Sub: Selection for the post of DIRECTOR (HUMAN RESOURCES), BHARAT ELECTRONICS
LIMITED in schedule 'A' of the CPSE.

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of
DIRECTOR (HUMAN RESOURCES), BHARAT ELECTRONICS LIMITED in schedule "A" of the
CPSE, the scale of pay of the post being ₹75,000-1,00,000/- (REVISED). A copy of the job description
for the post is enclosed.

2. It is requested that names of candidates seniority-wise who are eligible as per job description
for the said post alongwith their up-to-date bio-data (in the prescribed form) duly endorsed may kindly
be forwarded to PESB by 08 August 2016. It is also requested that advance action may be taken to
keep the ACRs for last 5 years, of those candidates ready alongwith their latest vigilance profile [(i)
penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated
if any, etc.] to be furnished as and when the selection meeting is scheduled.

3. If the relevant details are not received within the stipulated time, it will be assumed that there
are no eligible candidates to be sponsored for the post.

Encl.: As above

(सी. ए. जैकब/ C. A. JACOB)
उप सचिव, भारत सरकार
Deputy Secretary to the Govt. of India

DEPARTMENT OF DEFENCE PRODUCTION,
(SHRI A K GUPTA, SECRETARY)
NEW DELHI

Copy to:- Chairman & Managing Director, Bharat Electronics Limited, Outer Ring Road, Nagavara,
Bangalore, Karnataka-560045, with the request to forward the names of all candidates eligible as per job
description to PESB in the prescribed format along with the endorsement. ACRs and Vigilance profile
may also be kept ready for being furnished as and when the selection meeting is scheduled.

1. All Chief Executives of other Central PSUs (including
   subsidiaries) for circulation among the eligible candidates.
2. Establishment Officer, Department of Personnel & Trg.
   Ministry of Personnel, PG & Pensions.
3. All Chief Secretaries of State Governments & UTs
4. (i) Defence Secretary, South Block, New Delhi.
   (ii) Military Secretary MS(X), South Block, New Delhi.
   (iii) AOP, Air HQrs., Vayu Bhawan, New Delhi.
   (iv) COP, Naval HQrs. 'C' Wing, Sena Bhawan, New Delhi.

(सी. ए. जैकब/ C. A. JACOB)
उप सचिव, भारत सरकार
Deputy Secretary to the Govt. of India
1. COMPANY PROFILE

Bharat Electronics Limited (BEL) was incorporated under the Companies Act, 1913 with the objective to manufacture Trans-receivers in technical collaboration with M/s CSF, France, to be used by the Indian Army for radio communication. BEL is the country’s leading electronics company and a pioneer in the electronics revolution in India. BEL develops and manufactures state-of-the-art equipment, components and systems. It has a broad based customer profile including the Government and non-Government organisations/entities. It is a Schedule ‘A’ Navaratna PSU under the administrative control of Department of Defence Production and Supplies, Ministry of Defence.

Its Registered and Corporate offices are at Bangalore, Karnataka.

The authorised and paid up capital of the Company was Rs.100 crore and Rs. 80 crore respectively as on March 31, 2015.

The shareholding of the Government of India in the company is 75.86%.

2. JOB DESCRIPTION AND RESPONSIBILITIES:

Director (Human Resources) is a member of the Board of Directors and reports to the Chairman and Managing Director. He is overall incharge of evolving/formulating and implementing personnel and industrial relations policies & general management functions in the organisation.
3. ELIGIBILITY

I. AGE: On the date of occurrence of vacancy (DOV)

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Age limit on DOV</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Minimum</td>
</tr>
<tr>
<td>Internal</td>
<td>45</td>
</tr>
<tr>
<td>Others</td>
<td>45</td>
</tr>
</tbody>
</table>

The age of superannuation is 60 years

II. 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 – as one of the following:

(i) An officer of a Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
(ii) An officer of the Central Government/ Armed Forces of the Union;
(iii) An officer of an All India Service.

III. QUALIFICATION:

The incumbent should be a graduate from a recognized university with a good academic record. Persons with Post Graduate Diploma/ Degree in Personnel Management or MBA with specialization in Personnel Management/Industrial Relations or Degree in Law or Industrial Engineering from a recognized university/Institute will have an added advantage.

IV. EXPERIENCE:

The incumbent should have at least two years cumulative experience during the last ten years at a senior level in various aspects of administration/human resources management in an organization of repute.

V. PAY SCALE:

(a) Officers of CPSEs.

Candidate should, on the date of vacancy, be working in the following or a higher pay scale:

<table>
<thead>
<tr>
<th>Pay Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rs. 7250-8250 (IDA)</td>
</tr>
<tr>
<td>Rs. 9500--11500 (IDA) Post 01.01.1992</td>
</tr>
<tr>
<td>Rs. 20500--26500 (IDA) Post 01.01.1997</td>
</tr>
<tr>
<td>Rs. 51300--73000 (IDA) Post 01.01.2007</td>
</tr>
<tr>
<td>Rs. 18400-22400 (CDA)</td>
</tr>
<tr>
<td>Rs. 37400--67000 + GP Rs. 10000 (CDA)</td>
</tr>
</tbody>
</table>

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) **Officers of Central Govt./ Armed Forces of the Union/ All India Services**

Candidate should, on the date of application, be in the following or a higher pay scale/ rank:

(i) Officers of Central Govt./ All India Services holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay;

(ii) Officers of Armed Forces: Major General in the Army or equivalent rank in Navy/Air Force.

**VI. Condition of Immediate Absorption for Government Officers**

Government Officers, including those of the Armed Forces, will be eligible for consideration only on immediate absorption basis.

**4. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years or upto the date of superannuation whichever is earlier.

**5. SUBMISSION OF APPLICATIONS**

Prospective candidates from the Central Public Sector and Government officers shall submit their applications, through proper channel, in the format at Annexure.

The applications for various categories of the officers are routed through proper channel as follows:

a) For Government Servants: through Cadre Controlling authority.

b) For CMD's/MD's/Director's in CPSE: through the concerned administrative Ministry.

c) For below Board level in CPSE: through the concerned CPSE.

**6. UNDERTAKING BY THE APPLICANT/ CANDIDATE:**

a) 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.

b) If a candidate who appeared for the interview and is selected by the PESB, conveys his/her unwillingness to join after the interview is held, but before the appointment is processed, he/she would be debarred for a period of two years from the date of interview from being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

c) If a candidate gives 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 from being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

d) In the above cases, no request for relaxation or otherwise would be entertained.
Annexure may be downloaded from the website of PESB.

Last date of receipt of applications in PESB is 8th AUGUST, 2016. No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications not submitted as per the prescribed format are liable to be REJECTED.

Board reserves the right to shortlist candidates for interview.

Applications are to be addressed to SHRI RAJIV RAI, Secretary, Public Enterprises Selection Board, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.