



BHARAT ELECTRONICS LIMITED
A Government of India Enterprise, Under the Ministry of Defence

Advt No: 6050/SAFETY/HR/A&A/2024-25

Date: 25.12.2024

Bharat Electronics Limited, India's premier Navaratna Defence Electronics Company requires experienced personnel for the permanent post of Senior Safety Officer for Vellore facility of A&A SBU, BG CX.:

S No	Post/Grade	No. of Post	Qualification & Experience as on 01.12.2024	Percentage of Marks/Classes	Upper Age Limit as on 01.12.2024	Scale of Pay	Place of Posting
1.	Senior Safety Officer E-III	1(UR)	BE/BTECH/AMIE/GIETE in any discipline with Diploma in Industrial Safety and having minimum 4 years of relevant post-qualification experience	First Class	32 Years	Rs. 50,000 - 3% - 1,60,000/-	Vellore, Tamil Nadu.

Ex-servicemen will be entitled to reservation other concessions as per guidelines notified by the Government from time to time.

Qualification: BE/B.TECH/AMIE/GIETE in any discipline should be acquired from AICTE approved Colleges/institutions or a recognized University with any Diploma in Industrial Safety conducted by any institute under the Directorate General, Factory Advice Service and Labour Institutes (DGFASLI), Ministry of Labour and Employment, Government of India/ a full time degree or full time Diploma in Industrial Safety and duration of not less than one year awarded by any university incorporated under the Central or State Acts or Department of Technical Education or Board of Technical Education of any State/Union Territories/Government of India.

Age as on 01.12.2024:

Senior Security Officer - **Upper age limit – 32 years**

The upper age limit mentioned above is for General & EWS candidates. The upper age limit will be relaxable for SC candidates by 5 years and for OBC candidates by 3 years. Upper age limit will be relaxable by 10 years for candidates belonging to Persons with Benchmark Disability (PwBD) category in addition to the relaxation applicable to their respective category.

Note: Where reservation is not available for a specific category or categories, candidates may apply for an unreserved post, provided they meet the minimum eligibility criteria for the unreserved posts

Language:

Should have adequate knowledge of Tamil language.



Remuneration:

The selected candidates will be inducted in a pay scale of Rs. 50,000-3%-1,60,000/-. In addition to basic pay other allowances like Dearness Allowance, HRA, 35% of basic pay as perks, medical reimbursement, PF, Gratuity, Pension, Group insurance, Superannuation Pension etc as per Company rules will be a part of the pay package.

Relevant Post-Qualification Work experience:

- i.) Minimum 4 years of practical post qualification experience of working in a factory in a supervisory capacity.
- ii.) Candidate possessing relevant Industrial post qualification experience (after BE/B.TECH/AMIE/GIETE with Diploma in Industrial Safety) as mentioned above only needs to apply.
- iii.) Teaching/Academic/Research work will not be considered as relevant post qualification industrial experience. experience in banking and financial institutions, non-profit organizations and, internship placements which are a part of academic curriculum will not be considered as experience. Work experience prior to completion of diploma in industrial safety will not qualify as relevant post qualification experience.
- iv.) The decision of the Selection Committee with respect to relevance of industrial experience will be final. Experience indicated without supporting documents will not be considered and is liable to be rejected / cancelled without any prior intimation.

Job roles/Duties of Senior Safety Officer: The duties of the Senior Safety Officer shall be to advise and assist the factory management in the fulfilment of its obligations, statutory or otherwise concerning prevention of personal injuries and maintaining a safe working environment. These duties shall also include the following, namely:

- (i) Should be conversant and knowledgeable about explosive safety regulation (STEC regulation)
- (ii) Will be responsible for enforcing compliance of STEC regulation through explosive safety audit.
- (iii) Should be knowledgeable about Quantitative Risk Assessment (QRA) and ammunition disposal methods.
- (iv) Will be responsible for conducting environmental and fire safety audit, risk analysis and risk reduction.
- (v) To advice the concerned departments in planning and organising measures necessary for the effective control of personal injuries;
- (vi) To advice on safety aspects in all job studies, and to carry out detailed job safety studies of selected jobs;
- (vii) To check and evaluate the effectiveness of the action taken or proposed to be taken to prevent personal injuries;
- (viii) To advise the purchasing and stores departments in ensuring high quality and availability of personal protective equipments;
- (ix) To advise on matters relating to carrying out of plant safety inspections;
- (x) To carry out plant safety inspections in order to observe the physical condition of work and the work practices and procedures followed by workers and to render advise on measures to be adopted for removing the unsafe physical conditions and preventing unsafe actions by workers;



- (xi) To render assistance on matters relating to reporting and investigation of industrial accidents and occupational diseases;
- (xii) To investigate all accidents and near-miss incidents; to suggest remedial measures to the management;
- (xiii) To render assistance for the cases of industrial disease contracted and in respect of dangerous occurrences reportable under Rules 96 of the Tamil Nadu Factories Rules 1950;
- (xiv) To render assistance on the maintenance of such records as are necessary relating to accidents; dangerous occurrences and industrial diseases;
- (xv) To promote setting up of safety committees and to act as an adviser and catalyst to such committees;
- (xvi) To organise in association with the concerned department/campaigns, competitions, contests and other activities which will develop and maintain the interest of the workers in establishing and maintaining safety conditions of work and procedure;
- (xvii) To design and conduct either independently or in collaboration with the training department, suitable training and educational programme for the prevention of personal injuries and for the propagation of safety awareness.

In addition to above, any work based on the requirement of BEL, will also be assigned.

METHOD OF SELECTION:

- Selection will be through a Written Test followed by an Interview (only for those candidates who qualify in the written test). **The venue for the Written Test / Interview will be intimated later.**
- 85% Marks will be allotted for the written test and 15% Marks for the interview. Candidates who pass the written test will be called for interview in the ratio of 1:7.
- The names of candidates shortlisted for Written Test/Interviews and final selections will be notified on our Company's website.
- Please note that Written Test/Interview call letters will be sent through email only.

APPLICATION FEES:

Candidates belonging to General/ OBC/EWS category are required to remit an amount of Rs.600 + 18% GST towards application fee.

Ex-servicemen/ SC/ ST/ PwBD candidates are exempted from payment of application fee.

SBI Link: <https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=14842>

The application fee is non-refundable. Candidates must go through all instructions and eligibility criteria carefully before remitting Application Fee. Fee once paid will not be refunded in any case/circumstance.

- a) Candidates are required to remit an amount of Rs. 600/- plus 18% GST towards 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 take the screenshots for making the payment.



- c) Candidates have to enter the “**SBI Collect Reference No.**” generated after payment, in the Application Form. SC/ST/PwBD/Ex Servicemen candidates are exempted from payment of application fee.
- d) Candidate may go through all instructions and eligibility criteria carefully before remitting application fees and sending 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.

INSTRUCTION FOR MAKING ONLINE PAYMENT:

- Go to www.onlinesbi.sbi and select:- State Bank Collect.
- Accept Terms and Conditions and click on “**Proceed**”.
- Select state of Corporation/ Institution: - All India.
- Select type of Corporation/ Institution: - PSU – Public Sector Undertaking and Click on “**Go**” option.
- Select PSU - Public Sector Undertaking: - Bharat Electronics Limited and Click on “**Submit**” button.
- Select Payment category: - Senior Safety Officer – A&A SBU
- Complete the payment as explained above
- Take a print of the payment receipt and attach it with the application form.
- Candidates are requested to read the details and take screenshots for making the payment.
- Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee and submitting the application. Fee once paid will not be refunded.

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.

HOW TO APPLY:

Candidates who are desirous of applying for the above post and are willing to be posted at the location indicated in the advertisement may download the applications by clicking the link provided in the website (<https://www.bel-india.in>). The duly filled-in application along with the self-attested photocopies of the below mentioned documents/enclosures are to be sent through post to-

**Manager (HR/MS/A&A/Seekers),
Bharat Electronics Ltd.,
Jalahalli PO,
Bangalore 560013**

The envelope containing the application with relevant documents should be superscribed as ‘**Application for the post of Senior Safety Officer for A&A SBU.**’

The following documents are required to be submitted along with application form.

- SSLC/SSC/ISC/10th Standard marks card (as proof of date of birth).
- All certificates (starting from Matriculation/Class X) in support of educational qualifications.
- BE/B.TECH/AMIE/GIETE Degree certificate and Diploma in Industrial Safety certificate.



4. All semester Marks Sheets/Final consolidated marks sheet of all semesters/years of BE/B.TECH/AMIE/GIETE.
5. **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 issued from the University. In the event of failing to do so the candidature will be cancelled.**
6. Caste/Community/Disability/Income certificate in case of candidates belonging to SC/ST/OBC(NCL)/PwBD/EWS 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 (NCL) category should possess the certificate issued on or after 01.12.2023. Candidates belonging to EWS category are required to produce the Income & Asset certificate either for the year 2023-24 or the present financial year. (Prescribed formats are attached long with this advertisement).
7. **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 experience 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.**
8. **Write up of the roles and responsibilities/ experience.**
9. Candidates if working in PSUs/ Govt. organizations should compulsorily submit 'No Objection Certificate' at the time of application or interview.
10. Outstation Candidates called for interview shall be reimbursed AC Chair Car / Third Tier A/C fare for Deputy Manager (E-IV) grade and II Tier AC fare for Manager (E-V) grade to and fro train fare by the shortest route (from their correspondence address) on production of receipt or other supporting documentary evidence in respect of the onward journey.
11. Request for change of category once declared in the application will not be entertained.
12. Candidates are required to travel extensively anywhere in India.
13. 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 form. 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.
14. In the event any applicant has litigated with his/her employer in the past, the same should be clearly mentioned in brief.
15. SC/ST/OBC/EWS/ Disability Certificate should be strictly in the format available on the BEL website.
16. The number of posts indicated above may vary based on the actual requirement at the time of selection.
17. Canvassing in any form will result in disqualification.
18. Copy of the SBI receipt.
19. Any other relevant certificate.
20. Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.



21. Any revision, clarification, addendum, corrigendum, time extension etc. to the above advertisement will be hosted on the careers section of BEL website (www.bel-india.in) and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

क्र. / S.No.	गतिविधि / Activity	दिनांक / Date
1	Advertisement start date/विज्ञापन शुरु होने की तिथि	25.12.2024
2	आवेदन करने की अंतिम तिथि/आवेदन भुगतान करने की अंतिम तिथि को या उससे पहले करें। Last date for Applying/The Applications should reach on or before/Last date for making payment .	14.01.2025

GENERAL:

- i. Candidates are required to possess at least one valid e-mail ID. Candidates are advised to keep the email ID (to be entered compulsorily in the application form) active for at least one year. No change in the email ID will be allowed once entered. All correspondence with candidates shall be done through email only. Responsibilities of receiving and downloading of information/ communications etc. will be of the candidate. BEL will not be responsible for bouncing of e-mails, non-receipt of e-mails due to invalid e-mail IDs, setting options exercised by the candidate, etc. and no correspondence in this regard will be entertained. No conveyance/ travelling charges will be reimbursed for attending the written test.
- ii. There will be no separate communication to any candidates on their non-selection at any stage.
- iii. Candidates whose specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selections. In the event it is found that candidates have disclosed false information in the application form, BEL reserves the right to disqualify their candidature at any stage during the selection process.
- iv. Only Indian nationals need apply. The posts indicated above may vary based on the actual requirement at the time of selection. 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 what so ever.
- v. If candidate shortlisted /selected for one Post/Role no changes will be entertained at any point in time during/ after the selection process.
- vi. Appointment of the selected candidates will be subject to being found medically fit by the Company's Medical Authorities.
- vii. The officer may be posted at any location in India/ abroad at the sole discretion of BEL Management.
- viii. 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.

Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview/Written Test. BEL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason whatsoever 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.

Short listing of candidates will be carried out purely based on the information declared by candidates in the application form. If at any further stage of selection, it is found that candidates have declared false information w.r.t. their credentials, BEL reserves the right to debar them at any stage of selection.

BEL has a robust and transparent recruitment process where the selection criteria 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 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 Application and prescribed formats please visit : www.bel-india.in/careers/

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

For queries related to advertisement & payment of application fee contact us at:

E-mail: rechr4042@bel.co.in, Telephone: 080-22195629.
