to attend the Written Test.

Please note: Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University. Failure to do so, will result in disqualification.

Intimation w.r.t. conducting of the written test will be sent through email provided by the candidates. Candidates are required to comply with the instructions indicated therein. The results of the final selection will be available on BEL website.

IV MODE OF SELECTION FOR SOFTWARE PROFESSIONAL – I:

Selection will be through Written Test and interview and candidates will be selected in the order of merit i.e , Category-wise, Discipline-wise. The written test will be conducted for 85 marks followed by an interview for candidates shortlisted in written test. The details regarding selection date and venue will be e-mailed to the candidates/applicants to the mail id provided by the candidate.

- Candidates meeting the specified criteria as mentioned above in the advertisement will be communicated to attend the Written Test.

Please note: Candidates have to compulsorily provide the CGPA conversion to percentage of marks, as per the guidelines provide by the concerned University. Failure to do so, will result in disqualification.

Only relevant experience (minimum 5 years) will be considered. The decision of the selection committee, with respect to relevance of experience will be final. Work experience indicated without supporting documents, will not be considered.

Intimation w.r.t. conducting of the written test will be sent through email provided by the candidates. Candidates are required to comply with the instructions indicated therein. The results of the final selection will be available on BEL website.

V JOB REQUIREMENT/EXPERIENCE:

Sr. Software Trainee-I (15 posts):

Software Development, Testing & IT Support and Maintenance - 0 to 1 year relevant post qualification experience in Software field (Freshers can apply).

Jr. Software Trainee-I (15 posts):

Software Development, Testing & IT Support and Maintenance - 0 to 1 year relevant post qualification experience in Software field (Freshers can apply).

Software Professionals-I (10 posts):

Software Development, Testing & IT Support and Maintenance: Minimum 5 years relevant post qualification experience in Software Development and Testing.

The cut-off date for deciding the experience shall be 01.06.2025. 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 acquired the essential educational qualification shall be considered. Experience certificates/Documents issued by the employer clearly indicating period of employment should be enclosed. Candidates are also required to enclose a separate write up describing the relevant post qualification experience gained/held by them. ***Teaching experience or/and training courses acquired will not be considered as relevant experience. Candidates possessing Industrial experience as specified only need to apply.***

VI TERMS OF ENGAGEMENT

- a. **Sr. Software Trainee-I:** will be engaged initially for a period of 2 years extendable by 1 year (maximum tenure 3 years) based on project requirement and performance of the Engineer. Candidates with 0 to 1 year relevant post qualification industrial experience are eligible to apply for the post.
- b. **Jr. Software Trainee-I:** will be engaged initially for a period of 2 years extendable by 1 year (maximum tenure 3 years) based on project requirement and performance of the Engineer. Candidates with 0 to 1 year relevant post qualification industrial experience are eligible to apply for the post.
- c. **Software Professionals-I:** will be engaged for a period of 3 years extendable by 1 year (maximum tenure of 4 years). Candidates with minimum 5 years relevant post qualification industrial experience are eligible to apply for the post.

For Junior Software Trainee, Senior Software Trainee and Software Professionals all other terms and conditions with reference to performance management, percentage of marks, benefits, area allowance, and procedure for engagement, termination clause, relaxations and concessions, performance management will be in line with Trainee Engineers/Project Engineers guidelines dated 26.08.2024.

VII APPLICATION FEE:

- a. Candidates belonging to General /OBC / EWS category and applying for the post of Sr. Software Trainee I are required to pay Rs. 150/- + 18% GST, Jr. Software Trainee I are required to pay Rs. 100/- + 18% GST, Software Professionals I are required to pay Rs. 450 + 18% GST as an application fee.
- b. **SC/ST/PwBD Candidates are NOT required to pay the Application Fee.**
- c. Application fee is non-refundable.
- d. Candidates may go through all the instructions and eligibility criteria carefully before remitting the Application Fee.
- e. Application fee needs to be remitted through Online mode i.e. SBI Collect.
- f. Payment receipt should be mandatorily attached along with other enclosures. Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and sending the application. **Fee once paid will not be refunded.** Candidates are requested to read the details and go through the screenshots for making the payment. Screenshots and instructions for the same are provided with the advertisement.

VIII REMUNERATION AND BENEFITS FOR SR. SOFTWARE TRAINEE-I, JR. SOFTWARE TRAINEE-I AND SOFTWARE PROFESSIONALS-I:

Years of experience	Designation	Consolidated remuneration per month
-	Senior Software Trainee - I	35000/-
	Senior Software Trainee - II	40000/-
	Senior Software Trainee - III	45000/-
-	Junior Software Trainee - I	25000/-
	Junior Software Trainee - II	28000/-
	Junior Software Trainee - III	31000/-
Minimum 5 Years	Software Professionals-I	60000/-
	Software Professionals-II	65000/-
	Software Professionals-III	70000/-
	Software Professionals-IV	75000/-

- a. In addition to the remuneration indicated in the table above, a consolidated amount of Rs. 12,000/- per year for Sr. Software Trainee and Jr. Software Trainee will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowances, etc.
- b. In addition to the remuneration indicated in the table above, a consolidated amount of Rs. 20,000/- per year for Software Professionals will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowances, etc.

IX HOW TO APPLY:

- a) Candidates who are desirous of applying for the above posts indicated in the advertisement and meet the above requirement may apply online by clicking the link provided against the advertisement. The last date to submit the online applications is **30.06.2025**.
- b) Candidates are required to read all the instructions given in the advertisement and enter all 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.
- c) In case a candidate submits more than one application for the same post, the application against which bank challan is deposited shall only be considered. Further, if a candidate submits two applications with bank challan for the same posts, the application with the latest registration number shall only be considered.
- d) Applications from multiple email IDs will be rejected. Candidate needs to use a single email ID.

X DOCUMENTS TO BE UPLOADED BY CANDIDATES WHILE SUBMITTING THE ONLINE APPLICATION:

- SSLC/Matriculation Certificate for Proof of Age.
- Scanned passport size photo
- BE/B.Tech/MCA/M.Sc(CS)/BCA/B.Sc.(CS/IT)Final Degree Certificate / Provisional Degree Certificate.

- Proof of Norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College.)
- No Objection Certificate (if applicable) for Candidates working in PSUs/Government/Quasi Government organizations on permanent/ Fixed Term basis should submit the application through proper channel or produce No Objection Certificate at the time of the interview. Such candidates, who are unable to produce NOC at the time of interview, will not be interviewed.
- Candidates employed on temporary basis in Government/Quasi Government and Public Sector Undertaking should compulsorily submit Offer of Appointment and latest payslip.
- Valid Caste Certificate in prescribed format (if belonging to EWS/OBC/SC/ST/PWBD). The prescribed formats are provided as link to the advertisement. OBC certificate should be as issued on or after 01.06.2024 and EWS certificate should be issued for the year 2024-25.
- Proof of Identity- Aadhar/Voter ID/Driving license/Any other Govt. approved identity document.
- Proof of relevant Post Qualification Industrial Experience (minimum 5 years) for post of Software Professional – I.

XI GENERAL INSTRUCTIONS:

- 1) Before applying for the post, the candidates should ensure that he/she fulfils the eligibility mentioned in the advertisement.
- 2) ONLY Indian Nationals can apply for the posts advertised.
- 3) Request for change of category (GEN/OBC/EWS/SC/ST) once declared in the application will not be entertained.
- 4) Applications received after the last date for submission will not be considered.
- 5) In the event of any applicant having litigated with his/her employer in the past, the same should be clearly mentioned in brief.
- 6) Applications that are incomplete, not in the prescribed format, without the required enclosures, not meeting the criteria as specified in the advertisement, will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.
- 7) The Caste / EWS / Disability Certificate should be strictly in the format available on the BEL website failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General Candidates.
- 8) 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 interview will be sent by e-mail to the email Id furnished by the candidate. In no circumstance candidate should share e-mail ID of any other person. BEL will not be responsible for bouncing of any e-mail sent to the candidates.
- 9) 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.
- 10) A candidate's short listing for interview and subsequent processes is strictly provisional. Mere fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
- 11) 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.
- 12) 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.
- 13) 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.
- 14) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Bengaluru.
- 15) All further announcements / details pertaining to this process will be published / provided on BEL website: www.bel-india.in from time to time.
- 16) All information submitted in the application form will be verified with the original documents at the time of document verification or at any stage of the recruitment process. If any document/information provided by the candidate is found to be false or incorrect or Non-

conformity with the eligibility criteria, then his/her candidature is liable to be rejected/cancelled at any stage of the recruitment and selection process without any prior intimation.

17) Candidature is liable to be rejected at any stage of recruitment/eligibility/selection process or after joining, if any information provided by the candidate is not found 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 are not recognized / false / misleading and / or amounts to suppression of information / particulars which should have been brought to the notice of BEL.

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

19) Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to submitting medical fitness certificate from a Medical Officer not below the rank of Civil Surgeon/ Assistant Surgeon at the time of joining.

20) Selected candidates (Jr. Software Trainee –I and Sr. Software Trainee –I) are required to be covered under Medical Insurance scheme for a sum of Rs. 2 Lakhs per annum for Medical cover and Rs. 5 Lakhs for Life cum accident coverage and submit the same at the time of joining.

21) Candidates selected as Software Professional – I are required to obtain medical insurance coverage for Rs. 2 lakhs per annum and Life cum accident coverage of Rs. 10 lakhs and submit the same at the time of joining.

22) 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.

Other Backward Class Certificate (Non-Creamy layer) **(Format for appointment to Posts under the Govt. of India)** and the Income and Asset Certificate for EWS issued by any one of the following authorities in the prescribed format **shall only** be accepted as proof of candidate's claim as belonging to OBC / EWS:

- i. District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendary Magistrate / Sub-Divisional Magistrate / Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner
- ii. Chief Presidency Magistrate/Additional Chief Presidency Magistrate / Presidency Magistrate
- iii. Revenue Officer not below the rank of Tehsildar and
- iv. Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

If there is a mismatch in caste/sub-caste submitted by the candidate at the time of applying and caste/sub-caste submitted during document verification/ at the time of joining, then the candidature shall be cancelled.

The last date to submit the online application is 30.06.2025.

BEL Website: www.bel-india.in

Clarifications if any, can be sought on 080-22197160, mail to: hrsoftware@bel.co.in

