JOIN HANDS TO EMPOWER THE NATION'S DEFENCE FORCES.

JOIN BEL

Advt No. 17556/HR/All-India   **Date: 04.10.2023**

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

Bharat Electronics Limited (BEL) is a Navaratna PSU and India's premier Professional Electronics Company with a portfolio of over 350 different products in the areas of Military Communication, Radars, Naval Systems, C4I Systems, Weapon Systems, Homeland Security, Strategic Communication and Unmanned Systems, Electronic Warfare, Tank Electronics and Electro Optics.

BEL seeks applications from zealous and budding professionals for the posts mentioned:

1. PAY SCALE, EMOLUMENTS & OTHER FINANCIAL BENEFITS

Sl.No	Post / Grade	No. of Posts	Basic Pay Scale (Rs.)	Age (as on 01.09.2023)	Allowances
1	Probationary Engineer / E-II	205	40,000-3%- 1,40,000 CTC: 12 lacs – 12.5 lacs	25 years	In addition to basic pay, the selected candidates will be entitled for DA, HRA, Conveyance Allowance, Performance Related Pay, Medical Reimbursement and other perquisites as admissible.
2	Probationary Officer (HR) / E-II	12			
3	Probationary Accounts Officer / E-II	15		30 Years	

2. DETAILS OF POSTS AND MINIMUM ELIGIBILITY CRITERIA

Sl.No	Name of Post / Grade	No. of Posts	Essential Qualification	Posts identified suitable for Persons with Benchmark Disability
1	Probationary Engineer / E-II	124	B.E / B.Tech / B.Sc Engineering Graduate in Electronics and Communication	a) LV b) D, HH c) OA, BA, OL, BL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
2	Probationary Engineer / E-II	63	B.E / B.Tech / B.Sc Engineering Graduate in Mechanical	a) LV b) D, HH c) OA, BA, OL, LC, Dw, AAV d) ASD (M), SLD, MI e) MD involving (a) to (d) above
3	Probationary Engineer / E-II	18	B.E / B.Tech / B.Sc Engineering Graduate in Computer Science	a) LV b) D, HH c) OA, OL, BL, OAL, CP, LC, Dw, AAV d) ASD (M), SLD, MI e) MD Involving (a) to (d) above
4	Probationary Officer (HR) / E-II	12	Two years MBA/MSW/PG Degree / PG Diploma in Human Resources Mgt./Industrial Relations / Personnel Mgt.	a) B, LV b) HH c) OA,BA, OL, OAL, CP, LC, Dw, AAV, d) SLD e) MD Involving (a) to (d) above
5	Probationary Accounts Officer / E-II	15	CA/CMA Final	a) LV b) D, HH c) OA, BA, OL, OAL, CP, LC, Dw, AAV, MDy d) MD involving (a) to (c) above

CATEGORY ABBREVIATIONS USED: B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both leg & one arm , BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw =Dwarfism, AAV=Acid Attack Victims, MDy=Muscular Dystrophy, ASD= Autism Spectrum Disorder (M= Mild, MoD= Moderate), ID= Intellectual Disability, SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities

3. **RESERVATION:**

Following will be the reservation pattern:

UR	OBC (NCL)	SC	ST	EWS	Total
96	62	34	17	23	232

Reservation for PwBD will be as per Government guidelines
ABBREVIATIONS USED: UR: Unreserved, OBC (NCL): Other Backward Classes (Non-Creamy Layer), SC: Schedule Caste, ST: Schedule Tribe, EWS: Economically Weaker Section

4. **ELIGIBLE QUALIFICATION**

➢ For **PROBATIONARY ENGINEER** post, UR / OBC (NCL) / EWS candidates with first class in B.E / B.Tech / B.Sc Engineering Graduate from AICTE approved Colleges in Electronics / Electronics and Communication / Electronics & Telecommunication / Communication / Telecommunication / Mechanical / Computer Science / Computer Science and Engineering.

Candidates with first class in AMIE / AMIETE / GIETE in the above disciplines are also eligible to apply. SC/ST/PwBD candidates with Pass class in the above degree / disciplines are eligible to apply.

Note: Other equivalent disciplines will NOT be considered.

Calculation of percentage of marks in the qualifying degree would be governed by Institute/University rules.

Wherever final marks in the qualifying degree have been awarded as letter grade (CGPA/GPI/SGPA etc.), equivalent percentage of marks shall be adopted from conversion formula issued by respective Institute/University for establishing eligibility criteria. Such candidates would be required to submit the conversion certificate issued by the concerned Institute/University at the time of Interview, if shortlisted. Failure to submit the conversion certificate will result in disqualification of candidature.

➢ For **PROBATIONARY OFFICER (HR)** post, UR / OBC (NCL) / EWS candidates with first class in MBA/MSW/PG Degree / PG Diploma (Two years) in Human Resources Management /Industrial Relations / Personnel Management from AICTE approved Colleges/Universities. SC/ST/PwBD candidates with Pass class in the above degree / disciplines are eligible to apply.
In case of dual degrees of HR with another specialization, HR should be the major subject.

In case where degree does not specify HR as major subject, the candidate should have studied at least 5 out of the 8 subjects listed below:

      a. Labour Laws
      b. Organization Behaviour
      c. Human Resources Management
      d. Management Principles and practices
      e. Human Resource Development
      f. Industrial Relations
      g. Recruitment & Selection
      h. HR Analytics

IMPORTANT: The degree must be recognized by an Indian University (University incorporated by an Act of the Central or State Legislature in India or other Educational Institutions established by an Act of Parliament or declared to be deemed as universities under Section 3 of University Grants Commission Act, 1956).

➢ For **PROBATIONARY ACCOUNTS OFFICER** post, Pass class in CA/CMA Final from The institute of Chartered Accountant of India / The Institute of Cost Accountant of India.

5. <u>AGE CRITERIA</u>:

The maximum age limit for unreserved candidates as on the crucial date 01.09.2023 will be 25 years for the post of Probationary Engineer and Probationary Officer (HR). In case of Probationary Accounts Officer   the maximum age limit for unreserved candidates as on 01.09.2023 will be 30 years. Upper age limit is relaxable by 5 years for SC/ST candidates and 3 years for OBC (NCL) candidates.

In respect of PwBD candidates, upper age limit is relaxable by 10 years. In respect of PwBD candidates belonging to SC/ST/OBC (NCL) category, the age relaxation admissible will be in addition to the relaxation admissible for candidates belonging to SC/ST/OBC (NCL).

Certificate issued by a Board of Secondary Education for passing Matriculation/Higher Secondary mentioning the date of birth shall be the only acceptable document in support of proof of age.

In case of non-availability of the date of birth in the Matriculation/Higher Secondary school certificate, Birth certificate issued by competent authorities will be considered.

For getting the benefits of reservation under OBC (NCL) category

- Name of caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India for appointment to posts under GOI and Central Govt. Public Sector Undertakings.

- Candidates should be able to produce caste certificate issued by the competent authority on or after **01.09.2022** in the latest prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government /Public Sector Undertaking.

- The certificate must contain date of issue along with name of caste, spelled exactly in the same manner as appearing in the central list.

- The OBC category candidates who belong to "CREAMY LAYER" are not entitled for OBC (NCL) concession/reservation and such candidates shall have to apply as "Unreserved" category candidate.

For getting the benefits of reservation under SC/ST category:

- Name of caste/tribe to which candidate belongs must appear in the Central List of SC/ST of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India.

- The caste certificate must contain date of issue along with name of caste.

- The candidates need to furnish their SC/ST certificate as per the latest format prescribed by Government of India.

For getting the benefits of reservation under EWSs category:

- Candidate shall be in passion of the requisite Income and Asset Certificate based on income for FY 2021-2022 and issued on or after 01.04.2022 (after completion of FY 2021-2022).
- Applicant's photo on the certificate should be duly pasted, signed and stamped by issuing authority.

For getting the benefit of reservation under PwBD category: The candidate should meet following criteria to claim relaxation/reservation under PwBD category

- Nature of Disability – Permanent
- Degree of Disability – Minimum 40%
- PwBD certificate as per latest format applicable to relevant category of disability.
- In respect of PwBD candidate's upper age limit is relaxable by 10 years. In respect of PwBD candidates belonging to SC/ST/OBC (NCL) category, the age relaxation admissible will be in addition to the relaxation admissible for candidates belonging to SC/ST/OBC (NCL).

- In respect of Persons with Benchmark Disability, the degree of disability that the candidate should have for consideration under the category will be as prescribed by Government norms.

For getting the benefits of reservation under Ex-servicemen category:

- Relaxation will be extended as per Govt. guidelines in respect of Ex-Servicemen.
- Candidate needs to submit Annexure-3 in the prescribed format which is signed by the competent authority.

6. NO. OF POSTS

There are 232 vacancies for the above positions (124 Electronics, 63 Mechanical, 18 Computer Science, 12 Human Resources and 15 Finance posts).

The total number of posts in each specialization may be increased or decreased based on the actual requirement at the time of recruitment at the discretion of Management.

7. PLACE OF POSTING

The above openings are for all/any of the Units/Offices of BEL at of the following locations: Bangalore (Karnataka), Ghaziabad (UP), Pune (Maharashtra), Hyderabad (Telangana), Chennai (Tamil Nadu), Machilipatnam (Andhra Pradesh) Panchkula (Haryana), Kotdwara (Uttarakhand) and Navi Mumbai (Maharashtra)

Depending upon the requirements of the Company, selected candidates can be posted to any place in India or any Section /Department/Division/Unit of BEL at the discretion of the Management without detriment to the emoluments.

8. LAST DATE OF APPLICATION:

Last date for applying on line is 28.10.2023

9. APPLICATION FEE:

Candidates belonging to GEN/EWS/OBC (NCL) category are required to pay an application fee of Rs 1000/- + GST, i.e **Rs. 1180/-.**

Candidates are required to enter all information correctly in the on-line application form and verify the same before submission, as changes shall not be permitted after submission

of the application form.

Prior to paying the application fee, candidates are required to carefully go through the advertisement and pay the fees only after making sure he/ she is eligible to apply for the said posts. Application fee once paid will **not be refunded** by the Company/ Bank to applicants.

SC/ST/PwBD/ESM candidates are exempted from payment of application fee.

10. **METHOD OF SELECTION:**

Candidates who meet the qualifying criteria and whose online applications have been accepted will be provisionally shortlisted for the computer based test.

Based on the performance in the computer based test, candidates will be provisionally shortlisted for interview.

Selection will be based on the performance of the candidate in both the computer based test and interview.

Candidates who meet the qualifying criteria and whose online applications are accepted are required to log on to the BEL website and enter their credentials to access and download their computer based test call letter. Candidates are required to print the call letter and comply with the instructions indicated therein. Please note that call letters **will not be sent through e-mail or through conventional mail.**

Candidates, whose applications are accepted through the process of submission of online applications, are eligible to attend the computer based test at the respective center. The call letters will be uploaded on the BEL website.

THE COMPUTER BASED TEST WILL BE HELD TENTATIVELY IN THE MONTH OF - DECEMBER 2023

11. **COMPUTER BASED TEST**

The computer based test will be held at Centres mentioned in Annexure-A. Candidates should choose 5 test center nearest to their place of correspondence. Allocation of the test center will be done based on the availability of the test center. No request for change in test center will be allowed. Candidates will not be reimbursed their cost of travel for attending the computer based test.

The computer based test will consist of objective type questions from Engineering/HR/Finance subjects as applicable, in the respective disciplines / specializations and General Aptitude. The list of candidates, who have been short-listed based on the computer based test for interview, will be published on the BEL website. They will be required to appear for an interview for final selection. The results of selection will be available on the BEL website through query mode.

12. HOW TO APPLY

1. Candidates in their own interest are advised to apply & submit application promptly and not to wait till the last date/time for applying online. **BEL shall not be responsible if candidates are not able to submit their applications on account of the last minute rush**.

2. Please retain print-out of application form & payment acknowledgement slip for future references.

3. **Please do not send hard copy** of the application form or any documents to the **office of BEL.**

4. Candidates must go through this detailed advertisement very carefully and check their eligibility before proceeding to apply ONLINE for the position.

5. Before start of filling-up of application through on-line mode, the candidate should keep ready, the following details/ documents:

   a. Valid E-mail ID & Mobile Number - For proper communication it is suggested to provide personal E-mail ID & Mobile No.
   b. Scanned copy/Softcopy of the recent passport size color Photograph (not older than 3 Months). Candidates should ensure that the same photograph is used throughout this recruitment process.
   c. Scanned signature.

6. Kindly note that the Category once filled by candidate in the on-line application form will not be changed.

How to Apply
I. Candidates should have a valid personal e-mail ID & Mobile No. and must ensure that it is active during the entire recruitment process. Application sequence number, User ID, Password and all other important communication will be sent on the same registered e-mail ID *(please ensure that email sent to this mail box is not redirected to your junk/spam folder)* & mobile No.
II. Candidates should take utmost care in furnishing/providing the correct details while

	filling-up the on-line application. YOU CAN EDIT THE INFORMATION BEFORE SUBMISSION OF APPLICATION. **Once the Form is submitted, it can't be edited.**
III.	Application once submitted cannot be edited /withdrawn and fee once paid will neither be refunded nor adjusted.
IV.	The process for submitting the application is given below:-

	STEP-I Sign-Up
a.	Candidates agreeing Terms & Conditions of the recruitment may apply by clicking **(√)** in the Box & press 'START' button.
b.	The candidate should fill up all the desired information i.e. **Post Applied, candidate name, email id, mobile number,** etc. correctly.
c.	Sign-up by filling-up **Post Applied; Category; Candidate Name, Mobile Number and E-Mail ID** after clicking SUBMIT button/ tab, the candidates will receive **Application Sequence No (User ID) & Password** on their registered E-mail ID during Signing. Now, candidate has to Click **"Log Out"** tab (given on top right corner) and re-log in for Step-II. On completion of Step-I, Sign- Up mail will be received in candidate's registered Email ID/mobile number confirming his singed-up along with the User ID (Application Sequence No.) and password.

	STEP-II : Filling-up of Application
d.	After having signed-up, candidate has to Re-login and click on on "**Go to Application Form**" icon at top right corner, select his category and other mandatory details and complete Personal Details, Qualification Details, Upload photo/signature) and submission of Fee through Online mode via Debit card, Credit cards or Internet Banking/UPI etc. through SBI e-Pay Lite .
e.	Instructions regarding scanning of Photograph and Signature: Candidates should upload the scanned (digital) image of their photograph and signature in Jpg/jpeg format , as per the process given below: i. Photograph Image: • Photograph must be a recent passport size colour picture on light background *(not older than 03 Months).* • Look straight at the camera with a relaxed face. • The size of the scanned image should be minimum 50 KB and maximum 100 KB in jpg/ jpeg format only. ii. Signature image: • The applicant has to sign on white paper with Black ink pen. • The signature must be signed only by the applicant and not by any other person. • Please scan the signature area only and not the entire page. • Size of file should be minimum 50KB and maximum 100 KB in Jpg/jpeg format only.

	iii. Scanned copy of Degree certificate(minimum 100kb and maximum 1MB):
	iv. Scanned copy of Caste certificate (if applicable) (minimum 100kb and maximum 1MB):
	v. Scanned copy of Other Documents (As applicable) (minimum 100kb and maximum 1MB):
	CLICK PREVIEW Button to view the details entered. **Please ensure that all aspects of the application and Photo/Sign are correct before submitting.** **Please note that you cannot Edit/Modify your application once you click SUBMIT Button.**
f.	Once the application is submitted, candidates automatically will be redirected to SBI e-Pay Lite gateway to deposit the fee through Debit Card/Credit Card/Net Banking etc.
g.	Guidelines for remittance of fee are as under (if applicable) : • Post submission, the candidate will be re-directed to SBI e-Pay Lite gateway to make the online payment of application fees. • Kindly verify the details and make the payment for application fees via the different payment modes. • After successful payment of application fees, the candidate will be redirected to his application form.
h.	Technical queries/ clarifications relating to the filling up of ON-LINE APPLICATION, please feel free to contact the Helpdesk at Helpdesk Number : +919513165586

The candidates should ensure that they fulfil all eligibility criteria and other conditions as specified in this advertisement and that the particulars furnished by them in the online application are complete and correct in all respects.

Suppression of any fact may lead to termination of candidature at any stage of selection process or during employment, if selected. Furnishing false information or concealment/suppression of factual information may render the candidate unfit for employment.

Mere registration on portal shall not mean that candidate is meeting the eligibility criteria. The same has to be established by producing relevant and valid documents in Original at the time of document verification.

In case it is detected at any stage of the selection process that a candidate does not fulfil the eligibility criteria, and/ or that candidate has furnished any incorrect information or has suppressed any material fact(s), his/her candidature may be cancelled, and appointment may be summarily terminated, if selected.

Candidates presently employed in Government Departments / PSUs / Autonomous Bodies need to submit NOC (No Objection Certificate) from competent authority of their current employer at the time of interview.

Any canvassing directly or indirectly by the applicant will lead to disqualification of his/ her candidature.

Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of BEL website: www.bel-india.in. Candidates are requested to visit the website regularly to keep themselves updated.

All the details mentioned in the online form will be treated as final and no request for changes will be entertained later on. Therefore, candidates are advised to fill the ONLINE form very carefully making correct entries in the respective fields. An application once submitted shall not be considered for any editing later on.

13. <u>SHORT LISTING PROCEDURE :</u>

The candidate belonging to General /OBC (NCL)/EWS & ESM need to score a minimum of 35% to clear the Computer Based Test and candidates belonging to SC/ST/PwBD need to score a minimum of 30%.

Based on the Computer Based Test score, candidates will be shortlisted for interview in the order of merit in the ratio 1:5.

14. <u>GENERAL CONDITIONS:</u>

i) **<u>Only Indian Nationals are eligible to apply</u>**

ii) **<u>SERVICE AGREEMENT:</u>** Selected candidates will be required to undergo an Orientation / On-the-Job training for a period of 6 months. They will be required to execute a Service Agreement to serve the Company for a period of 3 years after training and should be willing to serve in any of the Units / Offices of BEL. The amount payable for breach of Service Contract is Rs. 3,00,000/-

iii) Appointment of the selected candidates will be subject to being found medically fit by the Company's Medical Authorities as per the company's medical standards.

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

v) The criteria/relaxations/terms and conditions for internal candidates will be as per the internal advertisement dated 04.10.2023.

vi) Candidates may opt to answer the computer based test question paper in English or Hindi.

vii) Candidates whose specialization mentioned in their Degree Certificate does not tally with the branch mentioned in the application will not be considered for interview.

viii) BEL reserves the right to debar candidate at any stage of the computer based test / interview proceedings/final document verification, if the candidature is not considered suitable for any reason.

ix) 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.

x) The applicant shall ensure that he/she fulfills 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 Fee once paid will not be refunded in any case/ circumstances.

xi) **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.**

xii) BEL reserves its right to take legal action including criminal action against such fraudsters.

CLARIFICATIONS

In case of any clarifications regarding the advertisement please feel free to contact through Helpdesk tab integrated in the application portal or contact through Toll-free Number +919513165586.

Please note that no other form of communication will be entertained including telephone calls, conventional mail, other e-mail ids etc.

Annexure-A – List of Exam Centers

Sr No.	State	City	Sr No.	State	City
1	Andhra Pradesh	Rajahmundry	46	Maharashtra	Pune
2	Andhra Pradesh	Tirupathi	47	Manipur	Imphal
3	Andhra Pradesh	Vijayawada	48	Meghalaya	Shillong
4	Andhra Pradesh	Vishakhapatnam	49	Mizoram	Aizawl
5	Arunachal Pradesh	Itanagar/Naharlagun	50	Nagaland	Kohima
6	Assam	Guwahati	51	Odisha	Bhubaneswar
7	Bihar	Arrah	52	Odisha	Cuttack
8	Bihar	Bagalpur	53	Odisha	Rourkela
9	Bihar	Muzaffarpur	54	Odisha	Sambalpur
10	Bihar	Patna	55	Puducherry	Puducherry
11	Bihar	Purnea	56	Punjab	Amritsar
12	Chandigarh	Chandigarh/Mohali	57	Punjab	Bhatinda
13	Chattisgarh	Bhilai Nagar/Durg	58	Punjab	Jalandhar
14	Chattisgarh	Bilaspur (CH)	59	Punjab	Ludhiana
15	Chattisgarh	Raipur	60	Punjab	Patiala
16	Delhi/NCR	Delhi/NCR	61	Rajasthan	Ajmer
17	Goa	Panaji	62	Rajasthan	Bikaner
18	Gujarat	Ahmedabad	63	Rajasthan	Jaipur
19	Gujarat	Gandhinagar	64	Rajasthan	Jodhpur
20	Gujarat	Vadodara	65	Rajasthan	Kota
21	Haryana	Ambala	66	Rajasthan	Udaipur (RJ)
22	Haryana	Hisar	67	Tamilnadu	Chennai
23	Himachal Pradesh	Solan	68	Tamilnadu	Coimbatore
24	Jammu and Kashmir	Jammu	69	Tamilnadu	Erode
25	Jammu and Kashmir	Srinagar	70	Tamilnadu	Madurai
26	Jharkhand	Jamshedpur	71	Tamilnadu	Salem
27	Jharkhand	Ranchi	72	Tamilnadu	Tiruchirappalli
28	Karnataka	Bengaluru	73	Tamilnadu	Tirunelveli
29	Karnataka	Hubli	74	Tamilnadu	Vellore
30	Karnataka	Mangaluru(Mangalore)	75	Telangana	Hyderabad
31	Karnataka	Mysuru (Mysore)	76	Telangana	Karimnagar
32	Kerala	Ernakulam	77	Telangana	Warangal
33	Kerala	Kannur	78	Tripura	Agartala
34	Kerala	Kozhikode	79	Uttar Pradesh	Agra
35	Kerala	Thiruvananthapuram	80	Uttar Pradesh	Bareilly
36	Madhya Pradesh	Bhopal	81	Uttar Pradesh	Gorakhpur

37	Madhya Pradesh	Gwalior		82	Uttar Pradesh	Jhansi
38	Madhya Pradesh	Indore		83	Uttar Pradesh	Kanpur
39	Madhya Pradesh	Jabalpur		84	Uttar Pradesh	Lucknow
40	Madhya Pradesh	Sagar		85	Uttar Pradesh	Meerut
41	Maharashtra	Amravati		86	Uttar Pradesh	Varanasi
42	Maharashtra	Aurangabad (MH)		87	Uttarakhand	Dehradun
43	Maharashtra	Mumbai		88	Uttarakhand	Haldwani
44	Maharashtra	Nagpur		89	Uttarakhand	Roorkee
45	Maharashtra	Nashik		90	West Bengal	Asansol
				91	West Bengal	Howrah
				92	West Bengal	Kolkata
				93	West Bengal	Siliguri

FAQs

What are the different categories?

The categories are:

1. General (GN)
2. Other Backward Class (OBC (NCL))
3. Scheduled Caste (SC)
4. Scheduled Tribe (ST)
5. Persons with Benchmark Disability (PwBD)
6. Ex-servicemen (ESM)

What is the age limit for various categories

1. General/EWS   -   25 years for as on1st Sept 2023 for Probationary Engineer and Probationary Officer (HR)

          30 years for as on1st Sept 2023 for Probationary Accounts Officer

2. OBC (NCL)   -   age relaxation of 3 years.
3. SC   -   age relaxation of 5 years.
4. ST   -   age relaxation of 5 years.
5. PwBD   -   age relaxation of 10 years.
6. PwBD & OBC (NCL)   -   age relaxation of 13years.
7. PwBD & SC/ST   -   age relaxation of 15years.
8. Ex-Servicemen   -   age relaxation of 5 years.

What is the Qualification criteria for various categories?

1. General   -   First class

2. OBC (NCL)   -   First class
3. EWS   -   First class
4. SC   -   Pass class
5. ST   -   Pass class
6. PwBD   -   Pass class

Do I need to pay application fee?

1. General   -   Yes-forRs.1000/- + GST
2. OBC (NCL)   -   Yes-forRs.1000/- + GST
3. EWS   -   Yes-forRs.1000/- + GST
4. ESM   -   No application fee
5. SC   -   No application fee
6. ST   -   No application fee
7. PwBD   -   No application fee

What are the various specializations?

1. **Electronics**

   - Electronics
   - Electronics and Communication
   - Electronics and Telecommunication
   - Communication
   - Telecommunication

2. **Mechanical**

   - Mechanical

3. **Computer Science**

   - Computer Science
   - Computer Science and Engineering

4. **Human Resources**
   - MBA/MSW/PG Degree / PG Diploma in Human Resources Management /Industrial Relations / Personnel Management from AICTE approved Colleges/Universities.
   - In case of dual degrees of HR with another specialization, HR should be the major subject.
   - In case where degree does not specify HR as major subject, the candidate should have studied at least 5 out of the 8 subjects listed below:

a. Labour Laws
b. Organization Behaviour
c. Human Resources Management
d. Management Principles and practices
e. Human Resource Development
f. Industrial Relations
g. Recruitment & Selection
h. HR Analytics

5. ACCOUNTS
- CA/CMA Final from The institute of Chartered Accountant of India / The Institute of Cost Accountant of India.

What are the language options for Computer Based Test?

Candidates will have a choice between:
1. Hindi
2. English

Which Computer based test centres can I choose?

Choice of Centres include:

Sl.No.	State	City	Sl. No.	State	City
1	Andhra Pradesh	Rajahmundry	46	Maharashtra	Pune
2	Andhra Pradesh	Tirupathi	47	Manipur	Imphal
3	Andhra Pradesh	Vijayawada	48	Meghalaya	Shillong
4	Andhra Pradesh	Vishakhapatnam	49	Mizoram	Aizawl
5	Arunachal Pradesh	Itanagar/Naharlagun	50	Nagaland	Kohima
6	Assam	Guwahati	51	Odisha	Bhubaneswar
7	Bihar	Arrah	52	Odisha	Cuttack
8	Bihar	Bagalpur	53	Odisha	Rourkela
9	Bihar	Muzaffarpur	54	Odisha	Sambalpur
10	Bihar	Patna	55	Puducherry	Puducherry
11	Bihar	Purnea	56	Punjab	Amritsar
12	Chandigarh	Chandigarh/Mohali	57	Punjab	Bhatinda
13	Chattisgarh	Bhilai Nagar/Durg	58	Punjab	Jalandhar
14	Chattisgarh	Bilaspur (CH)	59	Punjab	Ludhiana
15	Chattisgarh	Raipur	60	Punjab	Patiala
16	Delhi/NCR	Delhi/NCR	61	Rajasthan	Ajmer
17	Goa	Panaji	62	Rajasthan	Bikaner
18	Gujarat	Ahmedabad	63	Rajasthan	Jaipur
19	Gujarat	Gandhinagar	64	Rajasthan	Jodhpur

20	Gujarat	Vadodara		65	Rajasthan	Kota
21	Haryana	Ambala		66	Rajasthan	Udaipur (RJ)
22	Haryana	Hisar		67	Tamilnadu	Chennai
23	Himachal Pradesh	Solan		68	Tamilnadu	Coimbatore
24	Jammu and Kashmir	Jammu		69	Tamilnadu	Erode
25	Jammu and Kashmir	Srinagar		70	Tamilnadu	Madurai
26	Jharkhand	Jamshedpur		71	Tamilnadu	Salem
27	Jharkhand	Ranchi		72	Tamilnadu	Tiruchirappalli
28	Karnataka	Bengaluru		73	Tamilnadu	Tirunelveli
29	Karnataka	Hubli		74	Tamilnadu	Vellore
30	Karnataka	Mangaluru(Mangalore)		75	Telangana	Hyderabad
31	Karnataka	Mysuru (Mysore)		76	Telangana	Karimnagar
32	Kerala	Ernakulam		77	Telangana	Warangal
33	Kerala	Kannur		78	Tripura	Agartala
34	Kerala	Kozhikode		79	Uttar Pradesh	Agra
35	Kerala	Thiruvananthapuram		80	Uttar Pradesh	Bareilly
36	Madhya Pradesh	Bhopal		81	Uttar Pradesh	Gorakhpur
37	Madhya Pradesh	Gwalior		82	Uttar Pradesh	Jhansi
38	Madhya Pradesh	Indore		83	Uttar Pradesh	Kanpur
39	Madhya Pradesh	Jabalpur		84	Uttar Pradesh	Lucknow
40	Madhya Pradesh	Sagar		85	Uttar Pradesh	Meerut
41	Maharashtra	Amravati		86	Uttar Pradesh	Varanasi
42	Maharashtra	Aurangabad (MH)		87	Uttarakhand	Dehradun
43	Maharashtra	Mumbai		88	Uttarakhand	Haldwani
44	Maharashtra	Nagpur		89	Uttarakhand	Roorkee
45	Maharashtra	Nashik		90	West Bengal	Asansol
				91	West Bengal	Howrah
				92	West Bengal	Kolkata
				93	West Bengal	Siliguri

Do I need to pay the application fee (General/OBC (NCL)/EWS) only and have the Bank Challan and Journal number ready before filling up the application form?

No. Once you fill the application, you will be redirected to the payment gateway for payment of application fee.

What is the amount payable for application fee?

The application fee is Rs.1000/- + GST for General/OBC (NCL)/EWS candidates. SC/ST/PwBD candidates are exempted from payment of application fee.

To which address should I send the print out of the application form and Company's copy of bank challan?

You are NOT required to send print out of the application form. Candidates should retain their copy of printed application form, Payment Receipt as they can be asked to produce it for future reference.

Will candidates be eligible for reimbursement of cost of travel for appearing for the computer based test?

No. Candidates will not be eligible for reimbursement of the cost of travel for attending the computer based test. Outstation candidates shortlisted for the interview will be eligible for reimbursement of II Class to and fro train fare by the shortest route from the correspondence address to the place of interview.

* *