

BEL OPTRONIC DEVICES LIMITED (BELOP) – PUNE  
(Govt. of India Enterprises under Ministry of Defence, &  
A Subsidiary of Bharat Electronics Limited)

BEL Optronics Devices Limited (BELOP), is a Central Public Sector Enterprise under Ministry of Defence, Govt of India. located at EL-30,'J' Block, Bhosari Industrial Area,Pune – 411 026.BELOP requires the following personnel on **Fixed Term basis** for a period of **(4) four years** for its "Aviation Hoses manufacturing project":

**1. REQUIREMENTS:**

SR NO.	POST / GRADE	PAY SCALE	NO OF POST (S)	RELEVANT / REQUIRED QUALIFICATION	RELEVANT POST QUALIFICATION INDUSTRIAL EXPERIENCE AS ON 01.01.2023	UPPER AGE LIMIT AS ON 01.01.2023
1	Manager (Design Workshop) / M - 1	50000 – 3%-160000	One	BE /B TECH (Aeronautical Engg.)	Minimum 13 to 14 years of relevant industrial work experience as described in Area of Expertise and Responsibility.	45 Years
2	Manager (Technology) / M - 1	50000 – 3%-160000	One	BE (Mechanical)	Minimum 13 to 14 years of relevant industrial work experience as described in Area of Expertise and Responsibility.	45 Years
3	Dy. Manager (Technologist) / E - 4	40000 -3%-140000	One	BE /B TECH (Aeronautical Engg.)	Minimum 8 to 9 years of relevant industrial work experience as described in Area of Expertise and Responsibility.	35 Years
4	Process Engineer / E-2	30000 -3%-120000	One	BE (Mechanical)	Minimum 1 to 2 years of relevant industrial work experience as described in Area of Expertise and Responsibility.	30 Years
5	Process Engineer (Metal working)/ E-2	30000 -3%-120000	One	BE (Mechanical)	Minimum 1 to 2 years of relevant industrial work experience as described in Area of Expertise and Responsibility.	30 Years

**Reservation criteria will be followed as per Government Directives.**

**Please Note:**

- i) For all the posts indicated, the candidates should have full time BE/ B. Tech degree from an AICTE approved college/Institute or a recognized University.
- ii) Candidates applying for the above indicated posts should possess 55% and above for General / EWS/OBC and pass class for SC/ST/ PwBD.
- iii) Candidates have to compulsory attach the Final Degree Certificate as proof of completion of degree and indication of class and percentage of marks.
- iv) In case there is no mention of specialization in the qualifying degree as required in the minimum essential educational qualification, candidates are required to submit a Certificate from their University / Institution/College which indicates their specialization in qualifying degree.
- v) Candidates possessing relevant Industrial post qualification experience only needs to apply.
- vi) Academy/Teaching/Research work, experience in non-profit Organisation,internship/project work placements are part of academic curriculum will not be considered as experience. Work experience prior to completion of BE/B.Tech will not qualify as relevant Post Qualification Experience.
- vii) Candidate should possess experience certificates/documents issued by the previous and present employer clearly indicating period of employment and post held.
- viii) The decision of the Selection Committee with respect to Industrial Experience will be final. Work experience indicated without supporting documents will not be considered and is liable to be reject/cancelled without any prior intimation.

**Upper Age limit as on 01.01.2023:**

- i) The upper age limit will be relaxable for SC / ST candidates by 05 years and OBC (Non – Creamy Layer)-3 years.For Candidates belonging to Person with Disability (PWD) category having minimum 40% disability will get 5 (five) years relaxation in addition to the relaxation applicable to SC/ST/OBC mentioned above.
- ii) HSC/SSLC/SSC/ISC mark card and any other valid document will be considered as proof of date of birth.
- iii) Candidates seeking age relaxation will be required to attach copy of necessary certificate along with application and submit in original in case of selection or provide at any subsequent stage of the process for verification.
- iv) The EWS/Caste/Disability Certificate should be strictly in the format failing which, candidates will be considered under 'un-reserved' category, provided they are otherwise meeting all other criteria stipulated for unreserved candidates.
- v) The application of the candidates not meeting the prescribed age criteria will be reject/cancelled without any prior intimation.
- vi) Candidates belonging to OBC category (non-creamy layer) should produce the certificate issued on or after 01.10.2022 in prescribed format issued by Competent Authority.

**2. AREA OF EXPERTISE&ROLE / RESPONSIBILITIES:**

Sr. No.	Description	Area of Expertise	Role / Responsibilities
1	Manager (Design Workshop)	Experience in designing of hydraulic system	To design aviation hoses and other components required for aircraft & helicopters. Co-ordination with production in shop floor during new product development.
2	Manager (Technology)	<ul style="list-style-type: none"> <li>• Knowledge of the legislation and standard legal acts, methodological materials for managing the quality of products, certification procedure (of works, services).</li> <li>• Experienced skills in managing and operation of industrial robot or industrial manipulator.</li> <li>• Knowledge of welding, cladding, arc welding, laser-beam welding processes.</li> <li>• Possessing of Solid works or Compass 3D software.</li> <li>• Interpreting drawings.</li> <li>• Knowledge of how to use measuring instrument</li> <li>• Experienced skills in programming industrial robots and industrial manipulators.</li> </ul>	<ul style="list-style-type: none"> <li>• Managing review and analysis of background papers relevant to the subject.</li> <li>• Issue of scientific technical reports.</li> <li>• Development of standard documentation (specifications, operational procedures, manufacturing procedures, technical guidelines, etc.).</li> <li>• Development of technological processes on spraying and cladding.</li> <li>• Interpreting drawings.</li> <li>• Managing operation of industrial robot, industrial manipulator, writing programs.</li> <li>• To make forecasts and to order the relevant materials. Timely issuing documents. Ability to find ways of optimization of products cycles.</li> <li>• To participate in developing of standards time for manufacturing, materials consumption, calculation of economic efficiency for the technological processes.</li> <li>• Developing and carrying out activities targeting the optimization of quality management system.</li> </ul>

3	Dy.Manager (Technology)	<ul style="list-style-type: none"> <li>• Knowledge of the legislation and standard legal acts, methodological materials for managing the quality of products, certification procedure (of works, services).</li> <li>• Experienced skills in managing and operation of industrial robot or industrial manipulator.</li> <li>• Knowledge of welding, cladding, arc welding, laser-beam welding processes.</li> <li>• Possessing of Solid works or Compass 3D software.</li> <li>• Possessing of Microsoft Excel and Google tabling.</li> <li>• Interpreting drawings.</li> <li>• Knowledge of how to use measuring instrument</li> <li>• Experienced skills in programming industrial robots and industrial manipulators.</li> </ul>	<ul style="list-style-type: none"> <li>• Managing review and analysis of background papers relevant to the subject.</li> <li>• Issue of scientific technical reports.</li> <li>• Development of standard documentation (specifications, operational procedures, manufacturing procedures, technical guidelines, etc.).</li> <li>• Participation in professional events, conferences and exhibitions.</li> <li>• Development of technological processes on spraying and cladding.</li> <li>• Interpreting drawings.</li> <li>• Managing operation of industrial robot, industrial manipulator, writing programs.</li> <li>• Issuing order to manufacturing division or contractors for preparing of parts before cladding and further processing.</li> <li>• To make forecasts and to order the relevant materials. Timely issuing documents in paper and electronic forms. Ability to find ways of optimization of products cycles.</li> <li>• To participate in developing of standards time for manufacturing, materials consumption, calculation of economic efficiency for the technological processes.</li> <li>• To participate in developing and carrying out activities targeting the optimization of quality management system.</li> </ul>
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4	Process Engineer	<ul style="list-style-type: none"> <li>• Working experience of operator of welding /sputtering minimum for 1 to 2 years.</li> <li>• Skills in works with robot / industrial manipulator.</li> <li>• Knowledge of welding / sputtering, arch / laser processes.</li> <li>• Solidworks or 3D Compass skills.</li> <li>• Microsoft Excel and Google charts skills.</li> <li>• Knowledge of reading drawings.</li> <li>• Knowing how to use measuring instruments.</li> <li>• Skills in management, programming of industrial manipulators/robots.</li> <li>• Skills, theoretical knowledge in sphere of welding manufacture, including sputtering, welding, thermos strengthening.</li> <li>• SprutCAM (work with industrial robot is preferable), any CAM system.</li> <li>• To have knowledge about defects in welding juncture and methods of their prediction and rectifying.</li> <li>• Having knowledge of the basis of metal welding, mechanical characteristics of welding metals.</li> </ul>	<ul style="list-style-type: none"> <li>• To make laser cladding works.</li> <li>• To read drawings.</li> <li>• To work with robot/ industrial manipulator, writing of computer programs.</li> <li>• To issue production orders for contractors for preparing of parts before cladding and further processing.</li> <li>• To make forecasts and to order the relevant materials. Ability to find ways of optimization of products cycles.</li> <li>• To participate in developing of standards time for manufacturing, materials consumption, calculation of economic efficiency for the technological processes.</li> <li>• To participate in developing and carrying out activities targeting the optimization of quality management system.</li> </ul>
5	Process Engineer (Metal Working)	Metal processing technologies in mechanical engineering, CNC programming knowledge	Technological preparation of production, ensuring the quality and productivity of parts

**3. PAY AND ALLOWANCES:**

**For the post Sr.No. 1 & 2:** Pay scale Rs. 50,000- 3% - 1,60,000, in addition to Basic Pay, other allowances like Dearness allowance, House Rent Allowance,35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Mediclaim Insurance, and Provident Fund as per the Company's rules will be part of the remuneration package.

**For the post Sr.No. 3:**Pay scale Rs. 40,000- 3% - 1,40,000, in addition to Basic Pay, other allowances like Dearness allowance, House Rent Allowance,35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Mediclaim Insurance, and Provident Fund as per the Company's rules will be part of the remuneration package.

**For the post Sr.No.4 &5:** Pay scale Rs. 30,000- 3% - 1,20,000, in addition to Basic Pay, other allowances like Dearness allowance, House Rent Allowance,35% of the Basic Pay as perquisites, Performance Related Pay (PRP), Mediclaim Insurance, and Provident Fund as per the Company's rules will be part of the remuneration package.

#### 4. METHOD OF SELECTION:

##### **For the post Sr.No. 1 & 2:**

The applications will be scrutinized and applicants meeting the above criteria will be called to appear for the Panel Interview.

##### **For the post Sr.No. 3, 4 & 5:**

**Written test will be conducted at PIMPRI-CHINCHWAD/ PUNE.**

All the candidates who would be applying for the above posts will be called for written test without conducting of verification w.r.t. caste certificate or other eligibility criteria; as scrutiny of applications at this stage will not be done. **Hence before proceeding for written examination, the Candidate concerned has the obligation to ensure that s/he has fulfilled the eligibility Criteria of this advertisement.**

After written test, **only shortlisted candidates** (who are found satisfying the eligibility criteria of this advertisement) **will be called for interview as per the merit list and after considering reservation notified in this advertisement.**

**The venue for the Written Test / Interview will be intimated later on valid e-mail ID which is to be entered in the application form.**

**The names of candidates for Written Test/Interview and final selection will be notified on our Company's website.**

**SCRUTINY:** Necessary scrutiny w.r.t. eligibility criteria will be carried out before the interview in respect of only those candidates who would be called for interview.

#### 5. GENERAL CONDITIONS:

- i. Application Fee for GEN / OBC category candidates is **Rs. 472/- (Application Fees Rs. 400/- + 18% GST)** payable along with application form through **Demand Draft** drawn from any scheduled bank (preferably SBI) in favour of **"BEL Optronic Devices Limited"** payable at Pune. The candidate is required to write his / her name on the reverse of the demand draft and Post applied for.

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

The application fee is non-refundable.

- i. No TA/DA will be paid to attending written test/interview.
- ii. Candidates belonging to reserved category need to submit their authentic caste certificate issued by appropriate government authority
- iii. Candidates belonging to OBC category are required to submit the Non-Creamy Layer certificate in the prescribed format issued by the Competent Authority on or after 01.10.2022. Income certificate will not be considered as Non-Creamy Layer certificate. In respect of OBC candidates, reservation will be available only to candidates, who do not fall in the Creamy Layer.

- iv. Candidates who have **not completed** BE / B.Tech. need not apply.
- v. Applications submitted in the SPECIFIED format with all relevant enclosures will only be accepted.
- vi. Candidature is liable to be rejected at any stage of recruitment/selection process or after joining, if any information provided by the candidate is found not fulfilling the criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if BELOP comes across any evidence/knowledge that the qualification, experience and any other particulars indicated in the application/other forms/formats are not recognized/false/misleading/mismatch and/or amounts to suppression of information/particulars which should have been brought to the notice of BELOP.
- vii. Usage of Mobile phones / pagers/ iPad / iPod / Tablets / Calculators or any other such electronic device is strictly prohibited inside the examination hall, thus usage would lead to disqualification of candidature.
- viii. Management of BELOP Company reserves the right to cancel / restrict / enlarge / modify / alter the recruitment / selection process., if need so arises, without issuing any further notice or assigning any reason thereafter or debar/cancel the candidature during the deployment/employment if the performance of selected candidate is not found satisfactory.
- ix. **All communications will be done through eMail.** Candidates are required to possess at least on valid e-mail ID which is to be entered in the application form. BELOP will not be responsible for bouncing of any e-mail sent to the candidates. **Change in mobile number and Email-ID will not be entertained.**
- x. **Please note that admit card for written test/call for interview will not be sent by Post.**
- xi. BELOP reserves the right to debar/ disqualify any candidates at any stage of the Selection Proceedings, for reason whatsoever.
- xii. **Canvassing in any form will result in disqualification.**
- xiii. On absorption as a Fixed Term Engineer, candidate is required to put up at least one year service at BELOP, otherwise service certificate will not be provided to candidate.
- xiv. The candidates are required to attach self-attested copies of the following documents with the application form.
  - a) Paste 'Passport size photograph' on the application.
  - b) For Date of Birth: Attach SSLC/SSC certificate or Date of Birth Certificate.
  - c) Proof of first class obtained in degree course, issued by respective University or College.
  - d) Candidates belonging to reserved category need to submit their authentic caste certificate issued by appropriate government authority.
  - e) No Objection Certificate from your present employer (if you are employed in Govt/Quasi Govt /PSU).
  - f) Candidates belonging to PWD (OH only) need to submit their authentic 'Disability Certificate' issued by the Medical Board in the prescribed format.

- g) Proof of Identity card: - Pan Card/Passport / Driving license / Election card / Aadhar card
- h) Experience Certificate/s from previous employer/s (Mandatory).

**Interested candidates are required to download the application format available on the website <https://belop-india.in/careers.html>**

The duly filled application format along with self-attested certificates should be sent through post/courier by super scribing on the envelope the name of post applied for. Application should be addressed to:

**Manager - HR  
BEL Optronics Devices Limited,  
EL-30, 'J' Block, Bhosari Industrial Area,  
Pune- 411 026.**

Application should reach above address before 1700 hrs. of 28.02.2023.

Application received after due date and/or incomplete application will not be considered. BELOP will not be responsible for any postal/courier delay.