BHARAT DYNAMICS LIMITED
GACHIBOWLI: HYDERABAD
(A Govt. of India Enterprise, Ministry of Defence)

COMPLETE ADVERTISEMENT MUST BE READ BEFORE FILLING UP ONLINE APPLICATION

Bharat Dynamics Limited (BDL), a Miniratna Category-I Public Sector Enterprise, was incorporated in the year 1970 under the Ministry of Defence (MoD), Government of India. A pioneer in the manufacture of Anti-Tank Guided Missiles, today, BDL has evolved as a conglomerate, manufacturing ATGMs of later generations, Strategic Weapons, Launchers, Underwater Weapons, Decoys and Test Equipments. BDL is engaged in manufacturing of Missiles Systems and other sophisticated equipments vital for the defence of the Country and is amongst a few Industries in the World having capabilities to produce State-of-the-Art Guided Weapon Systems. The customers of the Organization are all the three wings of the Armed Forces, Government of India.

BDL offers a challenging and rewarding career to dynamic individuals to contribute towards Nation building in the field of Strategic Defence Equipments. Selected candidates will be posted to any of the Units / Offices of the Company i.e. at Corporate Office, Gachibowli, Hyderabad (T.S.), Kanchanbagh Unit, Hyderabad, (T.S.), Bhanur Unit, Sangareddy District. (T.S.), Visakhapatnam Unit (A.P.), Ibrahimpatnam, Ranga Reddy District (T.S), Jhansi (Uttar Pradesh), Amravati (Maharashtra), Marketing & Liaison Office (New Delhi) or New upcoming project locations across India as per requirement of the Company.

Eligible and interested candidates are required to apply online. Online application opens from 17th June, 2023 at 1400 hrs & closes on 16th July, 2023 at 2300 hrs

A.   DETAILS OF VACANCIES

Sl. No	Name of the Post(s)	Grade	Vacancies	Reservation(s)	Scale of Pay (IDA Pattern) (Rs.)	Apprx. CTC P.A. at minimum of Basic Pay (Rs)
1	Deputy Manager (Sr. VLSI Designer / Sr. Embedded Designer)	III	01	UR-1	50,000 – 3%-1,60,000/-	15.07 Lakhs.
2	Deputy Manager (RF and Microwave Designer)	III	02	UR-1 EWS-1		
3	Deputy Manager (Computer Vision Software Developer)	III	01	OBC(NCL)-1		
4	Deputy Manager (CAE/FEA Engineer)	III	01	ST-1		
5	Deputy Manager (QC-Mechanical)	III	01	SC-1		
6	Deputy Manager (QC-Electronics)	III	01	UR-1		
7	Assistant Manager (Control Systems)	II	02	UR-1 OBC(NCL)-1	40,000 – 3%-1,40,000/-	12.11 Lakhs.
8	Assistant Manager (Embedded Software Developer)	II	01	UR-1		
9	Assistant Manager (Software Developer)	II	01	SC-1		
10	Assistant Manager (PCB Designer)	II	01	UR-1		
	TOTAL		**12**			

Abbreviations Used: UR=Unreserved, EWS = Economically Weaker Sections, SC=Scheduled Caste, ST=Scheduled Tribe, OBC= Other Backward Caste (Non-creamy Layer).

4% Reservation for PwBD: Out of total 12 vacancies, 01 (One) vacancy is reserved for Persons with Benchmark Disability (PwBD) – MD i.e., autism, intellectual disability, specific learning disability and mental illness, Multiple disabilities from amongst persons under clauses (a) to (d) including deaf blindness (as per OM No. 36035/02/2017-Estt(Res), dt. 15.01.2018)

B. AGE LIMIT & AGE RELAXATIONS: Age will be reckoned as on 30.05.2023:

Sl. No	Name of the Post(s)	Grade	Reservation(s)	Upper Age Limit (in years) –Category-wise				
				GEN	OBC(NCL)	SC	ST	EWS
1	Deputy Manager (Sr. VLSI Designer / Sr. Embedded Designer)	III	UR-1	35	35	35	35	35
2	Deputy Manager (RF and Microwave Designer)	III	UR-1 EWS-1	35	35	35	35	35
3	Deputy Manager (Computer Vision Software Developer)	III	OBC(NCL)-1	NA	38	NA	NA	NA
4	Deputy Manager (CAE/FEA Engineer)	III	ST-1	NA	NA	NA	40	NA
5	Deputy Manager (QC-Mechanical)	III	SC-1	NA	NA	40	NA	NA
6	Deputy Manager (QC-Electronics)	III	UR-1	35	35	35	35	35
7	Assistant Manager (Control Systems)	II	UR-1 OBC(NCL)-1	28	31	28	28	28
8	Assistant Manager (Embedded Software Developer)	II	UR-1	28	28	28	28	28
9	Assistant Manager (Software Developer)	II	SC-1	NA	NA	33	NA	NA
10	Assistant Manager (PCB Designer)	II	UR-1	28	28	28	28	28

GEN = General Category; NA = Not Applicable

i)   **For PwBD candidates**: In respect of Persons with Benchmark Disability (PwBD), **upper age limit is relaxable by 10 years** for all the posts advertised which is over and above the relaxation admissible for candidates belonging to SC / ST / OBC (Non-Creamy Layer) wherever applicable.

ii)   Relaxation in age will be extended to Ex-servicemen as per extant Govt. Rules. Commissioned Officers / ECOs / SSCOs who have rendered at least 5 years of Military service and have been released on completion of assignment (including those where assignment is due to be completed within 6 months), otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disability attributable to military service or an invalidment.

iii)   Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989 on submission of domicile certificate.

iv)   The maximum age limit for **Internal candidates i.e., Permanent employees of BDL will be 55 years**.

v)   The maximum age limit of the applicant shall not exceed 55 years including all possible age relaxations.

C. QUALIFICATION(S) & POST QUALIFICATION EXECUTIVE EXPERIENCE (as on 30.05.2023):

i)   The **Essential Qualification** for posts are as indicated hereunder:

Sl. No.	Name of the post	Grade	Essential Qualifications
1.	Deputy Manager (Sr. VLSI Designer /Sr. Embedded Designer)	III	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Electronics and Communication or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of VLSI or equivalent course from a recognized University/ Institute
2.	Deputy Manager (RF and Microwave Designer)	III	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Electrical / Electronics & Communication Engineering or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of RF and Microwave Engineering or equivalent course from a recognized University/ Institute

3.	Deputy Manager (Computer Vision Software Engineer)	III	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Computer Science or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Computer Science or equivalent course from a recognized University/ Institute
4.	Deputy Manager (CAE/FEA Engineer)	III	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Mechanical Engineering or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Mechanical Engineering or equivalent course from a recognized University/ Institute
5.	Deputy Manager (QC-Mechanical)	III	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Mechanical Engineering or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Mechanical Engineering or equivalent course from a recognized University/ Institute
6.	Deputy Manager (QC - Electronics)	III	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Electronics & Instrumentation Engineering or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Electronics & Instrumentation Engineering or equivalent course from a recognized University/ Institute
7.	Assistant Manager (Control Systems)	II	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Electrical or Electronics or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Control Systems or equivalent course from a recognized University/ Institute
8.	Assistant Manager (Embedded Software Developer)	II	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Electronics and Communication or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Embedded Systems or equivalent course from a recognized University/ Institute
9.	Assistant Manager (Software Developer)	II	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Computer Science or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Computer Science or equivalent course from a recognized University/ Institute
10.	Assistant Manager (PCB Designer)	II	First Class Bachelor's Degree (or 5- Year Integrated course) in Engineering or Technology in the discipline of Electronics and Communication or equivalent course from a recognized University/ Institute **Desirable:** Post Graduate in Engineering or Technology in the discipline of Electronics or equivalent course from a recognized University/ Institute

ii) Post-Qualification Executive **experiences after Essential Qualification** for posts are as indicated hereunder:

Sl. No.	Name of the post	Grade	Minimum **No. of years** of Executive experience after Essential Qualification in Medium/Heavy Industries preferably in PSUs in the relevant area with minimum 1 (one) year service in the immediate lower pay scale or equivalent post	Nature of Experience
1.	Deputy Manager (Sr. VLSI Designer /Sr. Embedded Designer)	III	5	Candidate must have experience in the following areas: **Essential Experience:** • RTL design in Verilog, VHDL • Designing and implementing FPGA based solution in Xilinx(AMD) or Altera (Intel) FPGA, • Must have experience in synthesis and implementation using FPGA tools. • Experience in Timing closure • Knowledge of bus protocols and memory

				interfaces • Knowledge of Static Timing Analysis (STA) • SDK based software development in Embedded C. • Skills with scripting languages and tools (TCL, Python, Perl) • Verification environment development using Verilog/System Verilog
2.	Deputy Manager (RF and Microwave Designer)	III	5	Candidate must have experience in the following areas: **Essential Experience:** • Design and develop RF to baseband front end circuits for RF systems • RF measurements and characterization techniques including network, spectrum analyzers and oscilloscopes. • Conduct feasibility studies for various applications and select suitable RF components such as filters, amplifiers, mixers and modulators etc • Thorough understanding of RF fundamentals including RF components, impedance matching, noise analysis and transmission line theory • Good knowledge of RF & Microwave components like LNA, OP-amp, Gain amplifiers, Power amplifiers, Mixers, LO, Attenuator types, Power divider/combiner (multiport), isolators, Filter types (both passive & active), Connector types and their usage as per frequency, PLL concepts etc. • Perform detailed RF circuit design, including schematic capture, layout, and verification. • Conduct RF simulations and analysis to optimize circuit performances such as gain, noise figure, linearity and bandwidth • Collaborate with manufacturing team to ensure the successful transfer of RF design to production. • Must have practical knowledge of analyzing parameters like Spurious, Harmonics, Phase noise, Noise figure of LNA's & mixers, Power o/p in wattage, waveforms and modulation of different types, cable losses **Desirable Experience:** • **Handling telemetry systems for data acquisition, PCM encoding & decoding, commutation & de-commutation and RF receiver** • Parameters related to various types of Antennae, RADAR and their functioning and practical performances like gain, radiation pattern, impedance, return loss and calculation of path losses etc. • Antenna(conformal patch array, helical etc) design • Strong expertise in designing and optimizing RF circuits for 2-way RF data links. • Proficient in using RF design and simulation tools, such as ADS, Cadence, or similar software.
3.	Deputy Manager (Computer Vision Software Engineer)	III	5	Candidate must have experience in the following areas: **Essential Experience:** • Developing real time computer vision

				solutions to be deployed on real time embedded systems • Development of video processing pipelines comprising of algorithms for segmentation, filtering, noise removal, compression, optical flow, tracking, particle filtering and Pose Estimation • Design, develop and implement algorithms for detection and tracking of single/multiple objects for real time applications **Desirable Experience:** • GPU programming using CUDA and OpenCL • Development of OSD information overlay • Data analysis for optimization of algorithms for improved system performance • Defining the software architecture, development processes, and algorithm development activities
4.	Deputy Manager (CAE/FEA Engineer)	III	5	Candidate must have experience in performing analysis in the following areas: **Essential Experience:** • Structural (Static and transient) Linear and Non-linear structural analysis • Dynamics: Modal, Harmonic, Response spectrum, Random vibration, flexible and rigid dynamics. • Heat Transfer (Steady and transient): Solve for temperature field and heat flux, conduction, convection & radiation. • Linear and Non-linear buckling analysis. • Explicit dynamic analysis i.e. drop test, explosion etc. Identify different structural failure modes and provide practical solutions to designers and product engineers. • Design optimization **Desirable Experience:** • Knowledge of standards ASME, IS and ISO standards. • Engg tools like Matlab, Solidworks, LS-Dyna. • Thermal-Structural coupling, Fluid Structure Interaction (FSI). • Developing, modifying and utilizing custom computer codes in various languages such as ANSYS APDL, LS-Prepost cfile, Fortran, C/C++, MatLab/Simulink. • Familiarity with Latex for design and analysis documentation.
5.	Deputy Manager (QC-Mechanical)	III	5	Candidate must have experience in the following areas: **Essential Experience:** • Inspection activities involved in NDT, visual, dimensional, material testing, welding , electroplating and painting. • Experience on Instrumentation such as 3D CMM, VMM, height gauges etc. • Preparation of Qualification and Acceptance test plans and conducting the tests including environmental tests as per MIL and JSS standards. • Preparation of Quality Assurance Plan to meet the requirements of Quality Management System (AS /ISO) . **Desirable Experience:** • Failure analysis and root cause analysis

6.	Deputy Manager (QC-Electronics)	III	5	Candidate must have experience in the following areas: **Essential Experience:** • Inspection of various electronic components and modules including analog and digital systems. • Preparation of Qualification and Acceptance test plans and conducting the tests including environmental tests as per MIL and JSS standards. • Instrumentation such as MSO, DSO, Function Generator, FRA, Power meter, Data Acquisition System and other instruments required for testing the electronics modules.. • Preparation of Quality Assurance Plan to meet the requirements of Quality Management System (AS /ISO) . **Desirable Experience:** • Failure analysis and root cause analysis
7.	Assistant Manager (Control Systems)	II	2	Candidate must have experience in the following areas: **Essential Experience:** • Design of Control Actuation Systems • Rotary and linear actuation systems • Feedback sensors and control blocks • Top Level Motor, Drive and Controller requirements **Desirable Experience:** • Quality Assurance requirements and techniques. • Exposure to testing of actuator assembly. • PCB Design knowledge including schematic capture
8.	Assistant Manager (Embedded Software Developer)	II	2	Candidate must have experience in the following areas: **Essential Experience:** • Implement, debug, and test firmware for high-speed interfaces for motion control applications which involve interfacing SOM/SOC based processors/MCUs with thermal imagers, visual imagers, BLDC motors, LAT motors, encoders, resolvers, potentiometers, rate gyros and IMUs. • Translate modeled control loops and algorithms for implementation on real time embedded hardware. **Desirable Experience:** • Creating Test Automation scripts
9.	Assistant Manager (Software Developer)	II	2	Candidate must have experience in the following areas: **Essential Experience:** • Proficiency in embedded software development in C, C++ and python. • Experience in software testing tools and knowledge of static and dynamic analysis • Hands on experience with eclipse IDEs **Desirable Experience:** • Knowledge in real time operating systems • Work experience with DO-178B standard • Demonstrated experience as software developer in any of the Defence /military applications.

| 10. | Assistant Manager (PCB Designer) | II | 2 | Candidate must have experience in the following areas:
Essential Experience:
• Expert in PCB design using latest versions of Cadence Allegro/ PADS software / Altium Designer
• Design of complex analog, digital, and power, multi-layer flex-rigid/rigid printed circuit boards(at least 8 layers and above) for high density and high-speed design using through-hole, SMT, fine-pitch, BGA components etc.
• Expert in schematic capture, , BOM generation, and revision control.
• PCB routing with emphasis on High speed, EMI/EMC considerations, noise and heat dissipation.
• Signal integrity analysis for high speed nets, themal analysis and DC drop analysis
Desirable Experience:
• Embedded system design with FPGA/ DSP/ SoCs/ Microprocessors etc.
• RF based designs using RT Duroid material/Rogers etc |

iii) "First Class" to be read as "60% marks in aggregate" for UR / OBC (NCL) / EWS candidates and "55% marks in aggregate" for SC / ST candidates with respect to posts reserved for that category only.

iv) The Essential Qualification should be recognized by State / Central Government / UGC / AICTE (University incorporated by an Act of the Central or State Legislature in India or other Educational Institutions established by an Act of Parliament or declared to be deemed as Universities under Section 3 of the University Grants Commission Act, 1956).

v) The date of declaration of result / issuance of mark as mentioned in the certificate sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.

vi) Existing Company employees (BDL permanent employees) applying for any of the posts under direct advertisement should possess relevant technical & professional qualifications from recognized University / Institution with prescribed % of marks as applicable.

vii) Out of the total number of years of experience after Essential qualification required, a candidate working in any **Government Department/ PSU** should possess a minimum of 1 year relevant experience in pay scale of immediate lower post. Similarly, a candidate from **Private Organization** applying for a post should possess minimum of 1 year relevant experience with CTC per Annum equivalent to the immediate lower post. The Details are given below:

Post Applied	Grade	For Govt./PSU candidates- 1 year experience in pay Scale of	For Pvt. Sector candidate CTC per annum equivalent to immediate lower post
Deputy Manager (Sr. VLSI Designer /Sr. Embedded Designer), Deputy Manager (RF and Microwave Designer), Deputy Manager (Computer Vision Software Developer), Deputy Manager(CAE/FEA Engineer), Deputy Manager(QC-Mechanical), Deputy Manager (QC-Electronics)	III	Rs. 40,000-1,40,000/- or equivalent	Rs. 12.11 Lakhs
Assistant Manager (Control Systems), Assistant Manager (Embedded Software Developer), Assistant Manager(Software Developer), Assistant Manager (PCB Designer)	II	Rs. 30,000-1,20,000/- or equivalent	Rs. 9.16 Lakhs

viii) **Any Contract / Training** (Management Trainee/ Graduate Engineering Trainee etc.)**/ Industrial / Vocational / Apprenticeship / Consultancy experience** will **NOT** be taken into consideration for calculation of Experience (Executive experience after Essential qualification).

ix)   Applicants who have pursued Engineering Degree after completion of Diploma must mention Diploma details in the Application Form.

D.   SELECTION PROCESS:

i)   Selection for all the Posts will be based on **Interview.**

ii)   Candidates will be shortlisted for interview in the ratio of maximum **1:10**, based on the number of years of experience in the requisite/ relevant field / area followed by aggregate marks obtained in the required qualification and age. Candidates are required to appear for Interview on the date, time and venue which will be mentioned in their Call Letter.

iii)   The names of candidates shortlisted for interviews will be displayed on Company's website.

E. PAY & PERKS:

i)   In addition to Basic Pay, DA and HRA as admissible will be paid. Company accommodation is provided at Bhanur Unit at the prescribed rates and HRA is not applicable at Bhanur Unit.

ii)   Perks @ 33% on Basic Pay and Performance Related Pay as per Company Policy will be paid. Other facilities viz., PF, Gratuity, Medical facilities etc. are applicable as per Rules of the Company.

iii)   Besides Contributory Provident Fund and Gratuity, will also be entitled to Pension and Post Superannuation Medical Benefits under Defined Contributory Scheme of the Company.

iv)   All the above benefits will be governed by the policies of the Company in force and amendments made from time to time.

F. MEDICAL STANDARDS:

The appointment of selected candidates will be subject to being found **Medically Fit** as per the prescribed health standards of the Company and they will be required to undergo medical examination prior to the appointment after due selection.

G. FOR PERSONS WITH BENCHMARK DISABILITY (PwBD) CANDIDATES:

Disability should not be less than 40% for the categories wherever PwBD reserved posts. A person, who wants to avail the benefit of relaxation, will have to submit a Disability Certificate issued by a Competent Authority as per Form V, VI and VII of rule 18(1) under Chapter 7 of Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. The existing certificates of disability issued under the Persons with Disabilities Act 1995 (since repealed) shall continue to be valid for the period specified therein.

Functional requirements & suitable category of Benchmark Disabilities as mentioned in Annexure – C vide Notification No.38-16/2020-DD-III dated 04th January, 2021 of Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice and Empowerment, GoI as amended from time to time will be followed.

H. APPLICATION FEE:

Application fee of **Rs. 500/- (Rupees Five Hundred Only)** is to be paid online (by Debit Card / Credit Card / Net Banking / UPI, etc.,). Candidates belonging to **SC / ST / PwBD / Ex-Servicemen / Internal Employees- Permanent Employees of BDL** are **exempted** from payment of Application Fee.

Note: Application fee is **non-refundable;** therefore candidates are requested to verify their eligibility thoroughly before making any payment. The candidature of applicants submitting fee of lesser amount or depositing fee through any other mode other than the prescribed method, will be rejected. The application fee paid by ineligible candidates shall be forfeited and no correspondence shall be entertained in this regard.

I. GENERAL CONDITIONS:

1.   Only Indian Nationals are eligible to apply.

2.   Age, Qualifications and Experiences stipulated above should be as on **30.05.2023**

3.   Applicants employed in Government, Semi-Government Organizations & Public Sector Undertakings should apply through proper channel. However, the candidate is required to produce 'No Objection Certificate' at the time of Interview, if not applied through proper channel.

4.   Appointment of selected candidates is subject to verification of Educational / Technical Qualifications, Memberships, Experiences, Pay Particulars (CTC / Last Pay Certificate), Caste and Character & Antecedents as the case may be with the Concerned Authorities, as per the Rules of the Company.

5. Candidates seeking reservation as SC / ST / OBC (Non-Creamy Layer) will have to submit caste certificate ONLY in the Prescribed Proforma meant for appointment to posts under the Government of India from the designated authority indicating clearly the candidates caste, the Act / Order under which the caste is recognized as SC / ST / OBC (NCL) and the Village / Town the candidate is ordinarily a resident of.

6. Candidates seeking reservation under EWS category will have to submit latest EWS certificate ONLY in the Prescribed Proforma meant for appointment to posts under the Government of India from the designated authority.

7. Candidates must note that BDL follows only Central Government list, not State Government list for SC / ST / OBC (NCL). Similarly, candidates applying under Persons with Benchmark Disability category may note that Government of India rules will be applicable for any concession in this regard.

8. Relaxation / Reservation / Concession as applicable to SC/ST/OBCs (Non-Creamy Layer) / PwBD / Ex-SM candidates will be extended only on submission of a self attested copy of valid Caste / Community / Disability Certificate / Discharge Certificate as a proof of his / her claim. An application form without copy of valid certificates and in prescribed format will be rejected.

9. For getting the reservation benefits under OBC (NCL) Category, candidates need to furnish their OBC – NON CREAMY LAYER (NCL) certificate as per the format prescribed by Government of **India (the format can be downloaded from BDL website http://bdl-india.in/. The OBC (NCL) should have been issued on or after 30.11.2022.**

10. OBC category candidate who does not belong to "NON-CREAMY LAYER" are not entitled for OBC concessions and such candidates should indicate their category as "UR" and will be considered under UR category.

11. If the SC / ST / OBC (NCL) / EWS / Disability certificate has been issued in a language other than English / Hindi, the candidates will be required to submit a self certified translated copy of the same either in Hindi or English.

12. All details given in the Online Application Form will be treated as final and no changes will be allowed. Therefore, the candidates are advised to fill all details in the Application Form carefully.

13. Mere submission of application, fulfillment of Qualifications and other requirements laid down will not entail a right for claiming Interview / Appointment.

14. Candidates are required to **apply against only One Post** in response to this advertisement.

15. Candidates not fulfilling the essential eligibility criteria can be debarred ab-initio or at any stage of the recruitment process.

16. **Candidature of the registered candidates is be liable to be rejected if registered without application fee (if applicable). Candidature of candidates will be rejected, if application form is not received or received without Mandatory Documents.**

17. All posts require good communication skills.

18. Minimum percentage of marks in the Essential Qualifications specified for any post as per University / Institute rules.

19. Wherever CGPA / OGPA / CPI / DGPA or letter grade in a qualifying degree (Essential Qualification) is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University / Institute and a documentary proof / certificate to this effect should be submitted by the candidate from the University / Institute.

20. If University / Institute does not have the provision for conversion of CGPA / OGPA / CPI / DGPA or Letter Grade into percentage then the equivalence will be established by dividing the candidate's relative grade with maximum possible corresponding scale and multiplying the result with 100.

21. In case there is no mention of **specialization** in the qualifying degree as required in the minimum Essential Qualification mentioned above, candidates must submit a certificate at the time of interview from their University / Institution with a clear mention of their specialization. For Institutes / Universities which don't provide specialization certificate, the specialization in relevant subject shall be determined by the maximum number of papers opted by the candidate in his electives and where there are no electives, by the maximum number of papers opted by the candidate during his / her entire course curriculum.

22. If the information furnished by the candidate in any part is found to be false or incomplete or is not found to be in conformity with the eligibility criteria mentioned in the advertisement, the candidature / appointment will be

considered as revoked / terminated at any stage of recruitment process or after recruitment / joining, without any reference given to the candidate.

23. Management reserves the right to call for any additional documentary evidence in support of Qualification, Experience etc. of the applicants.

24. In case any ambiguity / dispute arises on account of interpretation in versions other than English, the English Version will prevail.

25. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted in appropriate Courts / Tribunals / Forums in Hyderabad only, which shall have sole and exclusive jurisdiction to try any cause / dispute.

26. No correspondence in any matter is allowed.

27. Canvassing in any manner would lead to disqualification of candidature.

28. The selection process and other Rules will be followed as per the BDL Recruitment Rules of the Company. Management reserves the right to increase / decrease the number of vacancies advertised as per the need or cancel the recruitment of a particular post or cancel the advertisement itself without any notice.

29. Management reserves the right to fill or not to fill the posts and mere fulfillment of qualifications and other requirements laid down does not entitle a candidate to be called for Interview.

30. Management reserves the right to increase / decrease the minimum eligibility criteria, etc. in order to restrict the number of candidates to be called for selection process.

31. Management reserves the right to increase / decrease the specifications given in the advertised posts depending upon the response.

32. Any or all Corrigendum / Amendments related to this recruitment process will only be given on our official Website i.e. **http://bdl-india.in**

J.   MANDATORY DOCUMENTS:

The following documents are mandatory in nature without which candidature of applicant will not be considered:

a) Duly signed Print Out of the **Registration Slip** generated after successful submission of Online Application.

b) Filled in Bio-Data as per proforma at Annexure – I

c) Self-Attested copies of the following documents / certificates in proper and prescribed formats are to be enclosed.

     i) Document in support of **Date of Birth** (Birth Certificate (or) SSLC certificate as applicable).

     ii) **Caste / Tribe Certificate** (for SC / ST / OBC (NCL) candidates as applicable) in prescribed format issued by the Competent Authority as prescribed by Government of India. **OBC (NCL) certificate should have been issued on or after 30.11.2022**

     iii) **EWS Certificate** in the prescribed format issued by the Competent Authority.

     iv) **Disability certificate** (for PwBD candidates only) in the prescribed format issued by Competent Authority.

     v) **Discharge certificate** for Ex-Servicemen, if applicable.

     vi) **Domicile Certificate** in respect of candidates from Jammu & Kashmir, as applicable

     vii) **Qualification Certificates and Semester wise / Year wise Mark sheets** in respect of Xth, XIIth, Diploma or equivalent course, Qualifying Degree / Essential Qualification and Desirable / Additional Degrees.

     viii) Complete and Proper Experience Certificates / Documents issued by Competent Authority in support of experience details mentioned by the candidate. The following documentary proofs towards experience will be considered:

        a)   For Past Employments

        Experience letter indicating clearly *Designation* and *Date of Joining* as well as *Date of Relieving* from the organization **(OR)**

        Appointment / Offer letter clearly mentioning *Designation & Date of Joining,* Joining Report / Posting Order and Acceptance of Resignation Letter / Relieving Order mentioning *Date of Relieving* from the Organization.

b) **For Present / Current Employment**

- Experience letter indicating clearly *Designation* and *Date of Joining* the organization **(OR)** Appointment / Offer letter clearly mentioning *Date of Joining,* Joining Report / Posting Order, AND **Latest Pay Slip** along with Identity Card and / or Annual Increment Letter, Promotion and / or Transfer Order etc.
- If any Training Period is included in Experience Certificate / Appointment Letter, Certificate of **Absorption or Completion of Training** must be provided

ix) Proof of Cost-To-Company **(CTC) certificate (**Per Annum) issued by the Competent Authority in respect of candidates from Private Organizations.

x) Forwarding **Letter / NOC** from the employer in case the candidate is employed in Government / Semi-Government Organization or Public Sector Undertaking

- If the documents / certificates/ letters mentioned above have been issued in any language other than Hindi/ English, the candidates will be required to submit a self certified translated copy of the same in Hindi/ English.
- Latest / Current Organization Structure depicting the candidates position in the hierarchy.

K. HOW TO APPLY:

ONLINE APPLICATIONS OPEN FROM 17TH JUNE, 2023 (1400 Hrs)
& CLOSES ON 16TH JULY, 2023 (2300 Hrs)

i. The candidates are required to apply ONLINE only by logging on to http://bdl-india.in. Applications without online registration will not be accepted. Complete Advertisement and Instructions for filling Online Application must be read before Applying Online. All mandatory documents along with Scanned copy of Photograph and Signature should be readily available.

ii. Registration Slip generated should be saved on to the local system for future printing/reference. Note down the registration number and take a print of the Registration Slip.

iii. After applying online, Candidates should download the 'Bio-data Form' (Annexure-I) and fill it up.

iv. Please forward the Registration Slip along with duly-filled-in 'Bio-data Form' by attaching all the mandatory documents by Registered / Speed post to the address - "SM, C-HR (TA&CP), Bharat Dynamics Limited, Corporate Office, Plot No. 38-39, TSFC Building (Near ICICI Towers), Financial District, Gachibowli, Hyderabad, Telangana-500032" so as to reach here latest by 27th July,2023. The envelope containing application should be super scribed with *"Application for the post of_____"* in bold letters. **Mention your name and registration number on the reverse side of the all the mandatory documents / certificates. All mandatory documents/supporting documents should be self attested by the applicant.**

v. In case of non-receipt of the Registration slip, **Bio-Data** form with other mandatory documents by BDL within the stipulated date (i.e.**27th July, 2023**), his / her online application will not be considered.

NOTE: Candidates are allowed to apply only once and applications once submitted cannot be altered under any circumstances. The E-**mail ID / Mobile Number** entered in the Application form should remain valid for next 12 months. BDL will not be responsible for bouncing / loss of any e-mail sent to the candidates due to invalid / wrong e-mail ID provided by the candidate or delivery of e-mail to spam / bulk mail folder or for delay / not receipt of information, if the candidate fails to access his / her mail / website in time. However, necessary information will be hosted on BDL's Website from time to time.

L. IMPORTANT DATES:

ACTIVITY	SCHEDULE DATE
Commencement of On-line Registration of Applications	**17th June, 2023 at 1400 Hrs**
Closing of On-line Registration of Applications	**16th July, 2023 at 2300 Hrs**
Last date of receipt of Hard copy of the Application Form along with all mandatory documents mentioned at **Para-J above**	**27th July, 2023**
Tentative date for Interviews for the advertised posts will be hosted in the Company website in due course.	

Any further information / Update / Corrigendum / Addendum if any, with regard to this advertisement and Selection Process if any will be uploaded only on BDL Website http://bdl-india.in. Please check our website for regular updates.

For assistance in case of queries or difficulty while applying Online, you can send E-mail to bdl-recruitment@bdl-india.in

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