



BHARAT ELECTRONICS LIMITED

A Government of India Enterprise, Under the Ministry of Defence

Advt No: 21001/ADVISOR/HR/KOT/2026/01

DATE: 30.04.2026

Bharat Electronics Limited (BEL) is a Navratna Company and a premier Indian Public Limited Company in Professional Electronics with a portfolio of over 350 different products in the areas of Military Radars, Naval Systems, Electro-Optics, Weapon & Fire Control Communication, Homeland Security, Strategic Communication & Unmanned System, Electronic Warfare, Tank Electronics and Electro Optics.

Bharat Electronics Limited (BEL) requires an Advisor for **KOTDWAR** Unit:

POST	NO. OF POSTS	ESSENTIAL EXPERTISE REQUIRED	QUALIFICATION	UPPER AGE LIMIT AS ON 01.04.2026
ADVISOR KAVACH SYSTEM	01	<p>Domain Areas: KAVACH Systems/ Signaling Systems in Indian Railways.</p> <ul style="list-style-type: none">Has served minimum 3 years as Joint Director/ Tele or ED/ Tele or PED/ Tele at Design cells for Indian railways, Production units & industries, and handled liaison inspection & development work in the area signaling & networking under the ministry of railways of government of India. <p>OR</p> <ul style="list-style-type: none">Has served minimum 3 years as Joint Director/ Signals or ED/ Signals or PED/ Signals at Design cells for Indian railways, Production units & industries, and handled liaison inspection & development work in the area signaling & networking under the ministry of railways of government of India. <p>OR</p> <ul style="list-style-type: none">Has served minimum 3 years as Chief Signal & Telecom Engineer (CSTE) in Indian Railways <p>OR</p> <ul style="list-style-type: none">Has served minimum 3 years as ED/PED in Railway PSU involving Railway Signalling/Telecom Projects. <p>Expertise required: Advisor shall have expertise in following areas:</p> <ul style="list-style-type: none">Finalization of signaling plans & circuit,Commencing of signaling work, monitoring signaling & communication systems,Development of requirements/ specialization of signaling & telecom items.	<p>B.E./ B.Tech in Electronics & Telecommunication / Electronics & Communication / Electronics/</p>	65 Years



1.0 JOB & RESPONSIBILITY:

- I. Explaining and elaborating KAVACH requirements (SyRS, FRS, etc. documents available at RDSO website) to BEL team and BEL development partners with practical examples.
- II. Explaining and elaborating BEL team and development partner team regarding various signaling and other technical details especially relevant to KAVACH system.
- III. Tie-up/ coordination with RDSO/ IRISSET/ any other wing of Indian Railways for technical discussions/ clarifications and site visit during the development phase.
- IV. Involvement with BEL team/ development partner and close coordination with RDSO teams during the proto/ lab tests, type tests, inter-operability test including the successful field trials of KAVACH system developed by BEL.
- V. Extending support for guiding BEL team/ development partner team for making necessary documents/ reports/ test reports and hazard cases as per the requirements of RDSO.

2.0 TERMS OF ENGAGEMENT & ALLOWANCE:

2.1 Advisor shall be engaged under the Research & Development category.

2.2 The initial period of engagement shall be for One Year which may be extended year-on-year up to a maximum of 8 years (i.e. overall tenure of 8 years) or till the incumbent attains the age of 68 years, whichever is earlier. However, the extension of tenure for Advisors shall depend on business requirement only. The period of engagement will come to an end on completion of the prescribed period.

3.0 MODE OF OPERATION: Hybrid mode. The Advisor will function either from the Unit / Office / On-site location or from residence, out of which, minimum 8 working days in a month shall be from the Unit / Office / On-site location. The on-site location may be BEL-Kotdwar/ CRL-Ghaziabad or site provided by Indian Railways during the different development phases of KAVACH system.

4.0 REMUNERATION:

- I. The remuneration payable to the Advisors shall be the last drawn, i.e. basic pay at the time of superannuation from the previous Government Organisation.
- II. In the event of extension, the remuneration for the extended period (i.e. one year) shall be increased annually by 5% on the last drawn remuneration (excluding conveyance component).
- III. If the advisors have gained relevant experience working in other organizations post retirement, this experience can be considered to enhance their last drawn pay by an additional 5 % per year. The number of years of experience post retirement would also be considered for age relaxation.
- IV. This will be evaluated based on the relevance and value of the post-retirement experience to BEL's project and considered at the discretion and recommendation of the selection Committees.



5.0 CONFIDENTIALITY-CUM-NON-COMPETE AGREEMENT:

External Advisors who are bound by the Confidentiality-cum-Non-Compete agreements with their previous employer are not eligible to apply.

6.0 VIGILANCE/DISCIPLINARY ANGLE CLEARANCE:

The candidate shall be clear from Vigilance / Disciplinary angle at the time of retirement.

7.0 SELECTION PROCESS:

- I. The candidates meeting the criteria mentioned in the advertisement will be shortlisted for the selection process. Shortlisted candidates shall be called for interview.
- II. The results of the final selection will be available on BEL website.
- III. Provisional offer of engagement will be issued to the selected candidate by email.

8.0 HOW TO APPLY :

- I. Candidates willing to apply may submit their application in the prescribed format **(PLACED AT ANNEXURE-1-“APPLICATION FORM”)** along with the copies of the relevant documents in support of eligibility, in a sealed cover super scribing **“APPLICATION FOR THE POST OF ADVISOR FOR BEL-KOTDWAR”** and addressed to **ASSISTANT MANAGER (HR&A), BHARAT ELECTRONICS LIMITED, KOTDWAR - 246149, PAURI GARHWAL, UTTARAKHAND** through Regd. Post/Speed Post/courier.
- II. **Completed application should reach on or before 14.05.2026.**
- III. Applications that are incomplete, not in the prescribed format, not legible, without the required enclosures will be summarily rejected without assigning reasons and no correspondence in the regard will be entertained.

9.0 DOCUMENTS TO BE SUBMITTED:

Candidates are required to attach self attested copies of the following documents along with the application form.

- a) SSC/10th Marks card certificate (as proof of Date of Birth).
- b) Self-Attested copies of Educational Qualification Degree Certificate (10th/ 12th/ B.E/ B.TECH/ M.E/M.TECH/ PhD Degree Certificate).
- c) Self-Attested copies of Mark sheets (10th/ 12th/ B.E/ B.TECH/ M.E/M.TECH/ PhD Degree Certificate).
- d) Self-Attested copies of Experience/ Service Certificate from the respective employers.
- e) Superannuation/Relieving Certificate from the employer.
- f) Last drawn pay certificate.
- g) Undertaking for Police verification: the application shall mandatorily attach the duly signed copy of proforma while applying for the post, the format of proforma is provided in the BEL website.
- h) **“NO OBJECTION CERTIFICATE”** from current employers in case of service candidates.



10.0 GENERAL TERMS AND CONDITIONS:

- 1) Only Indian nationals can apply for the posts.
- 2) The candidates should be willing to travel extensively across the country based on the project requirement. Candidates may be posted anywhere in India at any point of time. Hence, candidates who are desirous of applying for the posts should be willing to relocate based on the project requirement across India.
- 3) Management reserves the right to cancel/ restrict/enlarge/ modify/alter the recruitment/ selection process, if need to so arises, without issuing any further notice or assigning any reason thereafter.
- 4) Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the selection process/ interview.
- 5) Screening and selection will be based on the details provided by the candidates in the application form. If Furnishing of wrong/false information and inaccurate or incomplete information will be disqualified and BEL will not be responsible for any consequence of furnishing such wrong /false/ inaccurate/ incomplete information and if at any further stage of selection, it is found that candidates have declared false information with respect to the credentials, BEL reserves the right to debar them at any stage of selection.
- 6) 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. only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.

SCHEDULE OF RECRUITMENT

Last date for receiving the complete applications	14.05.2026
Date of Interview	Will be Intimated later

DISCLAIMER:

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.

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

**For further details/queries or any clarification mail to: reckot@bel.co.in
or contact us on Telephone No.01382-236452/456.**

*******THE END*******