

**DDP-E0032/2/2023-D(BEL)**  
**Government of India**  
**Department of Defence Production**  
**Ministry of Defence**

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<b>NAME OF THE CPSE:</b>	<b>Bharat Electronics Limited (BEL)</b>
<b>NAME OF THE POST:</b>	<b>Director (Bangalore Complex)</b>
<b>DATE OF VACANCY:</b>	<b>01/08/2023</b>
<b>SCHEDULE OF THE CPSE:</b>	<b>Schedule 'A'</b>
<b>SCALE OF THE POST:</b>	<b>Rs 180000-340000 (IDA)</b>

**I. COMPANY PROFILE**

Bharat Electronics Limited (BEL) is a Schedule 'A' Navratna Company, established in 1954 with the administrative jurisdiction of Department of Defence Production, Ministry of Defence. BEL has nine production Units in Bangalore, Ghaziabad, Pune, Machilipatnam, Kotdwara, Panchkula, Chennai, Hyderabad and Navi Mumbai. BEL's core deliverables in Defence segment are Radars & Weapon Systems, Sonars, Communication, Electronics Warfare, Electro-Optics and Tank Electronics. In non-Defence sector, BEL's product range includes Electronic Voting Machine, Medical Electronics Equipment, Home Land security solutions etc. BEL also manufactures C4I systems, avionic products, security systems etc. With its expertise in radio communication systems, BEL also offers total systems capability on a turnkey basis both for Defence and Non-Defence sector.

BEL is primarily an R&D focused organization with R&D facilities in all nine Units to achieve self-reliance. Around 85% of the Company's turnover is generated through Indigenous technology.

Its Registered and Corporate offices are in Bangalore, Karnataka.

The Company employed 8832 regular employees (Executives: 6206, Non-executives: 2626) as on 31.03.2023

The authorized and paid up capital of the Company was Rs. 750 Crores and 730.98 Crores respectively as on 31.03.2023.

The shareholding of the Government of India in the Company is 51.14% as on 31.03.2023.

## II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Bangalore Complex) is a member of the Board of Directors and reports to Chairman and managing Director. He/She has the overall responsibility and accountability for the growth and profitability of the Bangalore Complex, subject to overall policies and guidelines laid down by the CMD/Corporate Office. He/She is required to formulate effective strategies for order acquisition, production plans and implement the same towards achieving the targeted level of production. He/She is required to monitor the progress of various projects and ensure that the targets are achieved keeping in view the overall strategies, objectives and goals of Bharat Electronics. He/She is responsible for development of new products/indigenous products/technology. To meet the requirements of the role, Director (Bangalore Complex) has to constantly interact with Development Labs, Government Agencies, private organizations, Defence Forces etc.

## III. ELIGIBILITY

1. **AGE** : On the date of issue of advertisement (DOA)

<b>Age of superannuation 60 years</b>			
<b>Internal</b>		<b>Others</b>	
<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
45	2 years of residual service as on the date of advertisement w.r.t. the date of superannuation.	45	3 years residual service as on the date of advertisement w.r.t. the date of superannuation.

- 2.

### (i) **EMPLOYMENT STATUS:**

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity - and not in a contractual/ad-hoc capacity - in one of the followings:

- Central Public Sector Enterprises (CPSE) (including a full-time functional Director in the Board of a CPSE);
- Central Government Group 'A' officers including the Armed Forces of the Union , All India Services and Autonomous Bodies etc..
- State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs 5000 crore or more;**
- Private Sector company where the annual turnover is **\*Rs 5000 crore or more.**

**Preference would be given to candidates from listed Companies.**

*(\*The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approval limits)*

**3. QUALIFICATION:**

The applicant should be an Engineering graduate with good academic record from a recognized University / Institute.

Applicant with MBA/PGDM qualifications will have added advantage.

**4. EXPERIENCE:**

The applicant should possess adequate technical /operational experience at a senior level in an organization of repute, out of which at least five years during the last ten years should have been in Electronics Sector. Experience in Defence Industry is desirable.

**5. PAY SCALE:**

**(a) Central Public Sector Enterprises-**

**Eligible Scale of Pay**

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs.9500-11500 (IDA) Post 01/01/1992
- (iii) Rs.20500-26500 (IDA) Post 01/01/1997
- (iv) Rs.51300-73000 (IDA) Post 01/01/2007
- (v) Rs 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs.18400-22400 (CDA) Pre revised post 01.01.1996
- (vii) Rs.37400-67000 + GP 10000 (CDA) post 01.01.2006
- (viii) Rs 144200-218200 (level 14) CDA post 01.01.2016

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of advertisement.

**(b)**

- (i) **Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc.** should be holding a post of the level of Joint Secretary in Government of India or carrying equivalent scale of pay on substantive basis on the date of application.
- (ii) **Applicants from the Armed Forces of the Union** should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

**(c)**

**Applicants from State Public Service Enterprises/Private Sector** should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.



**6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS**

Central Government Officers, including those of the Armed Forces of the Union, All India Services and Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

**IV. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

**V. SUBMISSION OF APPLICATIONS**

Applicants should submit their applications only as per the format

1. The applicants should submit their applications through proper channel as follows:

- (a) Group 'A' Government Officers, including those of the Armed Forces of the Union, All India Services and Autonomous Bodies through Cadre Controlling authority.
- (b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry.
- (c) Below Board level in CPSE: through the concerned CPSE.
- (d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government.
- (e) Below Board Level in SPSE : through the concerned SPSE.
- (f) Private Sector: directly to the DDP/MoD.

2. Applicants from Private Sector must submit the following documents along with the application form:

- (a) Annual Reports of the Company in which currently working for the three financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);
- (b) Whether the company is listed or not; if yes, documentary proof (please provide URL or attach/enclose copies).
- (c) Evidence of working at Board level.
- (d) Self-attested copies of documents in support of age and qualifications.
- (e) Relevant jobs handled in the past with details.

**VI. UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. **For candidates from Central Government including the Armed Forces of the Union, All India Services and Autonomous Bodies etc;**

- (a) The appointment is on immediate absorption basis.



- (b) If a candidate conveys his/her unwillingness to join after the interviews is held, he/she would be debarred for a period of two years from the date of interview for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

**2. For candidates from CPSE**

- (a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- (b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidates belongs.

**3. For candidates from SPSE/Private Sector**

- (a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

- 4. In the above cases, no request for relaxation or otherwise would be entertained.

**VII. THE APPLICANTS CAN**

Duly filled-up Application Form against this Job Description can be sent either through email ([cpo-r@ddpmod.gov.in](mailto:cpo-r@ddpmod.gov.in)) or by post as specified in para V(1).

**Total timeline for receipt of applications in DDP/MoD is 30 days from the date of publication of advertisement in leading National Dalies. Further it is clarified that the Nodal Officer of CPSEs/Ministries/Departments to be given 9 days time for verification and applicant to be given time up to 21 days from date of advertisement and all applications be forwarded to DDP/MoD within 30 days from the date of advertisement.**

**Search-cum-Selection Committee reserves the right to shortlist applicant for interview.**

**Applications are to be addressed to :**

Shri Narendra Singh,  
Contract Purchase Officer (CPO),  
Government of India,  
Ministry of Defence,  
Department of Defence Production,  
Room No.339, 'B' Wing Sena Bhawan,  
New Delhi-110001.

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**APPLICATION FORM FOR CANDIDATES FROM CENTRAL PUBLIC SECTOR ENTERPRISES (CPSE)/CENTRAL GOVERNMENT (INCLUDING ARMED FORCES OF THE UNION/ALL INDIA SERVICES)/STATE PUBLIC SECTOR ENTERPRISES (SPSE), PRIVATE SECTOR**

**(Through Proper Channel, except candidates from the Private Sector)  
Please refer to the Job Description for the post at DDP website ([www.ddpmod.gov.in/vacancyandcircular](http://www.ddpmod.gov.in/vacancyandcircular))**

1. Name of the post applied for \_\_\_\_\_
2. (a) Applicant's Name (as per official records Mr./Mrs./Ms.) \_\_\_\_\_  
(b) Designation of the Applicant (in full) \_\_\_\_\_  
(c) Name of the company \_\_\_\_\_  
(d) Category as per Employment Status: - Officer- of a CPSE/Central Government/Armed Forces of the Union/All India Services./SPSE/Private Sector  
(Please tick as applicable)
- (e) Office Address: \_\_\_\_\_
- (f) Address for communication \_\_\_\_\_
3. Telephone No: Office \_\_\_\_\_ Residence \_\_\_\_\_ Mobile No. \_\_\_\_\_  
E-Mail id \_\_\_\_\_
4. Date of Birth (DD/MM/YY) \_\_\_\_\_ Age as on date of Advertisement (years/months/Days) \_\_\_\_\_
- 5 (i) Educational/Professional Qualifications:



Sl. No.	Qualification*	Name of Institution	Period of Study		Tick the relevant			Tick the relevant			Self-Declaration Whether meets the eligibility qualification requirement			
			From	To	Part Time	Full Time	Correspondence	Degree	Diploma	Certificate	Mandatory	Desirable	Other	

\*Should be exactly as per Degree/ Certificate issued by the university.

(ii) Positions held during the last ten years. From the date of uploading the vacancy circular on the DDP website.

Sl. No.	Complete Designation & Place of posting*	Name of the Organization	Pay scale**	Period		Reporting to Designation*	Self-Declaration Whether meets the mandatory experience requirement		If yes, nature of duties in support of the declaration
				From	To		Yes	No	
1	2	3	4	5	6	7	8		

\*Should be exactly as per specific office order issued by the CPSE/Ministry/SPSE/employer.

\*\*Private Sector-CTC/remuneration/emoluments drawn.

NB: The positions should be indicated in order of the most recent assignments.

Note. 1.Please attach a write-up(Part A: Achievements during the career so far and Part B : Vision for the post applied for), not exceeding 2000characters, in support of your candidature, for reference at the time of the interview The Full form of all abbreviations used must be given in the prescribed limit of characters.

6. (a) Do you hold lien in and organization other than where currently working?

If yes,

- i. Name of the organization in which the lien is held
- ii. Date from which the lien is held

Yes	No
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- (b) Are you on deputation?

If yes

- (i) Name of parent organization:
- (ii) Date from which on deputation:

Yes	No
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7. (a) Whether any penalty/punishment was awarded to the applicant during the last 10 years.

If yes, the details thereof i) Civil /Criminal

ii) Departmental Inquiry

Yes	No
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(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his / her knowledge goes

If yes, the details thereof, i) Civil / Criminal

Yes	No
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ii) Departmental Inquiry

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

#### STATE PUBLIC SECTOR ENTERPRISES

8. Year wise Audited Annual Turnover of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised (e.g: 2013-14, 2014-15 and 2015-16 for a post advertised in the calendar year 2017).

Company in which candidate is serving	Year	Annual Turnover of the Company (In Rupees Crores)

- (i) Please provide URL of company website & CIN (Corporate Identity Number) of company  
(a) URL (Company Website Address) \_\_\_\_\_  
(b) CIN(Corporate Identity Number) \_\_\_\_\_

(ii) I certify that I am

(a) Working at Board level position

Yes	No
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If yes: Please provide your DIN (Director Identification Number) \_\_\_\_\_

(a) Holding a post at the level immediately below the Board.

Yes	No
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I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)



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**PRIVATE SECTOR**

9. Year wise Audited Annual Turnover (ATO) of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised (e.g: 2013-14, 2014-15 and 2015-16 for a post advertised in calendar year 2017).

Company in which candidate is currently serving	Year	Annual Turnover of the Company (in Rupees Crores)*

\*If Annual Turnover (ATO) is in foreign currency, the exchange rate as on the date of uploading of vacancy (advertisement) on the PESB website may be used.

- (i) Please provide URL of company website & CIN (Corporate Identity Number) of company

(a) URL (Company Website Address) \_\_\_\_\_

(b) CIN (Corporate identity Number) \_\_\_\_\_

- (ii) I certify that I am

(a) Working at Board level position  
If yes; please provide your DIN (Director Identification Number) \_\_\_\_\_

Yes	No
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(b) Holding a post at the level immediately below the Board.

Yes	No
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- (iii) Whether the Company in which I am working is listed on the stock exchange.

Stock Exchange \_\_\_\_\_

Proof of listing may be accessed over \_\_\_\_\_ (please provide URL)

Yes	No
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- (iv) Self certified copies for proof of age and educational qualifications (enclosed)

- (v) Please give details of 2 references (Name, Designation, Mobile, Email ID)

I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge & belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

**Declaration**

1. \_\_\_\_\_ son/Daughter of \_\_\_\_\_ hereby certify that I have not been disqualified to act as a Director under section 164 or any other relevant sections of the Indian Companies Act, 2013.

(Name & Signature of the Applicant)

**UNDERTAKINGS (as applicable)**

**For candidates from Central Government/Armed Forces of the Union/ All India Services/ Autonomous Bodies/ SPSE**

The appointment is on immediate absorption basis. I hereby undertake to join the post, if selected. I understand that:

- (a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

**For candidates from CPSE**

I hereby undertake to join the post, if selected. I understand that:

- (a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which I belong.
- (b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which I belong.

(Name and Signature of the applicant)

Date:

**For candidates from Private Sector**

I hereby undertake to join the post, if selected. I understand that:

- (a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (b) Further, if I convey my unwillingness to join after the issue of offer of appointment, I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

**Verification**

(To be filled in by the designated officer for CPSE/Central Government/ Armed Forces of the Union/ All India Services/SPSE)

It is certified that the particulars furnished above have been scrutinized and found to be correct as per official records.

Signature & Designation of the  
Competent Authority  
With Telephone No. & e-mail address

Up:

A: Achievements during the career so far (2000 characters):

B Vision for the post applied for (2000 characters):