

**COMPLETE ADVERTISEMENT MAY PLEASE BE READ BEFORE  
FILLING UP THE ONLINE APPLICATION**



**BHARAT DYNAMICS LIMITED  
KANCHANBAGH, HYDERABAD  
(A Govt. of India Enterprise)  
Ministry of Defence  
Phone No: 040-24587026**

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Applications are invited from eligible Indian Nationals for the following posts in Bharat Dynamics Limited, a Miniratna Category-I Public Sector Enterprise, under Ministry of Defence having its registered office at Kanchanbagh, Hyderabad. Selected candidates may be posted at any of our Units/ Offices located at Hyderabad/ Bhanur-Medak District/Vizag/ Upcoming New Projects/ Liaison Office, New Delhi or anywhere in India as per requirement of the Company.

**Online Application Opens on 10 Aug 2015 (1000 hrs) & Closes on 24 Aug 2015 (1600 hrs).**

**A. DETAILS OF VACANCIES**

SL. NO.	DESIGNATION (POST)	GRADE	VACANCIES	RESERVATION	SCALE OF PAY (Increment % p.a in R)	APPX. CTC (In R P.A At Minimum Of Basic Pay)
1	DY. GENERAL MANAGER (P&A)	VI	3	UR-1, SC-1, OBC-1	32900-3%- 58000	14.21 lacs
2	COMPANY SECRETARY	IV/V	1	UR-1	24900-3%-50500 / 29100-3%- 54500	10.79 lacs/ 12.58 lacs
3	MANAGER (P&A)	IV	3	UR-3, SC-1, OBC-1	24900-3%-50500	10.79 lacs
4	MANAGER (MECHANICAL)		2			
5	DY. MANAGER (MECHANICAL)	III	2	UR-5, SC-2	20600-3%-46500	8.96 lacs
6	DY. MANAGER (ELECTRONICS)		4			
7	DY. MANAGER (OPTO-ELECTRONICS)		1			
8	MANAGEMENT TRAINEE (ELECTRONICS)	II	14	UR-19, SC-4, ST-1, OBC-8	16400-3%-40500	7.19 lac in Grade-II on absorption
9	MANAGEMENT TRAINEE (MECHANICAL)		9			
10	MANAGEMENT TRAINEE (COMPUTER SCIENCE/IT)		2			
11	MANAGEMENT TRAINEE (P&A)		7			

\*Out of the total 48 vacancies advertised, 2 (two) vacancies are reserved for Hearing Impaired (HI) and 1 (one) vacancy is reserved for candidates with Locomotor Disability or Cerebral Palsy.

\*The posts indicated above are tentative only and may vary depending upon organizational requirement. The post of Company Secretary mentioned at Sl.No.2 above will be filled depending on availability of suitable candidate in Grade-IV/ V.

\* Training duration of Management Trainees (MTs) will be for a period of 1 (One) year. On successful completion of training period, they will be absorbed as Assistant Managers in Grade-II based on Individual Assessment by a Performance Evaluation Committee. They need to serve a bond for a period of 2 (two) years from the date of absorption as Assistant Manager.

**B. AGE LIMIT & AGE RELAXATIONS: Age will be reckoned as on 24 Aug 2015:**

Designation	Posts in Grade	Upper Age Limit (in years)			
		GEN	OBC (Non-Creamy layer)	SC	ST
DY. GENERAL MANAGER (P&A)	VI	50	53	55	50
COMPANY SECRETARY	V	45	45	45	45
COMPANY SECRETARY	IV	40	40	40	40
MANAGERS	IV	40	43	45	40
DY.MANAGERS	III	35	35	40	35
MANAGEMENT TRAINEES	II	27	30	32	32

- i) In respect of Persons with Disabilities (PWDs) 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 will be extended as per rules in respect of Ex-Servicemen/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 disabilities attributable to military service or an invalidment.
- iii) For candidates who had ordinarily been domiciled in the State of Jammu and Kashmir during the period 01 Jan 1980 to 31 Dec 1989, upper age limit is relaxable by 5 years.
- iv) The maximum age limit for Internal Candidates will be 55 years.

### **C. QUALIFICATION & POST QUALIFICATION EXECUTIVE EXPERIENCE:**

#### **1. DY.GENERAL MANAGER (P&A)/MANAGER (P&A)/MANAGEMENT TRAINEE (P&A)**

##### **Essential Qualification:**

- First Class in MBA or equivalent / 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 University/Institution recognized by Government.
- Desirable - Graduate in Law

##### **Post Qualification Executive Experience:**

- **For Dy.General Manager (P&A):** Minimum of 14 years in Medium/Heavy Industries preferably in PSUs in the relevant area with minimum 1 (one) year in the immediate lower pay scale or equivalent.
- **For Manager (P&A):** Minimum of 7 years in Medium/Heavy Industries preferably in PSUs in the relevant area with minimum 1 (one) year in the immediate lower pay scale or equivalent.
- **For Management Trainee (P&A):** No Post Qualification Experience is required.

#### **2. COMPANY SECRETARY:**

##### **Essential Qualification:**

- Membership of the Institute of Company Secretaries of India,
- Desirable - Graduate in Law

##### **Post Qualification Executive Experience:**

- **For Company Secretary (Grade-V):** Minimum of 9 years in Medium/Heavy Industries preferably in PSUs in the relevant area with minimum 1 (one) year in the immediate lower pay scale or equivalent.
- **For Company Secretary (Grade-IV):** Minimum of 7 years in Medium/Heavy Industries preferably in PSUs in the relevant area with minimum 1 (one) year in the immediate lower pay scale or equivalent.

#### **3. MANAGER (MECHANICAL):**

##### **Essential Qualification:**

- First Class Engineering degree i.e. B.E/B.Tech in Mechanical or its equivalent /Aerospace/Aeronautical Engineering **with** Post Graduation (M.E/M.Tech/MS) in Aeronautics/Aerospace/Aeronautical Engineering/CFD **and** Doctoral Degree (PhD) in Computational Fluid Dynamics in Airborne Systems/Aerodynamics Applications.

##### **Post Qualification Executive Experience:**

- Candidate should have minimum 5 years of post qualification executive experience preferably in PSUs in the areas mentioned below with minimum 1(one) year in the immediate

lower pay scale or equivalent:

In the field of Computational Fluid Dynamics to provide expertise in support of R&D activities of BDL. The candidate should be capable of doing Design/ Analysis/ Aero-dynamic Configuration Studies (External/ Internal) of Airborne systems/ Missile systems using ANSYS FLUENT Computational Fluid Dynamics in Industry/ Academy/ Defence Labs.

#### **4. DEPUTY MANAGER (MECHANICAL):**

##### **Essential Qualification:**

- First Class Engineering Degree i.e. B.E/B.Tech in Mechanical Engineering or its equivalent / Manufacturing Engineering / Production Engineering/ Aeronautical Engineering.

##### **Desirable Qualification:**

- Post Graduation (M.E/ M.Tech/ MS) in Mechanical Systems Design / Machine & Mechanisms Design / Tool Design / Tool Engineering / CAD / CAM / CAE / Aeronautical Engineering / Aerospace Engineering.

##### **Post Qualification Executive Experience:**

- Candidate should have minimum 5 years of post qualification executive experience preferably in PSUs in the areas mentioned below with minimum 1 year in the immediate lower pay scale or equivalent:

In Design and Analysis of Mechanical components, Assemblies and Mechanisms using CAD/ CAE packages like UGNX/ AUTODESK INVENTOR/ SOLID WORKS/ ANSYS/ FLUENT. Responsible for producing Mechanical Engineering Designs in CAD, Detail manufacturing systems and processing techniques. FEA Analysts should have hands on experience in stress analysis, dynamic analysis/Experience in Design & Development of Closed Loop feedback systems/ experience in design of MIMO,SISO, SIMO, MISO systems.

#### **5. DY.MANAGER (ELECTRONICS):**

##### **Essential Qualification:**

- First Class Engineering Degree i.e. B.E/B.Tech in Electronics/Electronics & Communication Engineering/ Electronics & Instrumentation Engg.

##### **Desirable Qualification:**

- Post Graduation (M.E/ M.Tech/ MS) in Microwave & Radar Engineering / Digital Electronics & Communication Engineering/ Communication Systems/ Electronics & Communication Engineering/ Wireless & Mobile Communication/ Digital Signal Processing / Image Processing/ VLSI Design / Embedded Systems Design / Electronic System Design/ Control Systems / Instrumentation and Control Systems.

##### **Post Qualification Executive Experience:**

- Candidate should have minimum 5 years of post qualification executive experience preferably in PSUs in the areas mentioned below with minimum 1 year in the immediate lower pay scale or equivalent:

In the field of Design of Electronic module/ Servo-Control Systems/ DSP/ Image Processing/ Real-Time Applications/ Radio Frequency/ Embedded System/ Micro Controllers/ FPGA Programming/ VHDL and Verilog/ MATLAB and Lab View/ Algorithm Development/ Digital & Analog Modules/Design of RF system/Design & Development of RF transmitter & Receiver modules/Design & Development of RF & Microwave Antennas. High speak frequency Synthesis (Analog & Digital)/Design & Development of Closed Loop feedback systems/experience in design of MIMO, SISO, SIMO, MISO control systems.

#### **6. DY.MANAGER (OPTO-ELECTRONICS):**

##### **Essential Qualification:**

- First Class Engineering Degree i.e. B.E/B.Tech in Electronics/Electronics &

**Desirable Qualification:**

- M.E/M.Tech in Optical Instrumentation/ Opto-Electronics / Photonics / Engineering Physics.

**Post Qualification Executive Experience:**

- Candidate should have minimum 5 years of post qualification executive experience preferably in PSUs in the areas of Design of Optical Systems/ Lasers Systems/ Fiber Optics/ Holography/ Component evaluation and quantification tests, Integrated Optics with minimum 1 year in the immediate lower pay scale or equivalent.

**7. MANAGEMENT TRAINEE (ELECTRONICS):**

**Essential Qualification:**

- First Class Engineering Degree i.e. B.E/B.Tech in Electronics/Electronics & Communication/Electronics & Instrumentation Engineering.

**Desirable Qualification:**

- M.E/M.Tech in Electronics Engineering/Electronics & Communication Engineering or equivalent/Aerospace/ Modelling & Simulation/Microwave/Radar/ Radar & Communication Engineering.

**8. MANAGEMENT TRAINEE (MECHANICAL):**

**Essential Qualification:**

- First Class Engineering Degree i.e. B.E/B.Tech in Mechanical or its equivalent/Aerospace Engineering.

**Desirable Qualification:** M.E/M.Tech in Aerospace/ Modelling & Simulation Engineering or Ph.D. in Aerospace Engineering.

**9. MANAGEMENT TRAINEE (COMPUTER SCIENCE/IT):**

**Essential Qualification:**

- First Class Engineering Degree i.e. B.E/B.Tech in Computer Science & Engineering (CSE) /Information Technology (IT).

**Desirable Qualification:** M.E/M.Tech in Computer Science & Engineering (CSE).

10. The courses mentioned above should be of **full time nature only** and should be recognized by State/Central government/UGC/AICTE.
11. "First Class" to be read as "60% marks in aggregate for UR/OBC (Non-Creamy layer) candidates and 55% marks in aggregate for SC/ST candidates."
12. Out of the total number of post qualification experiences required, candidate working in any Government department/ PSU should possess a minimum of 1 year relevant experience in the following pay scales or equivalent:

Sl No.	Post applied for in Grade	1 year experience in pay Scale of
1	Dy.General Manager (Gr-VI)	R 29100-3%-54500 or equivalent
2	Company Secretary(Gr-V)	R 24900-3%-50500 or equivalent
3	Managers/Company Secretary(Gr-IV)	R 20600-3%-46500 or equivalent
4	Deputy Managers (Gr-III)	R 16400-3%-40500 or equivalent

13. The eligibility of a candidate from private organization will be determined taking into account the Cost to Company drawn, the designation, nature of work and experience etc.

14. **Any Contract/Training/Consultancy experience will not** be taken into consideration for calculation of post qualification executive experience.
15. For all Management Trainee posts advertised here, Post Qualification experience is NIL.

**D. SELECTION PROCESS:**

1. For the posts of Dy.General Manager, Company Secretary, Managers and Deputy Managers, selection will be based on **interview**.
2. For Management Trainees selection will be based on **Written Test** (Computer Based Online Test) & **Interview**. The final selection of the candidate(s) will be based on the merit.
  - a) Candidates who fulfill the 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 which will be mentioned in their Admit Card. Admit Cards will be sent by email only. A candidate should possess a valid e-mail id for next 6 months from the date of advertisement.
  - b) The test will be of Two Hours duration. The test will be in two parts and comprising of 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.
  - c) The weightage assigned to Written Test and Interview Marks in the selection process is 85% and 15% respectively. Minimum qualifying marks for each of the criteria (Written Test and Interview) is 60% for General Candidates and 50% for SC/ST/OBC (Non-Creamy layer)/ PWD with respect to posts reserved for SC/ ST/ OBC (Non-Creamy layer)/ PWD candidates.
  - d) Candidate need to secure the minimum prescribed marks for each criteria defined, to qualify for subsequent stage of selection. Cut off marks in each discipline will be determined keeping in view up to 7:1 ratio. The Selection Committee 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.

**E. TEST CENTERS:** Following is the list of Examination Centers:

Hyderabad, Vishakhapatnam, Bangalore, Chennai, Kolkata, Patna, Delhi, Bhopal, Ahmedabad, Mumbai.

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 cancel any Centre and ask the candidates of that centre to appear from another centre. BDL also reserves right to divert candidates of any centre to some other Centre to take the examination.

**F. PAY & PERKS:**

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

In case of Grade VI, V, IV & III, perks @ 45% on Basic Pay and Performance Related Pay as per Company Rules will be paid. Other facilities viz., PF, Gratuity, Medical facilities etc are applicable as per rules. MTs on absorption in Grade-II will be eligible for perks@45%.

In case of Management Trainees, 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 ( ` 16400/-);
- (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 Allowances.

**G. APPLICATION FEE (R):**

Application fee of **R400/-** is to be paid through online by Debit Card/ Credit Card/ Net Banking /SBI Challan facility. Candidates belonging to **SC/ ST/ PWD/ Ex-Servicemen/ Internal Employees are exempted** from payment of Application Fee.

Application fee is **non-refundable**; therefore candidates are requested to verify their eligibility thoroughly before making any payment.

## H. GENERAL CONDITIONS:

1. 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.
2. 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.
3. Management reserves the right to fill up or otherwise any or all the notified posts and also to fill up the future vacancies, if any from the valid panel of selected candidates as per the rules of the company.
4. 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.
5. 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.
6. 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 and the Village/Town the candidate is ordinarily a resident of.
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 Disability category may note that Government of India rules will be applicable for any concession in this regard.
8. Appointment of selected candidates is subject to verification of Caste and Character & Antecedents as the case may be with the Concerned Authorities, as per the Rules of the Company.
9. If the SC/ST/OBC/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.
10. 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.
11. The candidates are required to apply ONLINE ONLY. No manual / paper applications will be entertained directly unless registered and applied ONLINE.
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 will not entail a right for claiming interview/ appointment.
14. Only persons suffering from not less than 40% disability are eligible to be treated / considered as physically challenged candidates as per the Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995.
15. Only Indian Nationals need apply.
16. All posts require good communication skills.
17. Age, Qualification & Experience stipulated above should be as on **24 Aug 2015**.
18. Candidates who have **appeared/ appearing in their final year** and whose **results are awaited are not eligible to apply**.
19. Candidates are required to apply against only one post in response to the above advertisement.
20. In case of Internal Employees, Qualification shall be considered as per Company Rules.
21. For **calculation of aggregate marks** –  
$$\frac{\text{Total marks obtained in all Semesters/Years/Corresponding CGPA Ratings}}{\text{Maximum marks (cumulative of all Semesters/Years/Corresponding CGPA Ratings)}} \times 100$$
22. Wherever CGPA/OGPA/CPI/DGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms

adopted by the University/Institute. Candidates are required to submit a certificate to this effect from the University/ Institute at the time of Interview.

23. In case there is no mention of specialization in the qualifying degree as required in the minimum Essential Qualification above, candidates must submit a certificate at the time of interview from their University/Institution with a clear mention of their specialization in the Qualifying degree.
24. Candidates not fulfilling the essential eligibility criteria can be debarred ab-initio or at any stage of the recruitment process.
25. Candidature of the registered candidates may also be liable to be rejected if registered without application fee (if applicable). Candidature of candidates except for MT posts will also be rejected, if application form is not received or received without **Mandatory Documents**.
26. 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.
27. Any or all Corrigendum/Amendments related to this recruitment process will only be given on our official Website i.e. <http://bdl.ap.nic.in>.
28. 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.
29. No correspondence in any matter is allowed.
30. Canvassing in any manner would lead to disqualification of candidature.
31. The selection process and other rules will be followed as per the Recruitment Rules of the Company. Recruitment Rules are available on our website <http://bdl.ap.nic.in/bdlmanuals.htm>.

#### **I. MANDATORY DOCUMENTS:**

##### **DY. GENERAL MANAGR (P&A)/COMPANY SECRETARY/MANAGERS/DEPUTY MANAGER POSTS:**

Candidates are required to send the following mandatory documents by post without which application will not be considered for selection process:

- i. Duly signed Print Out of the Online Application Form.
- ii. Self-Attested copies of the following documents / certificates in proper and prescribed formats are to be enclosed.
  - a. Copy of Date of Birth (Birth Certificate (or) SSLC / Matriculation Marks List / as applicable).
  - b. Copies of Qualification documents (Qualifying Degree Certificate and consolidated semester-wise marks statement)
  - c. Copy (s) of Experience certificates from the present / previous employer(s), if any.
  - d. Copy of Caste / Community Certificate (Applicable for SC/ ST/ OBC Non-Creamy layer candidates).
  - e. Copy of Disability certificate, if applicable.
  - f. Copy of discharge certificate for Ex-Servicemen, if applicable.
  - g. Copy of Latest pay slip.
  - h. Self certified translated copy of the SC/ ST/ OBC (Non-Creamy Layer Candidates)/ Disability certificate either in Hindi or English if it is been issued in other language.

##### **ALL MANAGEMENT TRAINEE POSTS:**

Candidates are NOT REQUIRED to send any document to BDL. They need to save the Registration Slip on to their local system for future printing/reference. Candidates who paid their Application Fee through SBI Challan have to keep the Candidates Copy with them.

## HOW TO APPLY:

**Online Application Opens from 10 Aug 2015 (1000 hrs) & Closes on 24 Aug 2015 (1600 hrs).**

Applications should be submitted strictly ONLINE. Applications will not be accepted through any other mode.

- STEP-1:** Logon to <http://bdl.ap.nic.in>
- STEP-2:** Click on “Careers” > “Recruitments” and subsequently enter on relevant post being applied.
- STEP-3:** Read the Advertisement carefully and be ready with the mandatory documents mentioned above and then click on “Register Online” & fill up the Online Application Form with all your details
- STEP-4:** Click **SUBMIT**. On submission and acceptance of application, the system will generate Registration Number and Registration Slip. **Note down** the registration number and **take a print** of the **Registration Slip**.
- STEP-5:** Please save the Registration Slip on to your local system for future printing/reference.
- STEP-6:** **Candidates for posts other than MT:**  
Download the ‘Bio-data Proforma’ (Annexure-I) from the website and fill it up. Paste a recent passport size photograph on the registration slip and the Caste (SC/ST/OBC Non-Creamy Layer) or PWD certificate (as applicable) and filled in **Bio-Data** as per proforma at **Annexure – I** along with all the other mandatory documents.
- STEP-7:** Mention your name and registration number on the reverse side of the all the certificates attached to the Application Form.
- STEP-8:** Please forward the application along with all documents (For other than MTs posts) mentioned above by post to the address - “**DGM (HRD), Bharat Dynamics Limited, Kanchanbagh, Hyderabad-500058**” so as to reach here **latest by 1-Sept-2015**. The envelope containing application should be superscribed with “Application for the post being applied in **bold letters**”. In case of non-receipt of the Registration slip, Bio-Data form with other mandatory documents by BDL within the stipulated date (**i.e. 1-Sept-2015**), his/ her online application is liable to be rejected.

**NOTE: CANDIDATE MUST NOTE DOWN THEIR REGISTRATION NUMBER AND KEEP A COPY OF REGISTRATION SLIP FOR FUTURE REFERENCE.**

(Updates/ Changes/ Amendments/ Corrigendum, if any with regard to this advertisement and selection process will be hosted on our website <http://bdl.ap.nic.in> only. Please be in touch with our website on a regular basis.)

**PLG.&E.D./ADVT.-2015-5**

**BHARAT DYNAMICS LIMITED**  
**THE FORCE BEHIND PEACE**