



BHARAT ELECTRONICS LIMITED

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

Advt.No.383/HR/Asst. Sec Off/25-26

Date: 13.05.2026

Bharat Electronics Limited, a Navaratna Company and India's premier Professional Electronics Company requires Security Officers on permanent basis for its Units/ Facilities located at Bengaluru, Vellore, Palasamudram, Ghaziabad, Hyderabad and Nagpur.

1.0 DETAILS OF POST, MINIMUM ELIGIBILITY CRITERIA & PAY SCALE:

Post / Grade	Qualification	Post Qualification Experience	No. of Posts	Reservation Pattern	Career Path / Pay Scale
(1)	(2)	(3)	(4)	(5)	(6)
Grade : E-I Assistant Security Officer	Degree in any discipline	Should be in JCO grade at the time of leaving the Army / Navy / Air Force / Central Paramilitary Organizations	07	UR-02 OBC(NCL)-03 SC-01 ST-01	Pay Scale : Rs. 30,000/- - 3% - Rs.1,20,000/- + admissible allowances CTC: Rs. 7.75 Lakhs (Approx.)

ABBREVIATIONS USED: UR= Unreserved, OBC (NCL) = Other Backward Classes (Non-Creamy Layer), SC = Scheduled Caste, ST = Scheduled Tribe

2.0 ELIGIBILITY CRITERIA:

2.1 NATIONALITY : Candidate must be a citizen of India.

2.2 AGE CRITERIA (as on 01.05.2026) : Upper Age limit is 40 Years.

2.3 RELAXATION OF UPPER AGE LIMIT:

Sl. No.	Category	Age Relaxation
1	Other Backward Classes (Non-Creamy Layer)	03 Years
2	Scheduled Caste/Scheduled Tribe	05 Years

2.4 INSTRUCTIONS RELATED TO AGE PROOF AND AGE RELAXATION:

- Certificate issued by Board of Secondary Education for passing Matriculation/Higher Secondary mentioning the date of birth shall be acceptable document in support of age. In case of non-availability of the date of birth in the Matriculation/Higher Secondary school certificate, Birth certificates issued by competent authorities will be considered.
- Candidates seeking age relaxation will be required to submit/upload copy of necessary certificate(s) along with application and submit in original at any subsequent stage of the selection process for verification.
- The caste 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 criteria stipulated for General Candidates.
- Reservation/Relaxation/Concession for OBC Non Creamy Layer (NCL) candidates will be subject to submission of attested copy of OBC(NCL) certificate along with Declaration in the format prescribed by the Govt. of India for "Appointment in Central Govt. Posts" issued by the Competent



Authority*** on or after 01.05.2025 at the time of document verification. Income Certificate will not be considered as OBC (NCL) Certificate. (Prescribed formats are made available on the website: www.bel-india.in).

- v. Request for change of category (GENERAL/ SC/ ST/ OBC (NCL) once declared in the online application will not be entertained.
- vi. For candidates who have retired from Armed forces (Army, Navy and Air force) will get 05 (five) years age relaxation in addition to the age relaxation applicable to SC/ST/OBC (NCL) mentioned above.
- vii. Candidates working in Armed forces and are eligible to apply for civil posts are required to submit/upload the Proforma of certificate (Appendix-2) along with the application form.
- viii. Relaxation in age will be applicable to the Ex-Servicemen as per Government guidelines.
- ix. Ex-Servicemen Candidates are required to submit/upload an undertaking (Appendix-3) in the prescribed format which is duly signed by the candidate.
- x. The application of the candidates not meeting the prescribed age criteria will be rejected /cancelled without any prior intimation.

3.0 EDUCATIONAL QUALIFICATION:

- i. The Educational qualification mentioned in the table at Page 1, column (2) of Para 1, Qualification should be from a recognized University.
- ii. The candidate must possess all valid mark-sheets / Degree Certificate (Convocation Certificate).
- iii. In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates are required to attach a copy of Certificate from University/Institution/College along with the application and submit in original along with photocopies at the time of interview and/or at any stage of process of verification with a clear mention of their specialization in the qualifying degree.
- iv. Minimum percentage of marks is **Pass Class** in Degree.

4.0 EXPERIENCE:

- i. Candidates applying for Assistant Security Officer Post should possess requisite experience as mentioned in the table at Page 1, column (3) of Para 1.
- ii. Candidate should possess Discharge Certificates/Documents issued by the previous and present employer clearly indicating period of employment and post held.

5.0 METHOD OF SELECTION:

- i. The candidates meeting the qualifying criteria mentioned in the advertisement and whose applications have been accepted will be provisionally shortlisted for the Written Test for 85 marks and those who clear the same will be shortlisted for Interview for 15 marks. The place of written test and interview will be in Bengaluru only.
- ii. Candidates who meet the qualifying criteria and whose online applications are accepted will be sent an SMS and e-mail. They are required to log on the BEL website and enter their credentials to access and download their **Written Test Call Letter**.
- iii. 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.



iv. **The minimum Qualifying marks will be:**

Category	Percentage
General/OBC(NCL)	35% in both Written Test and Interview separately
SC/ST	30% in both Written Test and Interview separately

v. The Written Test will be held tentatively in the month of **June/July, 2026**.

6.0 PAY & ALLOWANCES:

Selected candidates will be inducted in the pay scales as mentioned at in the table at Page 1, column (6) of Para – 1.0 Details of Posts, Minimum Eligibility Criteria and Pay Scale. In addition to Basic Pay, other allowance like Dearness Allowance, House Rent Allowance, Conveyance Allowance, Perquisites at the rate of 35% on the annual basic pay, Reimbursement of Medical Expenses, Group Insurance, PF, Pension, Gratuity etc. as per Company rules will be a part of remuneration package.

7.0 HOW TO APPLY:

- i. Candidates who meet the above requirement may fill in the application form using online link <https://jobapply.in/belcareer/BNG/BG71/202601>. Online link is provided in the BEL official Website.
- ii. Candidates are required to possess one valid and active e-mail id, which is to be mentioned in the online application form. Information pertaining to the Written Test and other correspondence will be sent by e-mail to the email ID furnished by the candidate. Under 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. No change in the email ID or mobile number will be allowed once entered.
- iii. Please retain print-out of application form for future reference.
- iv. Please do not send **hard Copy of the application form to the office of BEL as NO manual / paper application will be entertained.**
- v. Before applying for the post, the candidates should ensure that he/she fulfills the eligibility criteria mentioned in the advertisement.
- vi. BEL shall not be responsible if candidates are not able to submit their application on account of the last minute rush.
- vii. **Application fee: Exempted**

8.0 GENERAL INSTRUCTIONS:

- a. Only those candidates who meet all the afore mentioned eligibility criteria for the post shall be called for Written Test. However, the candidature of the applicant will be provisional and subject to verification of Certificates/Testimonials submitted by him/her.
- b. Candidates working in Government/Quasi Government/Public Sector Organization are required to produce **“No Objection Certificate”** at the time of Document Verification. In case the candidate fails to do so, his/her candidature will be disqualified.
- c. The qualification mentioned in the advertisement should be from a recognized Institution/Board/Council/University. Wherever SGPA/CGPA/OGPA/DGPA or Letter Grade in the Final / Convocation Certificate is awarded, its equivalent percentage of marks must be indicated in the application as per norms adopted by University/Institute. Proof of norms adopted by the Institution/Board/Council/University to convert SGPA/CGPA/OGPA/DGPA into percentage is to be submitted at the time of document verification.



- d. The candidates have to produce a valid Government issued photo identity proof while appearing for the Written Test.
- e. Applicants should have sound health. No relaxation in health standard is allowed. Appointment of selected candidates will be subject to their being found medically fit in the Pre-employment Medical Examination to be conducted by the Company's Medical Authorities as per Norms & Standards of Medical Fitness.
- f. All Outstation candidates called for interview shall be reimbursed Travelling allowance to and fro A/C Chair Car/III Tier AC from their correspondence address/place of work in India on production of actual tickets by the shortest route. It may also be noted that bank account details needs to be provided at the time of interview in order to make Travelling Allowance payment after verification of relevant documents submitted by the candidates. Reimbursement will be made at a later date through ECS.
- g. Local Travel cost, if any, shall be borne by the candidates.
- h. In the event of any applicant has litigated with his/her employer or BEL in the past, the same should be clearly mentioned in the online application in brief.
- i. Online applications that are incomplete will be summarily rejected without assigning any reasons and no correspondence in this regard will be entertained.
- j. 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.
- k. Not more than one application should be submitted by any candidate. In case of multiple applications, only latest valid (completed) application will be retained.
- l. Mobile phones / pagers/ iPad / iPod / Tablets / Phablets /Smart Watches/ Calculators or any other such electronic device is strictly prohibited inside the examination hall. Candidates are advised not to carry the same to the examination hall. Possession of any electronic device inside the examination hall may lead to disqualification of candidature of the candidate.
- m. 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.
- n. There will be no separate communication to any candidate on their non-selection at any stage of the recruitment process.
- o. BEL reserves the right to debar candidate at any stage of the Written Test/Interview/final document verification, if the candidature is not considered suitable for any reason.
- p. The admission at all/any stage of selection process will be purely provisional. Mere issue of call letter for Written Test/Interview/Provisional offer of appointment to the candidate will not imply that his/her candidature has been cleared by BEL.
- q. 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.
- r. Mere fulfilling the minimum requirement of qualification will not vest any right on the candidates to be called for the Written Test.
- s. Candidature is liable to be rejected at any stage of selection process or after joining, if any information provided by the candidate is found not 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/declarations are not recognized/false/misleading and/or amounts to suppression of information/particulars which should have been brought to the notice of BEL.
- t. The selected candidates are required to stay in the Company provided accommodation mandatorily.



- u. The officer may be posted at any location across India at the sole discretion of BEL management.
- v. 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, if the candidate is not considered suitable.
- w. 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.
- x. 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.
- y. BEL has a robust and transparent recruitment process where the selection criterion 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. 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.
- z. BEL reserves its right to take legal action including criminal action against such fraudsters.
- aa. All further announcements / details pertaining to this process will be published / provided on BEL website: www.bel-india.in from time to time.
- bb. **Based on the marks in the written test and Interview, provisionally shortlisted / selected candidates will be called for document verification. The candidates have to produce the original documents and submit the self- attested copies of the following documents:**
 - 1) Recent colour passport size photograph.
 - 2) SSLC/SSC/ISC marks card and any other valid document as proof of date of birth.
 - 3) Final degree/Provisional Degree certificate of relevant qualification.
 - 4) Marks Card/Sheet of each academic year/semester.
 - 5) Proof of norms adopted by the University/Institute to convert CGPA into percentage, if any.
 - 6) Candidates belonging to SC/ST/OBC(NCL) need to submit their caste certificate in the prescribed format.
 - 7) Candidates belonging to OBC(NCL) category are required to submit the caste certificate in the Prescribed format issued by the Competent Authority*** on or after 01.05.2025 shall be accepted.(Prescribed formats are made available on the website: www.bel-india.in).
 - 8) Candidates applying for the posts have to submit Discharge certificate/book issued by the Indian Armed Forces (Army / Navy / Air force) , if applicable / Experience Certificate issued by the Concerned Authority of Central Paramilitary Organizations, clearly indicating the medical category, date of discharge and Exemplary records (all pages).
 - 9) Last pay drawn certificate and Pension details.
 - 10) Candidates presently employed in the Armed Forces (Army / Navy / Air Force) / Central Paramilitary Organizations and are yet to be discharged, need to submit documentary proof in support of their Medical Category, Character and probable date of discharge.
 - 11) Appendix-2 as per DoPT OM No.306034/2/91-Estt. (SCT), dated 03.04.1991. (If Applicable)
 - 12) Appendix-3 as per DoPT OM No.306034/2/91-Estt. (SCT), dated 03.04.1991. (If Applicable)



13) Any other relevant certificates.

To apply for the post click on the link - <https://jobapply.in/belcareer/BNG/BG71/202601>

The last date for applying online is **02.06.2026**

For queries related to the advertisement, technical support w.r.t. online submission of application form please contact email Id: belbng@jobapply.in

***** Other Backward Class Certificate (Non-Creamy layer) 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 (NCL): -**

- i. District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / 1st Class Stipendiary 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 Tahsildar and
- iv. Sub-Divisional Officer or the area where the candidate and/or his family normally resides.