

BEL OPTRONIC DEVICES LIMITED
(Govt. of India Enterprise under Ministry of Defence)
EL-30, J - Block, M.I.D.C., Bhosari, Pune - 411 026.
Tel. No - 020 - 27130981/82/83

BEL Optronic 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 & CODE NO.	GRADE & SCALE	REQUIRED QUALIFICATION	REQUIRED EXPERIENCE	NO OF POST/S	APPROX. CTC per annum (IN LAKHS)
1	Process Engineer FTE – 25/001	E-2 30000-120000	BE / B.TECH (Mechanical)	Minimum 2-3 years of relevant industrial work experience	One	8.91
2	Process Engineer (Metal Working) FTE – 25/002	E-2 30000-120000	BE / B.TECH (Mechanical)	Minimum 2-3 years professional work experience in manufacturing and metal working.	One	8.91
3	Laboratory Engineer FTE – 25/003	E-2 30000-120000	BE / B.TECH (Mechanical) / Material Science	Minimum 2-3 years professional work experience in manufacturing and relevant area.	One	8.91

Reservation: - 1 UR (Un-reserved), 1 OBC and 1 SC

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 need 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 intimation.

Upper Age limit is 30 years as on 01.11.2025:

- i) Upper age limit for General Candidates is 30 years, the upper age limit will be relaxable for SC / ST candidates by 05 years and OBC (Non –Creamy Layer) - 3 years. 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 intimation.
- vi) Candidates belonging to OBC category (non-creamy layer) should produce the certificate issued on or after 01.10.2024 in prescribed format issued by Competent Authority.

2. AREA OF EXPERTISE & ROLE / RESPONSIBILITIES:

Sr. No.	Post & Code No	Areas of Expertise	Roles & Responsibilities
1	Process Engineer FTE – 25/001	<ul style="list-style-type: none"> • Working experience of operator of welding /sputtering minimum for 1 to 2 years. • Skills in works with robot / industrial manipulator. • Knowledge of welding / sputtering, arch / laser processes. • Solid works or 3D Compass skills. • Microsoft Excel and Google charts skills. • Knowledge of reading drawings. • Knowing how to use measuring instruments. • Skills in management, programming of industrial manipulators/robots. • Skills, theoretical knowledge in sphere of welding manufacture, including sputtering, welding, thermos strengthening. • SprutCAM (work with industrial robot is preferable), any CAM system. • To have knowledge about defects in welding juncture and methods of their prediction and rectifying. • Having knowledge of the basis of 	<ul style="list-style-type: none"> • To make laser cladding works. • To read drawings. • To work with robot/ industrial manipulator, writing of computer programs. • To issue production orders for contractors for preparing of parts before cladding and further processing. • To make forecasts and to order the relevant materials. Ability to find ways of optimization of products cycles. • To participate in developing of standards time for manufacturing, materials consumption, calculation of economic efficiency for the technological processes. • To participate in developing and carrying out activities targeting the optimization of quality management system.

		metal welding, mechanical characteristics of welding metals.	
2	Process Engineer (Metal Working) FTE – 25/002	<ul style="list-style-type: none"> • Metal processing technologies in mechanical engineering, CNC programming knowledge. • Knowledge of Machine kinematics To understand the physical configuration of a CNC machine, including its number of axes (e.g., 3-axis mill, 5-axis mill/turn), their movement constraints, and how they interact to achieve a tool's position and orientation. • Knowledge of Machine and controller features i.e. machine's specific capabilities, such as spindle speeds, feed rates, available canned cycles (e.g., drilling, tapping), tool changers, and coolant systems is essential. • Knowledge of Machining processes i.e. Comprehensive understanding of the entire machining process, from part setup and fixturing to the specific cutting operations (milling, turning, drilling), is needed to generate optimized code. 	<ul style="list-style-type: none"> • Technological preparation of production, ensuring the quality and productivity of parts. • Understanding of CNC controller architecture and programming of following. • Machine-specific G-code and M-code dialects: A post-processor programmer must be fluent in the unique "dialect" of G-code for a specific machine controller, such as Fanuc, Siemens etc. • Understanding of Auxiliary functions (M-codes): To control auxiliary functions like turning the spindle on/off, managing coolant flow, and initiating tool changes. • Understanding of Error handling: to detect potential issues, such as exceeding machine travel limits, and incorporate error handling to prevent collisions or damage. • Interpretation of various toolpath strategies generated by the CAM system, including high-speed machining (HSM) and multi-axis movements, to translate them into correct machine instructions.
3	Laboratory Engineer FTE – 25/003	<ul style="list-style-type: none"> • Knowledge of legislation and standard legal acts and knowledge of materials for managing the quality of products, and certification procedure (of works, services). • Knowledge of systems, methods and measures for management of quality, and knowledge of rules for conducting tests for quality and for acceptance of the products. • Experienced user of standard office software. • Knowledge of procedure for routing, forwarding and consideration of claims in respect of the quality of raw materials, materials, semi-products, components and finished products. 	<ul style="list-style-type: none"> • Preparing of slides for metallographically test. • Performance of metallographically tests. • Micrographic examination using optical microscope and documenting reports. • Performance of the laboratory tests. • Providing assistance to Testing quality manager in coverings quality assurance process (visual and dimension inspection). • Providing assistance to Testing quality manager in preparation and legalization

		Knowing how to use measuring instrument (micrometer, alesometer, roughness indicator, vernier caliper).	of documentation: certification protocols, list of deficiencies, quality pass. <ul style="list-style-type: none"> • Quality inspection of used raw materials (powder materials, wires). • Detection of technological deficiencies and cause for rejection. • Participation in finding ways of optimization of products cycles. • Participation in developing of standards time for manufacturing, consumption of materials, calculation of economic efficiency for the technological processes. • Participating in developing and carrying out activities targeting the optimization of quality management system.
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3. **PAY AND ALLOWANCES:**

Pay scale will be 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), Medclaim Insurance and Provident Fund as per the Company's rules will be part of the remuneration package.

4. **METHOD OF SELECTION:**

- a. **Written test will be conducted at PIMPRI-CHINCHWAD/ PUNE.**
- b. Before proceeding for written examination, the Candidate concerned has the obligation to ensure that s/he has fulfilled the eligibility Criteria of this advertisement.
- c. 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.**
- d. 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.
- e. The name of candidates shortlisted for Written Test/Interview and final selection will be notified on our Company's website.
- f. **SCRUTINY:** Necessary scrutiny w.r.t. eligibility criteria will be carried out before the Written Test.

5. **GENERAL CONDITIONS:**

- i) No TA/DA will be paid to attending written test/interview.
- ii) Candidates those who have applied in the past need not apply.
- iii) Only Indian Nationals need apply.
- iv) Candidates belonging to reserved category need to submit their authentic caste certificate issued by appropriate government authority

- v) 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 01.10.2024. 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 under the Creamy Layer.
- vi) Candidates who have **not completed** BE / B.Tech. need not apply.
- vii) Applications submitted in the SPECIFIED format with all relevant enclosures will only be accepted.
- viii) 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.
- ix) Usage of Mobile phones / iPad / Tablets / Calculators or any other such electronic device is strictly prohibited inside the examination hall, thus usage would lead to disqualification of candidature.
- x) Management of BELOP reserves the right to cancel / restrict / modify / alter the recruitment / selection process, if need so arises, without issuing any further notice or assigning any reason thereafter or extend the tenure of **the contract period up to maximum of (4) four years** if the performance of selected candidate in this regard, found to be satisfactory.
- xi) **All communications will be done through eMail.** Candidates are required to possess at least one 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.**
- xii) Please note that admit card for written test/call for interview will not be sent by Post.
- xiii) BELOP reserves the right to debar/ disqualify any candidates at any stage of the Selection Proceedings, for reason whatsoever.
- xiv) **Canvassing in any form will result in disqualification.**
- xv) 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.
- xvi) 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 the 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 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 www.belop-india.in /or www.bel-india.in.

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 to the above address on or before 20.12.2025.**

Date of release of advertisement: - 26.11.2025

Date of closing of advertisement: - 20.12.2025

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