BHARAT ELECTRONICS LIMITED

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

HUMAN RESOURCES DIVISION
NETWORK AND CYBER SECURITY

ADVT NO: 383/HR/MILCOM & NWCS Date: 25.11.2026

Bharat Electronics Limited, a Navaratna and India's premier Professional Electronics Company under the Ministry of Defence, requires experienced outstanding professionals for the posts of **Deputy Manager on Fixed Tenure basis and Senior Engineer on permanent basis** for its Network & Cyber Security - Strategic Business Unit at Bangalore Complex for the posting location of **New Delhi, Lucknow and Bengaluru.**

The details are as mentioned as below -

Post / Grade	Relevant/Required Education Qualification & Discipline	No. of Post(s)	Upper age limit as on 01.11.2026	Relevant post-qualification Industry experience as on 01.11.2026	CTC / Pay scale	Reservation/ No. of post(s)
Deputy Manager E-IV Grade on Fixed tenure basis of 5 years (extendable upto two years)	BE/B.Tech (Computer Science/ Electronics & Communication)	16	36 years	Minimum 8 Years	20 Lakhs (approx.)/ 60,000-3% - 1,80,000	UR: 8 EWS: 1 OBC(NCL): 4 SC: 2 ST: 1
Senior Engineer E-III Grade (Permanent basis)	BE/B.Tech (Computer Science/ Electronics & Communication)	01	37 years (Post reserved for SC Category)	Minimum 4 Years	17 Lakhs (approx.)/ 50,000-3% - 1,60,000	SC: 01

Relaxation will be extended as per Govt. guidelines in respect of Ex-Servicemen.

1.0 EDUCATIONAL QUALIFICATION & CERTIFICATION REQUIRED FOR DEPUTY MANAGER:

BE/ B. Tech in Computer Science/ Electronics & Communication with First Class from an AICTE approved College/Institute or a recognized University.

Candidate should possess at least any one of the Certifications mentioned below. The certification should be valid as on the last date to apply for the post (i.e.,08.12.2026) and as on date of Interview. Further candidates should ensure the validity till 31.08.2027:

- Advance/Expert level OEM Certifications from Cisco/Fortinet/Juniper/Extreme/ Arista Networks
- Advance/Expert level OEM Certifications from HPE/Dell/Hitachi/NetApp/RedHat/VMWare
- Advance/Expert level OEM Certifications from F5/Trellix/OpenText/Kaspersky/FireEye
- Advance/Expert level OEM Certifications from OpenText/Microfocus/BMC/OpenView/IBM Tivoli/Motadata
- Offensive Security Certified Professional (OSCP)
- Cisco Certified Networking Professional (CCNP)
- Certified Information Systems Security Professional (CISSP)
- CompTIA Security+
- CompTIA CySA+

- AWS Certified Developer – Associate, Oracle / Java certification, Python certification / Microsoft certification for .NET/C#

1.1 EDUCATIONAL QUALIFICATION & CERTIFICATION REQUIRED FOR SENIOR ENGINEER:

BE/ B. Tech in Computer Science/Electronics & Communication with First Class from an AICTE approved College/Institute or a recognized University.

Candidate should possess at least any one of the Certifications mentioned below. The certification should be valid as on the last date to apply for the post (i.e., 08.12.2026) and as on date of Interview. Further candidates should ensure the validity till 31.08.2027:

- Advance/Expert level OEM Certifications from Cisco/Fortinet/Juniper/Extreme/ Arista Networks
- Advance/Expert level OEM Certifications from HPE/Dell/Hitachi/NetApp
- Advance/Expert level OEM Certifications from F5/Trellix/OpenText/Kaspersky/FireEye)
- Certified Information Systems Auditor (CISA)
- Certified Information Security Manager (CISM)
- Certified Information Systems Security Professional (CISSP)
- Offensive Security Certified Professional (OSCP)
- Certified Ethical Hacking (CEH)
- Cisco Certified Networking Professional (CCNP)
- CompTIA

Disciplines and subjects defined for the Engineering post mentioned above are as follows:

SUBJECTS	DISCIPLINE
Computer Science	Computer Science Computer Science & Engineering Computer Science Engineering
Electronics	Electronics Electronics & Communication Electronics & Telecommunication Communication Telecommunication Engineering

Please Note:

i. 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.

ii. **B.E/B.Tech 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.**

2.0 RELEVANT POST-QUALIFICATION INDUSTRY EXPERIENCE AS ON 01.11.2026:

"Candidates with specific experience as per the job responsibilities brought out will be considered for the job role. Prior experience in the fields of Academia/Teaching, unrealated technical domains and Apprenticeship training will not be considered as relevant experience for the posts advertised.

For lateral posts, internal candidates are not eligible to apply against the external advertisement.

2.1 KEY SKILL SETS REQUIRED & JOB DESCIPTION FOR JOB CODE DEPUTY MANAGER:

A. KEY SKILL SETS:

Candidate should possess skillsets in at least one out of the five domains as mentioned below:

1) SOC Operations

- Experience into IT Security operations management, hands on experience with open-Source tools as well as Commercial tools.
- Knowledge of common Internet protocols and applications
- Understanding about various technologies like – SIEM, Packet Analysis, HIPS/NIPS, Network Monitoring tools, AV, EDR.
- Knowledge of security concepts such as cyber-attacks and techniques, threat vectors, threat hunting, threat intelligence, network analysis, risk management, incident management is desirable.

2) Networking & Security

- WAF policy management, Firewall/Security Device Administration, VPN/Remote Access Support, Security Monitoring, vulnerability management & Incident Handling.
- Experience in IT networking operations. Hands on experience in Open Source tools as well as Commercial tools.
- Understanding about various technologies like – IPv4/IPv6, Routing, switching, ACLs, Sub netting, MAC binding, NAT, NAC, Networking protocols like OSPF, RIP, PIM, BGP, Packet Analysis, DDoS, Link load balancer, HA
- Knowledge of security concepts such as cyber-attacks and techniques, threat vectors, threat hunting, threat intelligence, risk management, incident management is desirable.

3) Server and Storage Management -

- Strong knowledge of Server Infrastructure Design, Storage Systems Architecture, and robust Backup & Disaster Recovery (DR) Strategy, Automation & Scripting.
- Security, Compliance, & Risk Management, Monitoring, Reporting & Performance
- Capacity upgrades, data center migrations, and virtualization initiatives
- Documentation and Change Management for architecture designs, configurations, SOPs.
- Patch management, User creation, Domains, Backup, Archiving, Virtualization, Service/VM health checkup, SLA management.
- OpenShift Container management, Server Administration, Storage Administration, Backup & Recovery Operations, vulnerability management, Intermediate Support & Troubleshooting.

4) EMS –

- EMS Tool configuration and management, alert optimization and event correlation.
- Incident Analysis and troubleshooting, system monitoring and alert handling, Incident logging and ticketing.
- Designing automated workflows, scripting (PowerShell/Python/Shell), ITSM.
- Reporting and Documentation.

5) Software Development -

- Programming in C, C++, Python, Java, Javascript, PHP, HTML, React, Angular, Go lang etc.
- DevOps, SSDLC, Source Code Management using Git/SVN, Development of CI/CD Pipelines, Orchestration.
- Linux and Windows administration, Linux Shell scripting, Power shell scripting
- AI/ML frameworks
- Fullstack development
- Infrastructure and Network security
- End-point security
- Web application security
- IAM (Identity and Access Management)
- SIEM, SOC and SOAR, Threat Hunting and Threat Modelling
- Digital forensics and Incident response
- Vulnerability Assessment and Penetration testing
- Data analytics, Big Data and Data Lake
- Operation Technology and SCADA security

B. JOB DESCRIPTION:

- Security & SOC Operations: Monitor and triage security alerts (SIEM), validate true/false positives, execute initial Incident Response (containment/remediation), and perform Vulnerability Scanning.
- Network Operations: Configure, install, and manage core network hardware (Routers, Switches, Firewalls, Load Balancers). Implement LAN/WAN/VPN networks and ensure performance monitoring/tuning

- Network Security: Implement network security measures, including managing Firewall rules, ACLs, and IPS, in collaboration with security teams
- Create and Manage Openshift containers, Diagnose and resolve moderately complex server/storage incidents. Assist in server deployment and VM management. Manage storage allocations (SAN/NAS). Ensure daily backups complete successfully and perform file restoration. Follow change management procedures.
- Lead resolution of critical incidents (deep-dive diagnostics). Evaluate and integrate enterprise tools like uCMDB, Operations Bridge Manager (OBM), Network Node Manager (NNMi). Develop/enforce security policies and compliance. Perform Root Cause Analysis. Automate routine tasks. Design ITSM modules with change management approvals. Participate in CAB meetings and prepare executive reports.
- Development: Design, Develop, test and maintain software application based on technical requirements. Develop and integrate APIs, backend service and application components. Work with DEVOPS team to support CI/CD pipelines, automated deployments and container orchestration. Analyse requirements and translate them into technical design and software solutions.
- Documentation: Maintain up-to-date documentation, network diagrams, and configuration standards

2.2 KEY SKILL SETS REQUIRED & JOB DESCIPTION FOR SENIOR ENGINEER:

A. KEY SKILL SETS:

Candidate should possess skillsets in at least one out of the three domains as mentioned below:

1. Network & Security Architecture:
    - Expertise in Network Architecture and Design and planning for scalability, high availability (HA), and redundancy.
    - Firewall and Perimeter Security Management on tools such as IDS/IPS, DDoS.
    - Advanced troubleshooting and escalation. Automation and Scripting using PowerShell and Infrastructure as Code (IaC).
    - Documentation and Change Management for network/security designs, configurations, SOPs
    - Compliance, Governance and Risk Management
2. Server & Storage Management:
    a. Strong knowledge of Server Infrastructure Design, Storage Systems Architecture, and robust Backup & Disaster Recovery (DR) Strategy, Automation & Scripting.
    b. Security, Compliance, & Risk Management, Monitoring, Reporting & Performance
    c. Capacity upgrades, data center migrations, and virtualization initiatives
    d. Proficiency in Compliance/Governance, defining security baselines (OS hardening).
    e. Documentation and Change Management for architecture designs, configurations, SOPs.
    f. Patch management, User creation, Domains, Backup, Archiving, Virtualization, Service/VM health checkup, SLA management, DNS, DHCP, IP address, Network Monitoring tools, ITSM, AD, LDAP, IAM, PAM, AAA.
3. Cyber Defense & Security Operations:
    a. Competence in Threat Modelling, Content Development (Use Cases), SOAR implementation, Threat Hunting, and SIEM Optimization. Ability to lead deep-dive diagnostics for critical incidents across all infrastructure tiers.
    b. Analysis of Threat Intel feeds and Optimization of response time to fetch data, logs in advanced queries, reports, dashboards.
    c. Knowledge of DR, cyber, table top drills.
    d. Closing vulnerabilities, applying security & enhancement patches, upgrade versions.
    e. Documentation and Change Management for configuration changes, SOPs, SOC metrics.

B. JOB DESCRIPTION:

- IT Infrastructure Engineering and Security: Lead critical incident resolution and deep-dive diagnostics across Network, Security, Server, and Storage infrastructure.
- Architecture & Design: Design, architect, and integrate new enterprise solutions, focusing on Scalability, High Availability (HA), and Disaster Recovery (DR) for core systems (Server/Virtualization/Storage/SAN/NAS).
- Cyber Security Operations: Develop and enforce security policies/compliance, manage Vulnerability Remediation, define Threat Models/SOC use cases, and implement SOAR.
- Automation & Projects: Drive operational efficiency using PowerShell/Infrastructure as Code (IaC). Lead major infrastructure projects and participate in CAB.
- System Administration: Hands-on management of Active Directory and overall system maintenance/patching.

Please Note:

- Only **relevant educational qualification** and relevant **post-qualification Industry** experience will be considered as per the advertisement.
- ***"Candidates with specific experience as per the job responsibilities brought out will be considered for the job role. Prior experience in the fields of Academia/Teaching, unrealated technical domains and Apprenticeship training will not be considered as relevant experience for the posts advertised.***
- ***For lateral posts, internal candidates are not eligible to apply against the external advertisement.***
- The decision of the selection committee, with respect to relevance of experience and selection of candidates will be final. Work experience indicated without supporting documents, will not be considered.
- Candidates are requested to read the advertisement in detail & apply.

3.0 UPPER AGE LIMIT & RELAXATION AS ON 01.11.2026:

The upper age limit for the post of Deputy Manager (E-IV Grade) is 36 years The upper age limit will have relaxation for OBC(Non–Creamy Layer) candidates by 03 years and SC/ST candidates by 05 years. For candidates belonging to Persons with Benchmark Disability (PwBD) category having minimum 40% disability or more will get 10 years relaxation in upper age limit in addition to the relaxation applicable to the categories mentioned above. Relaxation will be extended as per Govt. guidelines in respect of Ex-Serviceman.

The upper age limit for Senior Engineer (E-III Grade) is 37 Years as the post is reserved for SC Category.

4.0 **REMUNERATION:**

For the post of Deputy Manager (E-IV Grade) Pay scale is Rs. 60,000-3%-1,80,000 Basic Pay and for the post of Senior Engineer (E-III Grade) Pay scale is Rs. 50,000-3%-160000. In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Group Insurance, Medical facilities and Provident Fund as per the Company's rules will be part of the remuneration package.

5.0 SELECTION PROCEDURE:

a. Candidates have to carefully enter the details in the application and upload the documents as prescribed. In case, the details mentioned do not tally with supporting documents, the candidate's application will be rejected without any prior intimation.

b. Candidates meeting the eligibility criteria as stipulated in the advertisement will be shortlisted based on scrutinizing of the application and called for the Written Test followed by interview for candidates.

c. Based on the Written Test score, candidates will be shortlisted for interview in the order of merit in the ratio of 1:7. The Interview will be conducted for 15 marks.

d. Candidates are required to comply with the instructions indicated in the Admit Card.

e. The Centers for the Written Test will be at Bengaluru & Delhi. The Venue for Interview will be intimated at a later stage.

f. The minimum qualifying marks for General/OBC/EWS candidates is 35% and 30% for SC/ST/PwBD candidates in both written test and interview separately.

6.0 HOW TO APPLY:

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

क्र./ Sl.No.	गतिविधि / Activity	दिनांक / Date
1	Commencement of On-Line registration of application by candidates उम्मीदवारों के लिए ऑनलाइन पंजीयन प्रक्रिया की शुरूआत	**25.11.2026**
2	Last date for On-line registration & Submission of application by candidates उम्मीदवारों द्वारा ऑनलाइन पंजीयन तथा आवेदन सबमिट करने की अंतमि तारीख	**08.12.2026**

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

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.

7.0 FEE PAYMENT:

Post Applied for	**Application Fee amount**
Deputy Manager Post on Fixed Tenure basis	Rs. 400/- plus 18% GST
Senior Engineer on Permanent basis	Rs. 600/- plus 18% GST

a. Candidates are required to remit the application fee through SBI Collect (through online mode or through SBI Branch). SC/ST/PwBD/Ex-Servicemen candidates are exempted from payment of application fee.
b. Candidates are required to read the details and screenshots for making the payment.
c. Application fee needs to be remitted through Online mode i.e. SBI Collect.
d. Candidates have to enter the "SBI Collect Reference No." generated after payment, in the online Application.
e. Candidate may go through all instructions and eligibility criteria carefully before remitting application fees and submit the application. **Fees once paid will not be refunded under any circumstances**. Candidates may take note that **no** cheque, DD or cash will be accepted towards payment of application fee.
f. The fee receipt/Challan on making the payment of application fee should be uploaded along-with the application.
g. SBI Collect Link https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842

INSTRUCTION FOR MAKING PAYMENT:

a. Go to www.onlinesbi.com and select:- State Bank Collect.
b. Accept Terms and Conditions and click on "Proceed".
c. Select state of Corporation/ Institution: - All India.
d. Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on "Go" option.
e. Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on "Submit" button.
f. Select Payment category: - Deputy Manager (E-IV) Post – DM/ Senior Engineer (E-III) Post – SE - **"Recruitment of DM/SE"**.
g. Complete the payment as explained above
h. Take a print of the payment receipt and **mandatorily** upload it with the application form.

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

8.0 GENERAL INSTRUCTIONS:

a. Internal candidates of BEL are not eligible to apply.

b. The Cut-off date for deciding the maximum permissible age and Post-Qualification Industry experience shall be **01.11.2026.** In order to compute post-qualification work experience, the period of work experience starting from the month immediately succeeding the month of final examination in which candidate acquire the essential educational qualification shall be considered.

c. Candidates working in PSUs/ Government/ Quasi Government organizations should compulsorily 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 considered for interview.

d. Candidates are required to travel extensively anywhere in India.

e. All Outstation Candidates called for interview will be reimbursed actual expenses incurred on travel to and fro to the place of interview on production of receipt or any other supporting documentary evidence in respect of the onward journey, subject to AC Chair Car / III Tier AC fare. The shortest route for this purpose will be the distance between the place which was declared as correspondence address in the application or the distance from where the actual journey commenced, whichever is nearer.

f. Request for change of category once declared in the application will not be entertained.

g. The exact date and time shall be communicated in the Admit Card for Written Test. Candidates are required to possess at least one valid e-mail id which is to be entered in the application. Information pertaining to the Written Test/ Interview will be sent by e-mail to the id that is furnished and also will be published in the BEL Website. BEL will not be responsible for bouncing of any e-mail sent to the candidate.

h. In the event any applicant has litigated with his/her employer in the past, the same should be clearly mentioned in brief.

i. The Disability Certificate should be strictly in the format available on the BEL website.

j. The number of posts indicated above may vary based on the actual requirement at the time of selection.

k. Canvassing in any form will result in disqualification.

l. Only Indian nationals need to apply.

m. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Written Test/ Interview. 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.

n. Interested candidates meeting all the criteria mentioned aloft, should submit the online application.

The following documents should compulsorily be uploaded:

- SSLC/Matriculation Certificate (proof of age).
- PUC/12th Class/Diploma Marks Card.
- Degree Marks cards for having passed all semesters/years.
- Provisional/Final Degree Certificate.
- Conversion formula certificate for conversion of CGPA to percentage, duly certified by the University/ Institution, wherever applicable.
- Post qualification experience certificate(s) from previous to till current employer. The joining/appointment letter and relieving letter (wherever applicable) needs to be attached to determine the number of years of post-qualification experience. Where current employment 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. In case of failure to enclose the supporting documents your application will be summarily rejected without assigning any reason and no correspondence in this regard will be entertained.
- Category/Tribe/Community/ Disability/ Economic status certificate in case of candidates belonging to SC/ST/OBC/ PwBD 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 category should produce the certificate issued on or after **01.11.2025.**
- Candidates if working in PSUs/ Govt. organizations/ Quasi Government organisations should compulsorily submit '**No Objection Certificate**' at the time of application or interview.
- SBI Fee Payment Receipt (if applicable).
- **Write up of the roles and responsibilities/ experience**, **mandatorily to be uploaded**.

o. Failure to upload the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.

p. Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website and no separate notification will be issued in the press.

BEL has a robust and transparent recruitment process where the selection criteria are purely based on merit of the candidate. BEL does not demand or charge any fee or request for money deposited at any stage of the recruitment process other than the application fee mentioned in this advertisement. We urge job seekers not to be misled by any communication made by fraudsters purporting to be representatives of our company and demanding payment in lieu of employment in BEL. The company is not liable for any loss that may ensure from such fraudulent actions.

BEL reserves the right to take legal action including criminal action against such fraudsters.

BEL reserves the right to debar / disqualify any candidate at any stage of the selection process for any reason what so ever 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.

Candidates are advised to visit the website regularly to keep themselves updated.

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

For clarification if any in respect of the above advertisement, you may write to **hrmilcom@bel.co.in** or contact on 080-2219 5466 (during working hours between 09.00 am to 04.00 pm).

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