

No.DDP-E0032/2/2020-D(BEL)  
Bharat Sarkar  
Government of India  
Raksha Mantralaya  
Ministry of Defence  
Raksha Utpadan Vibhag  
Department of Defence Production

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NAME OF THE CPSE	:	BHARAT ELECTRONICS LIMITED (BEL)
NAME OF THE POST	:	CHAIRMAN & MANAGING DIRECTOR
DATE OF VACANCY	:	01/07/2021
DATE OF ADVERTISEMENT	:	From the date of publication
SCHEDULE OF THE CPSE	:	Schedule 'A'
SCALE OF THE POST	:	Rs.200000-370000 (IDA)

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**I. COMPANY PROFILE**

Bharat Electronics Limited (BEL) is a Scheduled '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 office is in Bangalore, Karnataka.

The company employed 9175 regular employees (Executives: 6128, Non-executives: 3047) as on 31.03.2021.

The authorized and paid up capital of the Company was Rs.250 crores and Rs.243.65 crores respectively as on 31.03.2021.

The shareholding of the Government of India in the company is 51.14% as on 31.03.2021.

## II. JOB DESCRIPTION AND RESPONSIBILITIES

The Chairman and Managing Director is the Chief Executive of the Corporation and accountable to its Board of Directors and Government of India. He is responsible for the efficient functioning of the Corporation for achieving its corporate objectives and performance parameters. CMD is required to liaise and keep contacts with the important customers and various Central Government Authorities, particularly the Department of Defence Production, Ministry of Defence and Defence Research & Development Organization. CMD is also required to maintain close liaison with appropriate levels in the three Service Headquarters regarding the ongoing Defence projects and to develop further business in Defence electronics. Besides this, CMD, BEL has to liaise with the appropriate State Government Authorities, Heads of other Public Sector Undertakings, Customers and Collaborators, Commercial & Financial Institutions and other important organizations associated with the activities of the Company. Responsibilities of the CMD, BEL will be:

- To chair the meetings of the Board of Directors of BEL.
- Regular interactions with the Board of Directors and all other stakeholders.
- To plan, direct, co-ordinate and control the activities of the Company.
- To provide leadership and guidance with a view to accomplishing the objectives of the Company and its performance against planned targets.
- Indigenization, import substitution, increasing exports, increasing defence production, modernization and emphasis on R&D.

## III. ELIGIBILITY

1. **AGE:** On the date of Advertisement of Vacancy (AOV)

<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 years	55 years	45 years	55 years

- 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:

- (a) Central Public Sector Enterprises (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (b) Central Government including the Armed Forces of the Union and All India Services;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs 5,000 crore or more**;
- (d) Private Sector in company where the annual turnover is **\*Rs 5,000 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 approved limits.)

### (ii) **SHORTLISTING OF CANDIDATES:**

(a) The applications are considered and shortlisted with reference to the job description and eligibility criteria in the following manner:

(a)	Internal (from the same CPSE or its subsidiary)	06
(b)	Sectoral (from CPSEs of the same cognate group as defined by DPE)	06
(c)	External (from any other CPSE)	06
(d)	Central Government / Private Sector / State PSEs	06

### 3. **QUALIFICATION:**

The applicant be an Engineering graduate preferably in Electronics/ Communication/ Computer Science/ Mechanical Engineering from a recognized university/ Institution with good academic record.

Applicant with MBA qualifications will have added advantage.

### 4. **EXPERIENCE:**

The applicant should possess adequate experience at a senior level of management in an organization of repute.

Five years' experience in electronics industry and experience in development of supply chain is desirable.

### 5. **PAY SCALE:**

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

##### **Eligible Scale of Pay**

- (i) Rs. 8250-9250 (IDA) Pre 01/01/1992
- (ii) Rs.11500-13500 (IDA) Post 01/01/1992
- (iii) Rs.23750-28550 (IDA) Post 01/01/1997
- (iv) Rs.62000-80000 (IDA) Post 01/01/2007
- (v) Rs.150000-300000 (IDA) Post 01/01/2017
- (vi) Rs.22400-24500 (CDA) Pre-revised
- (vii) Rs.67000-79000 (CDA) Post 01/01/2006
- (viii) Rs.182200-224100 (Level 15) CDA

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 vacancy.

#### (b)

- (i) **Applicants from Central Government/All India Services** should be holding a post of the level of Additional Secretary in Government of India or carrying equivalent scale of pay on the date of application.

- (ii) **Applicants from the Armed Forces of the Union** should be holding a post of the level of Lt. 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 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 and the All India Services, 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 through e-mail ([harish.upadhayay@nic.in](mailto:harish.upadhayay@nic.in)) or by post:

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

- (a) Government Officers, including those of the Armed Forces of the Union and All India Services: 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) 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/Armed Forces of the Union/All India Services**

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

- (b) 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.
- (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 candidate 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 EITHER**

- (a) Duly filled-up Application Form against this Job Description can be sent either through e-mail ([harish.upadhayay@nic.in](mailto:harish.upadhayay@nic.in)) or by post, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to DDP/MoD is by 15.00 hours on 11/07/2022. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED. Search-cum-Selection Committee reserves the right to shortlist applicant for interview.

Applications are to be addressed to (for this purpose, a box has been placed at Gate No.1, Sena Bhawan, New Delhi – 110011) :

Shri Harish C. Upadhayay,  
Under Secretary,  
Government of India,  
Ministry of Defence,  
Department of Defence Production,  
Room No.253-A, 'B' Wing, Sena Bhawan,  
New Delhi-110001.

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