

No. : 7/51/2021-PESB

भारत सरकार
Government of India
कार्मिक एवं प्रशिक्षण विभाग
Department of Personnel & Training
(लोक उद्यम चयन बोर्ड)
(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड
 Block No.14, C.G.O. Complex, Lodhi Road
 नई दिल्ली / New Delhi- 110003
Dated : 02/12/2021

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Bharat Electronics Limited (BEL)
पद का नाम NAME OF THE POST	Director (Research & Development)
रिक्ति की तारीख DATE OF VACANCY	01/09/2022
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000-340000 (IDA)

I. COMPANY PROFILE

Bharat Electronics Limited (BEL) is a Schedule 'A' Navratna Company, established in 1954 with the administrative jurisdiction of Department of Defence Production, Ministry of Defence. BEL has Strategic Business Units operating in nine Units across India with core competencies in areas of Radars & Weapon Systems, Sonars, Communication, Electronics Warfare, Electro-Optics and Tank Electronics. In Non-Defence Sector, BEL's product range includes Electronic Voting Machine, Tablet PCs, Microcircuits, Semiconductors, Solar cells etc. 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. Being at the forefront in the Strategic Electronics segment with 85% of its supplies to Defence, BEL's vision is to be a world-class enterprise in professional electronics.

Its Registered and Corporate offices are 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. 243,65,92,943/- 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

Director (R&D) is a member of the Board of Directors and reports to Chairman and Managing Director. He/she is responsible to lay down the R&D policy of the Company and to formulate the strategy for development in the areas of both equipments and components to maintain the Company's position as a leader in Electronics and components market, promoting indigenisation under Atma Nirbhar Scheme of the Government. The Director (R&D) is responsible for the following:

- (a) To lay down the R&D policy of the company and to formulate the strategy of development in the areas of professional electronics/ strategic electronics equipment, components and services so as to maintain the company's position as a leader in Electronics equipment and components markets. For this he/she will liaise closely with the Board of Directors of the company and with the heads of customers organizations.
- (b) To continuously study the market requirements and the technology advancement both in India and abroad and suggest measures for updating the company's technology.
- (c) To provide functional guidance and direction to the Heads of Strategic Business Units (SBUs) and Unit Heads in all matters related to technology planning/technology road map, new product development and product upgradation in a matrix relationship with operational Directors.
- (d) To provide direction and guidance to Development and Engineering (D&E) groups and SBU Heads/Unit Heads in preparing the annual and long term plans for Development and Engineering activities.
- (e) To co-ordinate development activities of the Units with that of Defence R&D Organisations, other national laboratories and research institutions.
- (f) To develop expertise and establish facilities at Central Research Laboratories [CRL and Product Development and Innovation Centre (PDIC)] so as to master technologies of the future in areas of interest to BEL.
- (g) To provide indigenous solutions and promote self reliance in strategic Defence Sector.

III. ELIGIBILITY

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

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

2. 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 Enterprise (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)*

3. QUALIFICATION:

The applicant should be an Engineering graduate preferably in Electronics Engineering with good academic record from a recognized University/ Institute.

4. EXPERIENCE:

The applicant should possess adequate technical/ operational experience at a senior level of management in an organization of repute, out of which at least five years during the last ten years should have been in design/ development/ production in the Electronics sector.

Applicant with experience in the field of development of professional, state-of-the art, Electronics Equipments will have added advantage.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20500-26500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) post 01.01.2006
- (viii) Rs. 144200-218200 (Level 14) CDA post 01.01.2016

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 Joint 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 Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the board level 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 on-line only as per the format .

1. 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) Below Board level in SPSE: through the concerned SPSE
- (f) Private Sector: directly to the PESB.

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 3 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, the documentary proof (**please provide URL or attach/enclose copies**);
- (c) Evidence of working at Board level or at least a post of the level immediately below the 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) fill up the **Application Form online only** against this Job Description on the website of PESB - <http://pesb.gov.in/> and thereafter **forward it online**, as specified in para V(1);

Or

(b) fill up the **Application Form online only** against this Job Description on the website of PESB - <http://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to PESB is by 15.00 hours on 10/02/2022. 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. Board reserves the right to shortlist applicants for interview.

Applications are to be addressed to

Smt Kimbuong Kipgen

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,

BlockNo. 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.