

**PN-REC-ADV-SFOE-2024-06**
**BHARAT ELECTRONICS LIMITED**  
**NDA Road, Pashan, Pune – 411021.**
**Dated: 11.09.2024**

Bharat Electronics Limited, a Navratna category Central Public Sector Enterprise and India's leading professional Electronics Company, under Ministry of Defence, Government of India requires professionals for the post of Senior Field Operation Engineer (SFOE) on temporary basis for BEL Pune's CMRL Project at Chennai.

Post	Grade	Position	No. of Post	Upper Age as on 01.09.2024	Experience as on 01.09.2024	Posting Location	Reservation
Sr. Field Operation Engineer	SFOE-I	Cyber Security Expert	1	45	10 Years	Chennai	UR – 05 OBC (NCL) - 01
		Procurement Manager	1				
		QA Manager	1				
		OHSE Manager	1				
		Testing & Commissioning Manager	1				
Installation Manager	1						

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

**\*AGE RELAXATION:** The upper age limit indicated is for candidates belonging to General Category. The upper age limit will be relaxed by 3 years for OBC (NCL) candidates, 10 years for PwBD candidates (having minimum 40% disability, in addition to the relaxation applicable to respective category). SC/ST/EWS candidates will be considered on par with UR criteria.

**TERMS OF ENGAGEMENT & REMUNERATION:**

**Senior Field Operations Engineer (Sr. FOE)**

To be engaged initially for a period of **Three** years which may be extended up to a period of **Two** years (**Maximum tenure of 5 years**) based on project requirement and performance of the Senior Field Operations Engineer. Candidates with 10 years relevant post qualification industrial experience are eligible to apply for the post.

The entry level will be Senior Field Operations Engineer – I.

Years of experience	Designation	Consolidated remuneration per month
Minimum 10 years Industrial Experience	Senior Field Operations Engineer - I	Rs. 80,000/-PM
	Senior Field Operations Engineer - II	Rs. 85,000/-PM
	Senior Field Operations Engineer - III	Rs. 90,000/-PM
	Senior Field Operations Engineer - IV	Rs. 95,000/-PM
	Senior Field Operations Engineer - V	Rs. 100,000/-PM

In addition to the remuneration indicated above, 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. The additional amount shall be paid in two instalments i.e., First instalment to be processed in the first month's salary after joining and the second instalment will be paid after completion of 6 months from the date of joining.

**Medical benefit and Life insurance:**

The medical insurance coverage for Rs. 2 lakhs and Life cum accident coverage of Rs. 10 lakhs shall be obtained by concerned engineer at the time of joining.

**Age as on 01.09.2024:**

**(i) Senior Field Operation Engineer (Sr. FOE): Upper age limit is 45 years.**

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

**(i) Period of contract:**

- (i) Senior Field Operation Engineer (Sr. FOE): Initially for a period of Three (3) Years from the date of joining. However, the same may be extended upto a maximum of Two (2) more years (Maximum tenure of 5 years including the initial period) depending on the progress of the project and performance of the candidate.
- (ii) Remuneration: Senior Field Operation Engineer (Sr FOE): An all-inclusive consolidated remuneration of Rs. 80,000/- per month for the 1st Year of engagement and an increase of Rs. 5000/- every year.

**Minimum percentage of marks in qualifying examination:**

B.E. / B.Tech / B.Sc Engineering (4-year course) with PASS CLASS from a recognized University / Institution in the relevant discipline are eligible.

Qualification to be read post wise as mentioned below.

**Qualification: Sr. Field Operation Engineer (Post-Wise)**

- (1) Cyber Security Expert:** Candidate must be a Graduate in B.E/B.Tech/B.Sc Engineering (4-year course) in Computer Science/IT from a Govt. recognized University/Institute.

**Approved/Relevant Branches** – Computer Science, IT, Computer Science & Engg, Computer Science Engg.

**Job Requirement** – Candidate is required to work in any of the following areas:

- (i) Candidate should have relevant post qualification in managing Information Security in National and international projects, including supporting specifically in Information Security and cyber protection aspects in the planning and design, procurement, installation, integration, testing, operation and maintenance phase.
- (ii) The Cyber Security Expert will be overall In-charge for the cyber security activities as per project planning. Capture the all information security systems and cyber security requirements for project.
- (iii) The detailed management plan has been submitted to the client highlighting the roles and responsibility of the Cyber Security Expert.
- (iv) Establishing cyber security network and Responsible for discovering vulnerabilities and risk in networks.

- (v) Monitoring network data and ensuring hardware and software applications are updated.
- (vi) Candidates with experience of working in modern urban metro rail systems will be given preference.
- (vii) Certified CCISO/CISSP are preferred.

**Mandatory Experience** – Applicants should have minimum 10 years of total post-qualification experience and 05 years of relevant/similar post-qualification experience in one or more areas mentioned above.

**(2) Procurement Manager:** Candidate must be a Graduate in B.E/B.Tech/B.Sc Engineering (4-year course) from a Govt. recognized University/Institute.

**Job Requirement** – Candidate is required to work in any of the following areas:

- (i) Candidate should have relevant post qualification experience like Planning, Procurement, administration of contracts, Purchase of Telecom System, works in Railway Systems/Metro/LRT/Sub-urban Rail or in equivalent field.
- (ii) The Procurement Manager will be overall responsible for the procurement and planning activities of the project. Undertake the procurement activities related to project requirement.
- (iii) Ensure the smooth and hassle-free procedure from generation of PO till acceptance by QA Manager Interaction with vendors.
- (iv) Candidates with experience of working in modern urban metro rail systems will be given preference.
- (v) CSQP or equivalent Certification are preferred.

**Mandatory Experience** – Applicants should have minimum 10 years of total post-qualification experience and 05 years of relevant/similar post-qualification experience in one or more areas mentioned above.

**(3) Quality Assurance Manager:** Candidate must be a Graduate in B.E/B.Tech/B.Sc Engineering (4-year course) from a Govt. recognized University/Institute.

**Job Requirement** – Candidate is required to work in any of the following areas:

- (i) Candidate should have relevant post qualification experience like Quality Assurance of Telecom System works in Railway Systems / Metro/LRT/ Sub-urban Rail or in equivalent field.
- (ii) The QA Manager will be overall In-charge for the Quality activities under the QA guideline. A detailed Quality management plan has been submitted to the client highlighting the roles and responsibility of the Quality manager.
- (iii) The roles and responsibilities of the Quality Manager includes verification of work schedule and reports, Preparation of the project quality documentation.
- (iv) Candidates with experience of working in modern urban metro rail systems will be given preference.
- (v) Certified CSSGB or CMQ or ISO 9001 auditor or equivalent Quality Certificate are preferred.

**Mandatory Experience** – Applicants should have minimum 10 years of total post-qualification experience in field of Quality Assurance and 05 years of relevant/similar post-qualification experience in one or more areas mentioned above.

**(4) OHSE Manager:** Candidate must be a Graduate in B.E/B.Tech/B.Sc Engineering (4-year course) from a Govt. recognized University/Institute.

**Job Requirement** – Candidate is required to work in any of the following areas:

- (i) Candidate should have relevant post qualification experience like Safety Officer/In-Charge in Railway Systems / Metro/LRT/ Sub-urban Rail or in equivalent field.
- (ii) The Safety manager is overall responsible for the Safety of the project as per the guideline.
- (iii) He is responsible for producing the test plan and procedures.
- (iv) The Safety Manager will report to the Project Manager and shall be responsible for Safety related activities. Safety manager will manage all the safety activities of the supplied subsystems at the construction area. Safety Manager's main mission is to control at each step of the project that the safety aspects are fully addressed in all project activities and deliverables.

(v) Safety Manager is assisted by safety engineer and site engineer for this mission Specific responsibility includes the following activities:

- Set-up Safety Plan
- Coordinates Safety Activities
- Provide regular update on progress
- Participate in co-ordination or progress meetings, workgroups
- Validate Safety Plan
- Ensures that the safety program is completely fulfilled
- Validate all safety analysis for the respective subsystem(s)
- Set up and manage individual subsystems hazard log
- Support CMRL chief project manager Project Manager in producing the general Safety Cases
- Transmit safety issues concerning design from safety studies to Project Manager

(vi) Candidates with experience of working in modern urban metro rail systems will be given preference.

(vii) Certification related to OHSE are preferred.

**Mandatory Experience** – Applicants should have minimum 10 years of total post-qualification experience and 05 years of relevant/similar post-qualification experience in one or more areas mentioned above.

**(5) Testing & Commissioning Manager:** Candidate must be a Graduate in B.E/B.Tech/B.Sc Engineering (4-year course) in Electronics/Electronics & Communications/Electronics & Telecommunication from a Govt. recognized University/Institute.

**Job Requirement** – Candidate is required to work in any of the following areas:

- (i) Candidate should have to co-ordinate with the installation team for testing and commissioning the hardware on site. Involved in all testing activities such as Factory Acceptance testing, System Integration testing, System Acceptance Testing.
- (ii) The roles and responsibility of Testing & Commissioning Manager includes reporting the issues found during testing, Preparing the test scenario documents, Preparing test plan documentation, Fixing the site and commissioning issues, Proposing resolutions and getting them implemented.
- (iii) Candidate should have relevant post qualification experience like design/specifications, planning, installation, testing, commissioning of Telecom, System works in Railway Systems/Metro/LRT/Sub-urban Rail or in equivalent field.
- (iv) Candidates with experience of working in modern urban metro rail systems will be given preference.

**Mandatory Experience** – Applicants should have minimum 10 years of total post-qualification experience and 05 years of relevant/similar post-qualification experience in one or more areas mentioned above.

**(6) Installation Manager:** Candidate must be a Graduate in B.E/B.Tech/B.Sc Engineering (4-year course) in Electronics/Electronics & Communications/Electronics & Telecommunication from a Govt. recognized University/Institute.

**Job Requirement** – Candidate is required to work in any of the following areas:

- (i) The Installation Manager will be overall In-charge for the installation activities scheduled as per project planning.
- (ii) The installation manager should act as direct interface to CMRL chief project manager for all installation activities.
- (iii) The roles and responsibility of Installation Manager includes prepares site progress and updates to project manager and other stakeholders, Establishment and management office, stores and workshop, Organization and supervision of Installation, test and acceptance of the system.

- (iv) Candidate should have relevant post qualification experience like design/specifications, planning, installation, testing, commissioning of Telecom System works in Railway Systems/Metro/LRT/Sub-urban Rail or in equivalent field.
- (v) Candidates with experience of working in modern urban metro rail systems will be given preference.

**Selection Procedure:**

- Selection will be through a Written Test followed by an Interview of only for those candidates who qualify the Written Test in the ratio of 1:5 in the order of merit in each category.
- Written Test will consist of objective type questions for 85 marks from Technical domain and General Aptitude.
- All candidates i.e. UR/OBC(NCL) shall secure 35% as qualifying marks and PwBD candidates shall secure 30% as qualifying marks in written test. SC/ST/EWS candidates will be considered on par with UR criteria.
- Please note that Written Test/Interview call letters will be sent through email only. BEL will not be responsible for bouncing of any e-mail sent to the candidate.
- All outstation candidates shortlisted for Interview will be reimbursed with AC Chair Car / III Tier AC class train fare by the shortest route between the correspondence address and place of interview on production of valid train tickets. There will be no reimbursement of fare for attending the written test.
- The names of candidates selected for the post will be notified on our Company's website.

**APPLICATION FEE**

Post	Application Fee	Exemption
Senior Field Operations Engineer - I	Rs.531/- (Rs.450/- + 18% GST)	<b>Candidates belonging to SC, ST, and PwBD categories are exempted from payment of application fee.</b>

- The application fee should be remitted through SBI Collect.
  - Candidates are requested to read the details and manual provided on the website for making the payment.
  - GEN/ EWS/ OBC candidates have to enter “**SBI Collect reference number**” generated after payment in the online application form. Please check the link given on the BEL website regarding instructions for making SBI Online payments. SC/ST/PwBD candidates are exempted from payment of application fee.
  - Application fee paid for this advertisement to BEL Pune will only be considered.
- 1. Candidates should go through all instructions and eligibility criteria carefully before remitting Application Fee.**
  - 2. Fee once paid will not be refunded for whatever reason.**
  - 3. Candidates may take note that Cheque, DD or cash will not be accepted towards payment of application fee.**

**GENERAL CONDITIONS**

- 1) Only Indian nationals need to apply.
- 2) 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.



- 3) Candidates employed in Govt./Quasi Govt. and Public Sector Undertaking is required to submit the “**No Objection Certificate**” at the time of interview; without which such candidate will not be allowed to appear for the interview.
- 4) The number of posts indicated above may vary based on the actual requirement at the time of selection.
- 5) Applications that are incomplete, without the required/mandatory enclosures/attachments will be summarily rejected 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.
- 6) Selected candidate may be required to serve in other location/s also, if need arises, as per Company’s requirement.
- 7) Candidates are required to provide their one valid e-mail ID which shall be entered in the application form. Information pertaining to the Written Test / Interview will be sent to the shortlisted candidates only by e-mail. BEL will not be responsible for bouncing of any e-mail sent to the candidate. All correspondence will be done through e-mail only.
- 8) BEL reserves the right to debar the candidates at any stage of selection process, if the candidature is not found suitable.
- 9) Candidates claiming to be belonging to OBC(NCL), PwBD category are required to submit the latest certificate in the prescribed proforma (available in Company’s website [www.bel-india.in](http://www.bel-india.in)) issued by the prescribed authority along with the application. Certificate in any other proforma or issued by an authority other than the prescribed authority will not be accepted.
- 10) Request for change of category once declared in the application form will not be entertained.
- 11) Candidates belonging to OBC category should produce the certificate dated on or after 01.09.2023 along with Non Creamy Layer Certificate for considering his/her in OBC category.
- 12) Appointment of the provisionally selected candidate will be subject to being found Medically Fit by the Company’s medical authorities as per the medical fitness standards laid down by the Company. The candidate who is called to report on selection should get himself/herself medically examined by a Civil Surgeon/Asst. Civil Surgeon of District Government Hospital and submit the medical report as per the requirement of the Company.
- 13) Candidates with relevant disability of not less than 40% only will be eligible for reservation and relaxation as PwBD. PwBD candidates are required to submit Disability Certificate issued by the Medical board in the prescribed format (available in Company’s website [www.bel-india.in](http://www.bel-india.in)) along with the application.
- 14) In case any University / Institute is following an evaluation system of CGPA / DGPA / OGPA or letter grade, the candidate, wherever applicable, it is mandatory for the candidate to submit percentage (%) conversion certificate issued by university / institution and awarded class along with the application.
- 15) The admission at all/any stage of selection process will be purely provisional. Mere issue of admit card/interview call letter/provisional offer of appointment to the candidate will not imply that his/her candidature has been cleared by BEL. BEL reserves the right to debar/ disqualify any candidates at any stage of the selection process for any reason whatsoever. Mere applying for the post shall not be deemed as selection.
- 16) **Canvassing in any form will result in disqualification at any stage of the selection process.**
- 17) **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.**
- 18) **BEL reserves its right to take legal action including criminal action against such fraudsters.**

- 19) Please ensure that the applicant fulfils all the eligibility criteria as stipulated in the advertisement. In case applicant fails to meet any of the eligibility criteria as stated in the advertisement for the post, his/her candidature will be cancelled at any point of selection process. The decision of the management in this regard would be final. Candidate must go through all instructions and eligibility criteria carefully before submission of Application fee. Application Fees once paid will not be refunded in any case/circumstances.
- 20) Decision of BEL on all matters regarding eligibility of candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.
- 21) In the event any candidate has litigated with his/her employer in the past, the same should be intimated at the time of interview.
- 22) Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the career 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) Management reserves the right to increase or decrease the vacancies and also cancel /restrict /enlarge/modify/alter the recruitment /selection process if need so arises, without issuing any further notice or assigning any reason thereafter.

**Documents to be submitted by candidates while submitting Online Application:**

Candidates are required to **upload** the following documents:

- i. Birth date proof – Birth Certificate or Marks Sheet issued by Board for Matriculation with clear mention of Date of Birth on it.
- ii. Scanned passport size photo.
- iii. All certificates (starting from Matriculation / Class X/PUC/ XII class/ Degree) in support of educational qualifications.
- iv. All Semester Mark sheets of qualifying degree - BE/B.Tech/B.Sc Engineering (4-year course)
- v. Qualifying Degree Certificate.
- vi. Conversion formula certificate for conversion of CGPA / DGPA / OGPA or letter grade to percentage marks & awarded class, duly certified by the University / Institution, wherever applicable.
- vii. Disability certificate in the prescribed format, if the candidate belongs to PwBD category.
- viii. No objection certificate if employed in Government / Quasi Government and Public Sector undertakings.
- ix. Experience certificate from the previous and present employer with clear mention of joining / exit date and job responsibilities held. Where current employment certificate is not produced, the joining/ appointment letter, first and latest Payslip and employee id proof should be compulsorily attached to determine the number of years of experience.

**The last date for receipt of application is 26-09-2024.**