# BEL - THALES SYSTEMS LIMITED

**(A Govt. of India Enterprise under the Ministry of Defence)**

Advt no: 10006/BTSL/HR/2026/FTE/02 Date:25.11.2026

**BEL-THALES Systems Limited (BTSL)**, Bengaluru is a Joint Venture Company under the Ministry of Defence, Government Of India. BTSL seeks application from experienced Engineers for the following Deputy Engineer post on fixed tenure Basis for a period of 3 years which can be extended for 2 more years and for Manager post on fixed tenure Basis for a period of 5 years:

| Post | Post Code | Discipline & No. of Posts | Reservation | Qualification | Upper Age limit as on 01.11.2026 | Experiences on 01.11.2026 | Posting location |
|---|---|---|---|---|---|---|---|
| **Fixed Tenure Deputy Engineer (E-I)** | DEE01 | Electronics - 05 | UR- 4 EWS-1 | B.E/B.Tech Engineering degree in Electronics discipline | UR-29 Years EWS-29 Years | 4 years of relevant post qualification industrial Experience | Bengaluru |
| | DEM01 | Mechanical - 04 | OBC- 3 SC-1 | B.E/B.Tech Engineering degree in Mechanical discipline | OBC- 32 Years SC-34 Years | | |
| **Fixed Tenure Manager (Supply Chain) (E-IV)** | MSC01 | Electronics /Mechanical - 01 | UR- 1 | B.E/B.Tech Engineering degree in Electronics /Mechanical discipline | UR-44 Years | 12 years of relevant post qualification industrial Experience | |

Note: Reservation for PwBD as per the Government guidelines.

1. **UPPER AGE LIMIT FOR DEPUTY ENGINEER E-I Grade (as on 01.11.2026):**

The age limit should not be more than **29 years** for General /EWS candidates as on **01.11.2026** for Deputy Engineer post and should not be more than **44 years** for General candidates as on **01.11.2026** for Manager (Supply Chain) post.

i.) The upper age limit will be relaxable for OBC candidates by 03 years for OBC reserved post and 5 years for SC reserved post. For candidates belonging to Persons with Benchmark Disability **(**PwBD) category having 40% disability or more will get 10 years relaxation in addition to the relaxation applicable to the categories mentioned above.

**Please Note:**

i.) The Caste /Tribe/ Community /Economic Status Certificate/ Disability Certificate should be strictly in the format available on the BTSL website failing which, candidates will be considered under "un-reserved" category, provided they are otherwise meeting all other criteria stipulated for un-reserved Candidates.

ii.)Age relaxation will be provided subject to vacancy in respective category in the particular post as listed above.

2. **QUALIFICATION:**

B.E. / B.Tech degree with **FIRST CLASS** from AICTE approved College/Institute or a recognized University for UR,OBC and EWS and **PASS CLASS** for PwBD and SC.

**DISCIPLINE:**

i)

| Post Code | SUBJECT | DISCIPLINE |
|---|---|---|
| DEE01 | Electronics | Electronics & Communication, Electronics & Telecommunication, Telecommunication Engineering |

**Job Summary:**

The candidate should have in-depth knowledge of electronics manufacturing processes, product qualification, and system-level troubleshooting, preferably in Aerospace or Defence programs. The role involves working closely with Design Agency, Manufacturing units, Suppliers, and Customers to ensure successful product realization.

**Essential Skills:**

- Interface with Design, Quality, Procurement, Manufacturing, and Customers to resolve technical issues.
- Ability to interpret electrical schematics, PCB layouts, wiring diagrams, BOM, Gerber files, work instructions, and test procedures.
- Manage end-to-end PCBA manufacturing activities, including prototypes and production builds.
- Support complete Box Build activities, cable harness installation, connector assembly, chassis integration, and final system assembly and testing.
- Support failure analysis and root cause investigation using methods like 8D, 5 Why, Fishbone, and FMEA methodologies
- Support environmental qualification, reliability testing, and customer acceptance activities.
- Well versed in the use of lab equipment (oscilloscopes, logic analyzers etc.) to debug and run simulation models.
- Must travel for on-site assembly, installation, inspection, and customer support activities as required.
- Ability to Prepare Military/ Aerospace documentation
- Awareness of ESD control, traceability, counterfeit component prevention, and configuration management practices

**Desirable Skills:**

- Perform board-level and system-level debugging of analog, digital, mixed-signal, and power electronics.
- Experience in electronics design and engineering of Products / Systems.
- Familiar with AS 9100 Standard
- Experience with SAP / ERP system/PLM
- Working knowledge on ICT, Functional Test (FCT), Boundary Scan, and Burn-in testing.

**Working knowledge of:**

- IPC-A-610 – Acceptability of Electronic Assemblies
- IPC-A-600 – Acceptability of Printed Boards
- IPC/WHMA-A-620 – Requirements and Acceptance for Cable and Wire Harness Assemblies

ii)

| Post Code | SUBJECT | DISCIPLINE |
|---|---|---|
| DEM01 | Mechanical | Mechanical, Mechanical & Automation Engineering, Industrial Engineering and Management, Thermal Engineering, Mechatronics |

**Job Summary:**

The candidate should have in-depth knowledge of manufacturing processes and product qualification, preferably in Aerospace or Defence programs. The role involves working closely with Design Agency, Manufacturing units, Suppliers and Customers to ensure successful product realization.

**Essential Skills:**

- Hands-on experience in mechanical designing, 3D Modelling, generation of Engineering drawings using Solid Works software
- Hands-on experience in study of mechanical drawings & project documents.
- Knowledge of Geometric Dimensional & Tolerances (GD&T).
- Knowledge of Engineering Materials used in Avionics and Defence Applications.
- Knowledge & experience in the Structural and Thermal Analysis / Simulations of Mechanical Designs
- Production planning & Material Management using SAP/ERP Modules.
- Support environmental qualification, reliability testing, and customer acceptance activities.
- Support failure analysis and root cause investigation using methods like 8D, 5 Why, Fishbone, and FMEA methodologies
- Ability to Prepare Military/ Aerospace documentation
- Awareness of traceability, and configuration management practices
- Must travel for on-site assembly, installation, inspection, and customer support activities as required

**Desirable Skills:**

- Working knowledge- on CATIA V5, Flo-Therm Software and ANSYS.
- Familiar with AS 9100D & ISO 9001:2015 Standards.
- Knowledge and hands on experience in Vibration Testing for mechanical & Electronics equipment.

iii)

| Post Code | SUBJECT | DISCIPLINE |
|---|---|---|
| MSC01 | Electronics | Electronics & Communication,<br>Electronics & Telecommunication,<br>Telecommunication Engineering |
| | Mechanical | Mechanical,<br>Mechanical & Automation Engineering,<br>Industrial Engineering and Management,<br>Thermal Engineering, Mechatronics |

**Essential Skills:**

We are looking for a highly experienced **Supply Chain Manager** to lead and optimize end-to-end supply chain operations in the **electronics manufacturing industry**. The ideal candidate will have a proven track record in procurement, production planning, inventory management, logistics, and supplier development, with expertise in electronic components and contract manufacturing.

**Desirable :**

- MBA in Supply chain Management

**Key Responsibilities:**

- Develop and execute supply chain strategies aligned with business objectives.

- Manage procurement of electronic components, raw materials, and OEM/distributors/ODM supplier relationships.
- Ensure component availability while optimizing inventory levels and reducing supply chain costs.
- Build and maintain strategic relationships with domestic and international suppliers.
- Monitor supplier performance, quality, delivery, and cost metrics.
- Mitigate supply chain risks and ensure business continuity.
- Collaborate with production, engineering, quality, and sales teams to meet customer commitments.
- Drive continuous improvement initiatives using Six Sigma principles.
- Strong knowledge of electronic components, BOM management, sourcing, MRP/ERP systems, and production planning.
- Experience in vendor development, import/export logistics and contract negotiations.
- Excellent leadership, analytical, communication and problem-solving skills.

**Please Note:**

i.) Candidates whose discipline/ Specialisation mentioned in their relevant Degree Certificates do not tally with the discipline/ specialisation prescribed in the advertisement will not be considered for selections.

ii.) **Academy/ Teaching/ Research work experience will not be considered as relevant post qualification/ industrial experience.**

**3. COMPENSATION PACKAGE**

**A. PAY SCALE (*Pay due for revision w.e.f 01.01.2027.)**

### Dy. Engineer (E-I grade) – Rs.40,000-3%-Rs.1,40,000

In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Provident Fund, Gratuity as per the Company's rules will be part of the remuneration package. In case of deserving candidates, maximum up to 5 additional increments may be proposed by the selection committee for approval.

### Manager (E-IV grade) – Rs.70,000-3%-Rs.2,00,000

In addition to Basic Pay, other allowances like Dearness Allowance, House Rent Allowance, 35% of the Basic Pay as perquisites, Provident Fund, Gratuity as per the Company's rules will be part of the remuneration package. In case of deserving candidates, maximum up to 5 additional increments may be proposed by the selection committee for approval.

**4. METHOD OF SELECTION PROCESS:**

### i) Deputy Engineer (E-I):

**a)** Selection will be through a Written Test for candidates who meet the eligibility criteria. From the written test result, candidate will be shortlisted for interview in the ratio of 1:5. The date of written test and interview shall be intimated by E Mail to the shortlisted candidates.

**b)** Written test and interview will be conducted in Bengaluru only.

### ii) Manager (E-IV grade):

**a)** Selection will be through interview for candidates who meet the eligibility criteria. The date of interview shall be intimated by E Mail to the shortlisted candidates.

**b)** Interview will be conducted in Bengaluru only.

## 5. HOW TO APPLY:

Candidates who are fulfilling the eligibility criteria and desirous of applying for the above posts may forward their application in the format appended to this advertisement and send the applications through speed/registered post super scribing on the envelope the Post and Post Code applied for along with the self-attested copies of the below-mentioned documents.

I. SSLC/SSC/ISC 10th Standard marks card (as proof of Date of Birth)
II. PUC/12th Class Marks Card.
III. Degree Marks Sheet & Degree Certificate
IV. In case any University/Institution or college is following an evaluation system of CGPA/DGPA/OGPA or letter grade, wherever applicable, it is mandatory for the candidate to submit proof of Percentage (%) issued by university/Institution/College and awarded class along with the degree certificate.
V. Final consolidated marks sheet & Degree Certificate.
VI. Caste /Tribe/ Community / Disability certificate/Economic status certificate in case of candidates belonging to OBC (NCL)/SC/ST/ PwBD /EWS are required to submit the certificate in the prescribed format. Candidate belonging to OBC category should produce the certificate issued on or after 01.11.2025 and for EWA category Economic status certificate issued for the year 2026-27.
VII. Post-qualification experience certificate/s from previous employer 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 cannot be submitted, then the joining/appointment letter, first month and latest month pay slip and employee ID proof should be compulsorily attached to determine the number of years of experience.
VIII. Candidates, if working in PSUs/Government/Quasi Government organizations should Compulsorily submit 'No Objection Certificate' at the time of application.
IX. Physical copy of payment receipt of SBI Collect (online mode / through SBI Branch)
X. Identity Proof (Aadhar card / Driving License / Voter ID).
XI. Failure to forward the indicated enclosures will result in disqualification, even if the candidates have remitted the application fee.

## 6. APPLICATION FEE:

| Post ID Name | Application Fee | Exemption |
|---|---|---|
| Deputy Engineer (E-I) | Rs.400 + 18% GST = Rs.472 | Candidates belonging to SC/ST/PwBD/Ex-servicemen categories are exempted from payment of application fee |
| Manager (Supply Chain) (E-IV) | | |

I. Candidates are required to remit an amount of Rs. 472/- (Application Fee Rs 400 plus 18% GST) towards application fee through SBI Collect (through online mode or through SBI Branch).

II. Candidates may go through all instructions and eligibility criteria carefully before remitting Application Fee. While paying application fees through SBI collect, candidates should ensure that they mention the same mobile number and email ID in SBI collect as mentioned by them in the application form. **Fee once paid will not be refunded.**

III. Take screenshots for making the payment.

IV. Candidates may make the payment through the link or Google - SBI Collect Home and Make the Payment.

V. Candidates have to enter the "SBI Collect Reference No." generated after payment, in the Application Form. Copy of Payment receipt should be attached along with applications.

*NOTE: Non-Receipt of Application Fees due to any Error like Failure of Amount not being Deducted from Applicants Bank, Payment not received by BTSL due to any Reason or any other Reason not directly attributable to BTSL will not be entertained.*

**7. GENERAL INSTRUCTIONS:**

I. Only Indian Nationals are eligible to apply.

II. Candidate should possess Experience certificates / Documents issued by the previous and present employer clearly indicating period of employment and post held.

III. The Cut-off date for deciding the maximum permissible Age and Post Qualification Experience 01.11.2026.

IV. Work experience indicated without supporting documents will not be considered and is liable to be rejected / cancelled without any prior intimation.

V. Where reservation is not available for specific category/categories candidates may apply for an unreserved post provided they are meeting the minimum eligibility criteria for the unreserved post as on 01.11.2026. NO payment of application fee for SC / ST / PwBD candidates if they apply for UR post.

VI. Caste /Tribe/ Community / Disability certificate / Economic Status Certificate should be strictly in the format attached, failing which, candidates will be considered under 'General' category, provided they are otherwise meeting all other criteria stipulated for General candidates.

VII. Request for change of mailing address / E-mail ID / Category / Degree as declared in the application form will not be entertained.

VIII. Travelling Allowance (TA): Outstation candidates called for interview will be reimbursed to & fro to the place of interview (shortest route), on submitting the tickets/supporting documentary proofs in respect of onward journey. The amount reimburse will be the cost of ticket or rail fare by shortest route either from your correspondence address or from actual place of departure, whichever is less as per the company rules.

IX. All future correspondence with candidates shall be done through e-mail only. BTSL will not be responsible for bouncing of any e-mail /email in the trash bin sent to the candidate.

X. Information pertaining to written test for the posts will be sent by e-mail to the email ID furnished by the candidates in the application. The Company shall not be responsible for any loss of email sent due to invalid / wrong email ID provided by the candidate or due to any other reason whatsoever and also reserves the right to cancel / restrict / modify or alter the recruitment or selection process, if need so arise without issuing any further notice or assigning any reason thereafter.

XI. In the event any applicant has any police case in the past the same should be clearly mentioned in brief. Application of the candidate without fee payment (Expect for SC/ST/PwBD) will be rejected/ cancelled without any prior intimation.

XII. 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. BTSL reserves the right to debar/disqualify any candidate at any stage of the selection process for any reason what so ever 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.

XIII. All information mentioned in the application form will be verified with the original documents at the time of document verification or at any stage of the recruitment process. If any documents/ information provided by the candidate is found to be false or incorrect or Non-conformity with the eligibility criteria, then his/her candidature is liable to be rejected/ cancelled at any stage of the recruitment and selection process without any prior intimation.

XIV. Candidature is liable to be rejected at any stage of recruitment/ eligibility/ selection process or after joining, if any information provided by the candidate is not found in conformity with the criteria mentioned in the advertisement. The candidature is also liable for rejection at any stage if BTSL 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 and/or amounts to suppression of information/ particulars which should have been brought to the notice of BTSL.

XV. **There will be no separate communication to any candidates on their non-selection at any stage.** Not more than one application should be submitted by any candidate for same post. In case of multiple applications for same post, only latest valid (completed) application will be retained with latest payment detail receipt and the application fee paid for the other application will stand forfeited.

XVI. Decision of BTSL in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualification and other eligibility norms will be final and binding on the candidate.

XVII. Relaxation and Concession will be applicable to the candidates belonging to OBC(NCL)/SC/PwBD as per the Government directives.

XVIII. Request for change of category once declared in the application will not be entertained.

i. Canvassing in any form will result in disqualification.

ii. Any revision, clarification, addendum, corrigendum, time extension etc to the above advertisement will be hosted on the carriers section of BTSL website and no separate notification will be issued in the press. Candidates are advised to visit the website regularly to keep themselves updated.

Applications complete in all respects may be sent through POST ONLY to The Head - Human Resources, BEL-THALES Systems Limited, CNP Area, BEL Industrial Estate, Jalahalli Post, Bengaluru - 560013, so as to reach us on or before **15.12.2026**. Application sent through E-Mail / any other channel will not be considered. BTSL shall not be liable for any delay or loss in postal transit for any reason whatsoever. For any further clarifications / information, the candidates may mail us at hr@belthales.co.in. Please note that no other form / mode of communication will be entertained.

BTSL has a robust and transparent recruitment process where the selection criteria is purely based on merit of the candidate. BTSL 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 BTSL. The Company is not liable for any loss that may ensue from such fraudulent actions.

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

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