



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

COMPLETE ADVERTISEMENT MUST BE READ BEFORE FILLING UP ON-LINE 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 Weapons Systems. The customers of the Organization are all 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 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), Amaravathi (Maharashtra), 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 29th October, 2022 at 14:00 hrs., and closes on 28th November, 2022 at 17:00 hrs.

A. DETAILS OF VACANCIES

Sl. No.	Name of the Post(s)	Grade	No. of Vacancies	Reservation	Scale of Pay IDA Pattern (Increment 3% p.a.)	Approx. CTC P.A. at minimum of Basic Pay (Rs.)
01	MT(Electronics)	II	12	UR-15 EWS-04 OBC-08 SC-07 ST-03	Rs. 40,000- 1,40,000/-	10.52 Lakhs (on absorption of MTs in Grade-II i.e. as Assistant Manager)
02	MT (Mechanical)	II	10			
03	MT(Electrical)	II	03			
04	MT (Metallurgy)	II	02			
05	MT(Computer Science)	II	02			
06	MT(Optics)	II	01			
07	MT(Business Development)	II	01			
08	MT(Finance)	II	03			
09	MT(Human Resources)	II	03			
Total			37			

Abbreviations Used: MT=Management Trainee, UR=Unreserved / General, SC=Scheduled Caste, ST=Scheduled Tribe, OBC (NCL) = Other Backward Caste (Non-Creamy Layer), EWS = Economically Weaker Sections.

- **4% Reservation for PwBD:** Out of total **37** vacancies, the number of vacancies reserved for Persons with Benchmark Disability (**PwBD**) is **02** . Out of these 02 Vacancies, **01 Vacancy for** – (d) Autism, intellectual disability, specific learning disability and mental illness & (e) Multiple disabilities from amongst persons under clauses (a) to (d) including deaf blindness (MD) and **01 Vacancy for** – (b) Deaf and Hard of Hearing (HI) reserved. [Please refer para-2.2 below para 2- Quantum of Reservation of DoPT OM No. 36035/02/2017-Estt.(Res), dated 15th Januray,2018 and subsequent amendments, if any. (**Also please refer Para-G**)].
- The said 02-PwBD vacancies are earmarked combinedly for MT (Electronics) and MT (Mechanical) posts only. Eligible PwBD candidates are instructed to apply for MT (Electronics) and MT (Mechanical) posts as per their qualifications only through online.

**B. AGE LIMIT & AGE RELAXATIONS: Age will be reckoned as on 30.09.2022:**

Name of the Post(s)	Grade	Upper Age Limit (in years)			
		General / EWS	OBC (NCL)	SC	ST
MT(Electronics / Mechanical / Electrical / Metallurgy / Computer Science / Optics / Business Development / Human Resources)	II	27	30	32	32
MT(Finance) with MBA(Finance) or equivalent qualification	II	27	30	32	32
MT(Finance) with CA / ICWAI qualification	II	28	31	33	33

- 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).
- 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 are eligible for relaxation of the upper age limit upto 5 years for selection as Management Trainees.
- 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 will be 55 years.

C. QUALIFICATION:

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

Sl. No.	Name of the Post(s)	Grade	Essential Qualification (s)
01	MT (Electronics)	II	First Class Bachelor's Degree (or 5 Year Integrated course) in Engineering or Technology in the discipline of Electronics or equivalent course from a recognized University / Institute
02	MT (Mechanical)	II	First Class Bachelor's Degree (or 5 Year Integrated course) in Engineering or Technology in the discipline of Mechanical or equivalent course from a recognized University / Institute
03	MT (Electrical)	II	First Class Bachelor's Degree (or 5 Year Integrated course) in Engineering or Technology in the discipline of Electrical or equivalent course from a recognized University / Institute
04	MT (Metallurgy)	II	First Class Bachelor's Degree (or 5 Year Integrated course) in Engineering or Technology in the discipline of Metallurgy or equivalent course from a recognized University / Institute
05	MT (Computer Science)	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
06	MT (Optics)	II	First Class M.Sc Degree in Physics / Applied Physics with Specialisation in Optics / Applied Optics / Fiber Optics / Laser / Opto-Electoincs OR M.Sc. (Tech.) – Engineering Physics with Specialization in Photonics or Equivalent Course from a recognized University / Institute
07	MT (Business Development)	II	First Class Bachelor's Degree (or 5 Year Integrated course) in Engineering or Technology (Mechanical / Electronics / Electrical / Electronics & Communication / Electronics & Instrumentation / Industrial Electronics / Production) AND



			First Class in 2-years MBA with Specialisation in Marketing / Sales & Marketing or equivalent / post graduate diploma / Post Graduate Degree with Specialisation in Marketing /Sales & Marketing awarded by Universities / Institutions recognized by the Government. <u>Desirable – Diploma in International Marketing / Foreign Trade.</u>
08	MT (Finance)	II	Pass in Final Examination conducted by Institute of Chartered Accountant of India (ICAI) OR Pass in Final Examination conducted by Institute of Cost and Works Accountants of India (ICAI erstwhile ICWAI) OR First Class MBA / Post Graduate Diploma in Finance Discipline of 2 Years duration from Universities / Institutions recognized by the Government.
09	MT (Human Resources)	II	First Class MBA / Post Graduate Diploma / Post Graduate Degree in HR / PM & IR / Personnel Management / Industrial Relations /Social Science /Social Welfare /Social Work of 2 years duration from Universities / Institutions recognized by the Government.

- ii) "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.
- iii) 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).
- iv) * **Candidates appeared/appearing in the Final Year / Semester of the qualifying course of study are also eligible to apply for Management Trainee (MT) posts.** However, the Candidates must possess Mark Sheets / Memos and Course Completion Certificate(s) with requisite percentage of marks in the essential Qualification(s) at the time of Interview. Candidates who possess Mark Sheets / Memos and Course Completion Certificate(s) with requisite percentage of marks in the essential Qualification(s) are only eligible to appear for Interview. Candidates who do not possess Mark Sheets / Memos and Course Completion Certificate(s) with requisite percentage of marks in the essential Qualification(s) as on date of interview will not have any claim in this Recruitment.
- 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 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) Applicants who have pursued Engineering Degree after completion of Diploma must mention Diploma details in the Application Form.
- viii) **Equivalent Qualifications in Electronics / Mechanical / Electrical / Computer Science Engineering / Finance / HR:**

Discipline	Disciplines of Engineering considered as equivalent by BDL
Mechanical	1. Mechanical Engineering; 2. Industrial and Production Engineering; 3. Mechanical Production and Tool Engineering; 4. Production Engineering; 5. Production Technology Manufacturing Engineering; 6. Production and Industrial Engineering; 7.Manufacturing Technology; 8. Aerospace Engineering; 9. Aeronautical Engineering
Electrical	1. Electrical Engineering; 2. Electrical & Electronics Engineering; 3. Electrical, Instrumentation & Control Engineering
Electronics	1. Electronics Engineering; 2.Electronics & Communication Engineering; 3. Electronics & Instrumentation Engineering; 4. Electronics Design & Technology Engineering; 5. Applied Electronics Engineering; 6. Electronics & Telecommunication Engineering; 7. Electronics & Control Engineering



Computer Science	1. Computer Science Engineering
Finance	1. CA 2. ICWAI 3. MBA (Finance) or Post Graduate Diploma in Finance Discipline of 2 Years
Human Resources	1. HR 2. PM & IR 3. Personnel Management 4. Industrial Relations 5. Social Science 6. Social Welfare 7. Social Work

D. SELECTION PROCESS:**a. For the posts of Management Trainees:**

- i) Selection will be based on Written Test (Computer Based Online Test) and Interview.
- ii) Candidates fulfilling the prescribed eligibility criteria will be called for Computer Based Online Test (CBoT). Candidates are required to appear for the CBoT on the date, time and venue that will be mentioned in their Admit Card. Candidate has to download the Admit Cards from the website. A candidate should possess a valid e-mail id for next 1 year from the date of submission of application.
- iii) The CBoT will be of Two hours duration and will be in two parts comprising of 150 Multiple Choice Questions (MCQs). Part-I will consist of 100 MCQs on the concerned subject/discipline. Part-II will consist of 50 MCQs on General Aptitude.
- iv) The weightage assigned to CBoT is 85% and 15% for Interview in the selection process respectively. **Minimum qualifying marks** for short listing for Interview candidates who have secured 60% in CBoT for UR & EWS and 50% in CBoT for SC/ST/OBC (Non-Creamy layer)/ PwBD with respect to posts reserved for SC/ ST/ OBC (Non-Creamy layer)/ PwBD candidates respectively.
- v) Candidates need to secure the minimum qualifying marks in CBoT, to qualify for subsequent stage of selection. Cut off marks in each discipline will be determined keeping in view up to 7:1 (candidate: post) ratio. The Competent Authority will decide the final ratio of calling candidates. Candidates who meet the cut off marks criteria will be short listed for interview in the respective discipline.
- vi) **CBoT TEST CENTRES:** Following is the list of Examination Centers:
 - **Notified CBoT 13 Test Centers: Ahmedabad, Bangalore, Bhopal, Bhubaneswar, Chennai, Delhi, Hyderabad, Jaipur, Kolkata, Mumbai, Patna, Trivandrum and Visakhapatnam.** Candidate should opt near to the above-notified Test Centre from their Present Address.
 - Centers other than Notified Centers may add or delete subject to number of applications received.
 - Candidate has to indicate the Centre in the Online Application Form in which he/she desires to take the Examination. BDL reserves the right to add / cancel any Centre and ask the candidates of any Centre to appear from another Centre.

E. PAY & PERKS:

- 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.
- 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.
- Besides Contributory Provident Fund and Gratuity, will also be entitled to Pension and Post Superannuation Medical Benefits under Defined Contributory Scheme of the Company.
- Management Trainees (MTs) will be eligible for the above benefits on absorption in Grade-II as Assistant Manager. However, during the training period MTs will be paid a stipend equivalent to the sum of the following:
 - a) Minimum Basic Pay admissible to an Executive in Grade II (Rs. 40,000/-);
 - b) Dearness Allowance (DA) on minimum Basic Pay, as admissible from time to time;
 - c) HRA admissible at the minimum Basic Pay;
 - d) 20% of minimum Basic Pay towards Perks and Allowances.
- All the above benefits will be governed by policies of the Company in force and amended 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 where ever 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 the 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 4th January, 2021 and Guidelines for conducting written examination for Persons with Benchmark Disabilities vide OM (F. No. 34-02/2015-DD-III), dated 29th August, 2018 of Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice and Empowerment, Govt 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 through SBI e-pay (by Debit Card / Credit Card/ Net Banking/ UPI, etc...) by General / EWS / OBC (NCL) Candidates.
- Candidates belonging to Category of **SC / ST/ PwBD / Ex-Servicemen / Internal Employees** are **exempted** from payment of Application Fee. For which Candidate should upload their valid Category Certificate i.e. **SC / ST/ PwBD/ Ex-Servicemen/ Internal Employees (BDL-Identity Card) in the Online Application. Then only their application will be considered / accepted.**

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 stipulated above should be as on 30.09.2022.**
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, 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 Pro forma meant for appointment to posts under the Government of India from the designated authority indicating clearly the candidate's caste, the Act / Order under which the caste is recognized as SC / ST /OBC and the Village/Town the candidate is ordinarily a resident of.
6. Candidates seeking reservation under EWS will have to submit certificate ONLY in the Prescribed Pro forma 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 Governments list for SC/ST/OBC. 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. Relaxations / Reservation / Concession as applicable to SC/ST/OBCs (Non-Creamy Layer)/PwBD candidates will be extended only on submission of a self-attested copy of valid Caste / Community /Disability 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 category, candidates need to furnish their OBC – NON CREAMY LAYER (NCL) certificate as per the format prescribed by Government of India **(the pro-forma can**



be download from BDL website <https://bdl-india.in/>. The OBC (NCL) should have been issued on or after 28.04.2022.

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/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 in English.
12. The candidates are required to apply ONLINE ONLY. No manual / paper applications will be entertained directly unless registered and applied ONLINE.
13. 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.
14. Mere submission of application, fulfillment of Qualifications and other requirements laid down will not entail a right for claiming Written Test / Interview/ appointment.
15. **Candidates are required to apply against ONLY ONE POST in response to the above advertisement.**
16. Candidates not fulfilling the essential eligibility criteria can be debarred ab-initio or at any stage of the recruitment process.
17. Candidature of the registered candidates may also be liable to be rejected if registered without application fee (if applicable). Candidates belonging to **SC / ST / PwBD / Ex-Servicemen / Internal Employees may also be liable to be rejected if the said valid CERTIFICATE IS NOT UPLOADED in the Online Application.**
18. All posts require good communication skills.
19. Minimum percentage of marks in the Essential Qualifications specified for any post as per University/ Institute rules.
20. 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.
21. If University / Institute does not have the provision for conversion 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.
22. 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 for his/her entire course curriculum.
23. 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.
24. In case of Internal Employees, Qualification shall be considered as per Company Rules.
25. Management reserves the right to call for any additional documentary evidence in support of Qualification etc. of the applicants.
26. In case any ambiguity / dispute arises because of interpretation in versions other than English, the English Version will prevail.
27. 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.
28. No correspondence in any matter is allowed.
29. Canvassing in any manner would lead to disqualification of candidature.
30. The selection process and other rules will be followed as per the Recruitment Rules of the Company. Recruitment Rules are available on our website <https://bdl-india.in/bdlmanuals.html>



31. 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.
32. 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.
33. 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.
34. Management reserves the right to increase / decrease the specifications given in the advertised posts depending upon the response.
35. Management reserves the right to fill up or otherwise any or all the notified posts as per the rules of the company.
36. The onus is on the candidate(s) to prove with valid documents that all the information submitted by them in the online application is true.
37. Any or all Corrigendum / Amendments related to this recruitment process will only be given on our official Website i.e. <https://bdl-india.in>

Note: APPLICANTS are NOT REQUIRED to send any of the above documents to BDL. They should save the Registration Slip generated after submission of online application on to their local system for submission along with mandatory documents at the time of Interview only.

J. HOW TO APPLY:

ONLINE APPLICATIONS OPEN FROM 29th OCTOBER, 2022 (14.00 Hrs.) & CLOSES ON 28th NOVEMBER, 2022 (17.00 Hrs).

- Applications should be submitted strictly **ONLINE** by logging on to <https://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.
- 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. Candidates who paid their application fee through SBI Multi Option Payment Mode should keep the candidates copy with them.
- 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 for the purpose of future communication viz. intimation regarding call letter for Written Test / Interview etc. BDL will not be responsible for bouncing/loss of any e-mail sent to the candidates due to invalid / wrong email 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.

K. IMPORTANT DATES:

ACTIVITY	SCHEDULE DATE
Commencement of On-line Registration of Applications	29 th October, 2022 at 14:00 Hrs.
Closing of On-line Registration of Applications	28 th November, 2022 at 17:00 Hrs.
Tentative date for Written Test (Computer Based Online Test) for the advertised posts will be in the month of January'2023 / February' 2023 and exact date will be hosted in the Company website.	

Note:

1. 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 <https://bdl-india.in>
2. For more updates check our website in regular intervals. For assistance in case of queries or difficulty while applying Online, you can write to us at bdl-recruitment@bdl-india.in.

C-HR (TA&CP) / ADVT.No.2022-3

THE FORCE BEHIND PEACE