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CENTRAL ELECTRONICS LIMITED

(A Public Sector Enterprise)

4, Industrial Area, Sahibabad, Ghaziabad (UP)

Tel.No.0120-2895143, E-mail: celrecruitment@celindia.co.in

CIN: U32109DL1974GOI007325

Central Electronics Limited is a Govt. of India Enterprise under Department of Scientific & Industrial Research (DSIR), Ministry of Science & Technology. It was established in 1974 with an objective to commercially exploit the indigenous technologies developed by National Laboratories and R&D Institutions in the country. CEL has developed a number of products for the first time in the country through its own R&D efforts and in close association with the premier National & International Laboratories including Defence Laboratories.

Currently, CEL operates in four prime business verticals, viz. Solar Photovoltaic (SPV), Railway Signalling System, Strategic Electronics, Security and Surveillance Group (SSG). Based on short term and long term goals of CEL the aim is to increase market presence across multiple regions in India. CEL has acquired major projects in the solar and defence business. CEL aspires to have a quantum leap in the turnover and profit of the company in the coming years. To attain massive expansion of CEL across the nation, we need highly skilled, experience and work oriented individuals who can contribute in achieving the excellence. CEL invited application from Indian nationals with matching skills, experience and endurance for the following posts:

Sl. No.	Post	Roles & Responsibilities	Qualification & Experience
1.	General Manager – HR (01 Post) – UR Grade – E8	The candidate shall head the Human Resource division of the company and shall be responsible for Recruitment, Industrial Relations, Manpower Planning, Training & Development, Establishment, legal and welfare matters.	The candidate should be a graduate having minimum 55% marks and MBA/PGDM/PGP in Human Resource Management with minimum 55% marks from a recognised Institute/ University. He/she should have minimum 18 years of post qualification work experience in the Human Resource Management. Degree in Law is desirable.
2.	Assistant General Manager/ Chief Manager (Design) (01-Post) – UR Grade – E7/E6 Group: Solar	The candidate shall be responsible for designing of rooftop and ground mounted solar plants and mini grids etc.	The candidate should have B.E./B.Tech. in Electronics & Communication or Electrical Engineering with 55% marks from a recognised institute / University. He/she should have minimum 16 year of post qualification experience out of which 12 years must be in electrical designing/ estimation and testing/ certification of rooftop and ground mounted solar power plants / having exposure of large solar power plant. • Candidate with 14 year post qualification experience shall be eligible for CM (Design)
3.	Assistant General Manager/ Chief Manager (O & M) (01-Post) – UR Grade – E7/E6	The candidate shall Lead the site Operation and Maintenance function of Solar Power Plant by providing both a reactive and proactive, multi-skilled maintenance service on all operational equipment and facilities infrastructure.	The candidate should have B.E./B.Tech. in Electronics & Communication/ Electrical Engineering with 55% marks from a recognised Institute/ University. He/She should have minimum 16 years of post-qualification experience out of which 12 years must be in renewable energy operation and maintenance especially in solar photovoltaic. Should have experience in installation & commissioning of rooftop and ground mounted of large solar power plants / Mini Grids etc, Installation for Off-Grid and On Grid Solar Power Plants, Inspection of Electrical Work at Solar Power Project Site, Installation of PV Solar Panels & Modules, All type of testing before power generation and during power generation, Trouble shooting of solar power plant. • Candidate with 14 year post qualification experience shall be eligible for CM (O&M)
4.	Assistant General Manager / Chief Manager (Marketing) (01-post) – UR Grade – E7/E6 Group: Solar	The candidate shall be responsible for Marketing & Sales activities of Solar Photovoltaic products and solutions etc.	The candidate should have B.E./B.Tech. degree in Electrical/ Electronics/ Mechanical Engineering with minimum 55% marks with MBA/ PG Diploma in Marketing with minimum 55% marks from a recognised Institute / University. He/ She should have minimum 16 years of post-qualification experience in marketing, business development out of which atleast 06 years experience in Solar Marketing. In addition to flair for marketing the candidate must possess high level initiative and excellent communication skills. • Candidate with 14 year post qualification experience shall be eligible for CM (Marketing)
5.	Chief Manager (QA-C)	The candidate shall head the quality assurance team,	The candidate should have B.E./B.Tech degree in Electronics Engineering with minimum 55% marks from a recognised

(01 – Post) – UR Grade – E6	covering all aspects of quality, including materials in-process inspection as well as project quality assurance, & related certifications.	Institute / University. He/she should have minimum 14 Years post qualification experience out of which minimum 06 years shall be industrial work experience in Quality Control. Brief summary of the work done in the above area should be attached alongwith the application. Preference will be given to candidate from Electronics Industry, who are working on ERP System.
6. Chief Manager/ Senior Technical Manager – (SPV-Production) (01 - Post) – OBC Grade – E6/E5	The candidate shall be responsible for Operation of Automated Production Line, including implementation of modern production methods and processes, Quality Control, Planning etc.	The candidate should have first class B.E./B.Tech. degree in Electronics/ Production/ Mechanical Engineering from a recognized Institute/ University with good academic record. He/she should have 14 years post qualification work experience in the production area with minimum 02 years experience in running a Automated Production Line and should have handled Planning, of a production line. Capability for preparation of MIS is also required. MBA Degree in Production Management is desirable. Experience in Solar Photovoltaic Industry/ Electronics preferred. • Candidate with 12 year post qualification experience shall be eligible for STM (SPV-Production)
7. Sr. Manager – New Product Development (01 - Post) – UR Grade - E5	The candidate shall be in-charge for New Product Development in the area of Solar/ Renewable Energy and will be responsible for Leading the organisation in research for new products, product enhancements and product redesign. Originate new products in line with customer needs and business model. Develops and implements methods and procedures for monitoring projects. Plan and formulate aspects of research and development proposals.	The candidate should have B.E./B.Tech. Degree in Electrical/ Electronics and Communication/ Mechanical Engineering with minimum 55% marks from a recognised Institute/ University. He/ She should have minimum 12 years of post qualification experience in Product Design and Development in the area of Solar/ Renewable Energy. Brief summary of the work done in the above area should be attached alongwith the application.
8. Senior Technical Manager (O & M) (01-Post) – UR Grade – E5	The candidate shall Lead the site Operation and Maintenance function of Solar Power Plant by providing both a reactive and proactive, multi-skilled maintenance service on all operational equipment and facilities infrastructure.	The candidate should have B.E./B.Tech. degree in Electronics & Communication/ Electrical Engineering with 55% marks from a recognised Institute/ University. He/She should have minimum 12 years of post-qualification experience out of which 08 years must in renewable energy operation and maintenance especially in solar photovoltaic. Should have experience in installation & commissioning of rooftop and ground mounted of large solar power plants / Mini Grids etc, Installation for Off-Grid and On Grid Solar Power Plants, Inspection of Electrical Work at Solar Power Project Site, Installation of PV Solar Panels & Modules, All type of testing before power generation and during power generation, Trouble shooting of solar power plant.
9. Manager (HR) (01 – Post) – UR Grade – E4	The candidate shall be responsible for Recruitment, Industrial Relations, Manpower Planning, Training & Development, Establishment, legal and welfare matters.	The candidate should be a Graduate with minimum 55% marks along with MBA/PGP/PGDM in Personnel Management/Human Resource Management or equivalent qualification from a recognised Institute/ University. He/she should have minimum 09 years of post qualification experience in HR/IR functions. Degree in Law is desirable.
10. Manager (Finance) (01 Post) – UR Grade – E4	The candidate shall be responsible for preparation of MIS, periodical profit & loss accounts and balance sheet, interaction with statutory auditors of CAG and other Govt. agencies.	The candidate should be a graduate in commerce and passed final examination of CA/ICWA with 09 years post qualification experience in preparation and finalization of profit & loss accounts and balance sheet, interaction with statutory auditors, internal auditors, CAG and other Govt. agencies. Working experience in ERP System is essential. The candidate should have sound knowledge of taxation & GST.

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<p>11. Manager (Vigilance) (01 Post) – OBC Grade – E4</p>	<p>The candidate shall be responsible for establishment and vigilance matters including departmental/disciplinary proceedings, processing of vigilance/disciplinary cases from investigation stage to imposition of penalty, drafting of charge sheets, penalty orders, examination of appeals arising out of disciplinary cases, preparation of comments on disciplinary cases for briefing to advocate, etc.</p>	<p>The candidate should be Graduate, preferably with a degree in Law, Personnel Management and Industrial Relations from a recognized Institute/ University. The candidate should have 09 years of post-qualification experience in Establishment and Vigilance matters including departmental/ disciplinary proceedings. The candidate must possess sound knowledge of DOPT/ DPE guidelines, GFR, CDA rules, CVC guidelines etc.</p>
<p>12. Manager (Defence Marketing) (01-Post) – UR Grade - E4</p>	<p>The candidate shall be responsible for: 1) Exploring new business opportunities in terms if segments and products for CEL. 2) Liaison with Indian Armed Forces, Para Military Forces for promulgating the products of CEL. 3) Identifying the Qualitative requirements/ specifications from customers, articulating the customer projects and requirements. 4) Gather inputs on Industry trends, customer existing and future needs and disseminate information to the relevant channels within CEL.</p>	<p>The candidate should have B.E./B.Tech degree in Electronics/ Electrical/ Mechanical Engineering with minimum 55% marks from a recognised Institute/ University. He/she should have minimum 09 years of post qualification experience in Marketing, Production solution to Indian Defence Forces. In addition to flair for Marketing, the candidate must possess high level initiatives and excellent communication skills. Retired officers from the defence forces shall be preferred.</p>
<p>13. Marketing Manager (02-Posts) 01-SC 01-UR Grade - E4</p>	<p>The candidate shall be responsible for developing marketing strategies to increase market share of CEL and bring orders related for all types of solar Power Projects, create and develop all activities related to marketing, ability to understand the techno-commercial aspects related to Solar Marketing.</p>	<p>The candidate should have B.E/B.Tech degree in Electrical/ Electronics/ Instrumentation/ PV Technology Engineering with minimum 55% marks from a recognised Institute/ University. He/she should have minimum 09 years post qualification experience in the field of Marketing out of which atleast 01 year in Solar/ Renewable Marketing. Preference will be given to those who have passed MBA in Marketing.</p>
<p>14. Project Manager (Project Execution/ O&M) (01 - Post) - (OBC) Grade – E4</p>	<p>The candidate shall function as techno-commercial project Manager for Solar PV/ Renewable energy projects and will be responsible for planning, Implementing, tracking, controlling, execution Operation & Maintenance and evaluating multiple projects with specified deliverables. Day to day handling of EPC contractors and the sub-contractors, maintaining relationship with the clients/ project stake holders. Monitor the progress of the project to ensure the successful timely completion of the projects.</p>	<p>The candidate should have B.E./ B.Tech. degree with minimum 55% marks in Mechanical/ Electrical Engineering from a recognised Institute/ University. He/she should have minimum 09 years of post qualification experience in implementing projects, out of which minimum 06 years experience in project execution and management. The incumbent should be proficient in the use of computer applications. Desirable: 1) Experience in implementing projects for Govt. Organisations in the area of Solar/ Renewable Energy, Electrical Power plants and Solar Water Pumps, Mini/ Micro Grid, Village Electrification 2) Hands on experience of integration of contractors and sub-contractors, Maintaining relationship with clients/ project stake holders by providing progress updates, information and guidance. 3) Certificate/ Training in project management, implementation of projects on EPC/ RESCO/ PPA basis in solar energy,</p>
<p>15. Assistant Technical Manager (Microwave) (01 - Post) – SC Grade – E3</p>	<p>The candidate shall be responsible for design, development and up gradation of new products in RF & Microwaves area.</p>	<p>The candidate should have B.E/B.Tech. degree in Electronics/ Electronics & Communication/ Electronics & Telecommunication Engg. with minimum 55% marks from a recognized Institute/University . He/ She should have minimum 06 years of post</p>

			qualification experience in design and development of RF and Microwave components/Systems.	
The details of the following contractual posts are available on our website www.celindia.co.in :				
Sl. No.	Name of the post	No. of Post	Grade	
16	Manager – Mechanical Design on Contract Basis	(01-Post) - UR	Grade-E4	
17	Manager – Electrical Design on Contract Basis	(01-Post) - UR	Grade-E4	
18	Manager (Projects) on Contract Basis	(04-Posts) - UR	Grade-E4	
19	Manager (Projects) on Contract Basis	(01-Post) - UR	Grade-E4	
20	Manager (Commercial) on Contract Basis	(02-Posts) - UR	Grade-E4	
21	Manager (Marketing) on Contract Basis	(01-Post) - UR	Grade-E4	
22	Manager (Marketing) on Contract Basis	(01-Post) - UR	Grade-E4	
23	Manager (Projects) On Contract Basis	(02-Posts) - UR	Grade-E4	
24	Assistant Technical Manager (Production) on Contract Basis	(01-Post) -UR	Grade-E3	
25	Assistant Technical Manager (Maintenance) on Contract Basis	(01-Post) - UR	Grade-E3	
26	Assistant Manager PPC on Contract Basis	(01-Post) - UR	Grade-E3	
27	Assistant Manager (Site)/Deputy Engineer (Site)/ Site Co-ordinators on Contract Basis	(19-Posts) - UR	Grade-E3/ E2	
28	Assistant Manager (Mechanical) on Contract Basis	(01-Post) - UR	Grade-E3	
29	Assistant Manager (Marketing) on Contract Basis	(02-Posts) - UR	Grade-E3	
30	Officer (HR & ERP) on Contract Basis	(01 -Post) - UR	Grade-E2	
31	Accounts Officer on Contract Basis	(02-Posts) - UR	Grade-E2	
32	Management Trainee (Finance) on Contract Basis	(02 posts) - UR		
33	Deputy Engineer (Mechanical – QC (IGI)) on Contract Basis	(01 Post) - UR	Grade-E2	
34	Deputy Engineer (Mechanical – QC (IPI)) on Contract Basis	(01 Post) - UR	Grade-E2	
35	Deputy Engineer (Mechanical) on Contract Basis	(01 Post) - UR	Grade-E2	
36	Deputy Engineer (IT) on Contract Basis	(01 Post) - UR	Grade-E2	
37	Deputy Engineer (Ceramics) on Contract Basis	(02 Posts) - UR	Grade-E2	
38	Deputy Engineer (IT) on Contract Basis	(01-Post) - UR	Grade-E2	
39	Deputy Engineer (Design) on Contract Basis	(01-Post) - UR	Grade -E2	
40	Deputy Engineer (Projects) on Contract Basis	(02-Post) - UR	Grade-E2	
41	Marketing Officer on Contract Basis	(02-Posts) - UR	Grade-E2	
42	Marketing Officer on Contract Basis	(02-Post) - UR	Grade-E2	
43	Marketing Officer on Contract Basis	(01 Post) - UR	Grade-E2	

The Scale of Pay in the scale and age limits are as under:

Grade/ Post	Pay Scale/ Total Emolument	Approx CTC for Regular Post	Approx CTC for Contractual Post	Age Limit As on 31.05.2019
E8	Rs. 100000-3%-260000/-	Rs.20.50 Lacs p.a	-	52 years
E7	Rs. 90000-3%-240000/-	Rs.18.46 Lacs p.a	-	50 years
E6	Rs.80000-3%-220000/-	Rs.16.57 Lacs p.a	-	46 years
E5	Rs.70000-3%-200000/-	Rs.14.53 Lacs p.a	-	42 years
E4	Rs.60000-3%-180000/-	Rs.12.50 Lacs p.a	Rs. 11.16 Lacs p.a.	38 years
E3	Rs.50000-3%-160000/-	Rs.10.46 Lacs p.a	Rs. 9.22 Lacs p.a	35 years
E2	Rs.40000-3%-140000/-	Rs.8.42 Lacs p.a	Rs. 7.38 Lacs p.a	30 years

- ◆ **General Instructions for Permanent positions :**
- Only those candidates, who fulfill the eligibility criteria mentioned in this notification, as on 31.05.2019, shall be eligible to apply.
 - All the qualifications should be from AICTE approved/UGC recognized University/Deemed University.
 - Qualifying marks shall be relaxable by 5% for Scheduled caste (SC)/ Scheduled Tribes(ST)/ Persons with Disability (PwD) candidates.
 - Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC (Non Creamy layer). It shall be relaxed by 10 years for PwD-General, 13 years for PwD-OBC and 15 years for PWD-SC/ST candidates. Age relaxation of 5 years shall be admissible to all persons who had domiciled in the state of J&K during the period from 1st January, 1980 to 31st December 1989. However, in no case shall the upper Age limit exceed 55 years, as on 31.05.2019.
 - The upper age limit, in case of ex-servicemen, shall be as per extant instructions of the Government of India.
 - In respect of PwD candidates, the minimum percentage of disability should be 40% and they would have to submit latest disability certificate, issued by the Medical Board/Competent authority.
 - Candidates seeking reservation under EWS will have to submit at the time of interview, an Income and Asset Certificate issued by the competent authority. The prescribed format and the competent authority have been mentioned in DOPT Office Memorandum No. 36039/1/2019.
 - The selected candidates in Grade E6 or above, will be on Probation for a period of one year and candidates below Grade E6 will be on probation for two years.
 - In respect of candidates working in regular pay-scales in PSUs/Government Organizations, a minimum of 02 years experience in immediate lower scale of the said position/ equivalent position, shall be required.
 - Candidates working in private organizations and whose CTC is 60% or more of the CTC indicated against each post, shall be eligible to apply.
 - In respect of candidates working on contract basis in PSUs/Government Organisations/ Autonomous bodies on the advertised/equivalent pay scale shall

be eligible to apply. If candidate is working on contract basis in PSUs/Government Organisations/ Autonomous bodies with Consolidated pay/ fixed emolument and whose CTC is 60% or more of the CTC indicated against each post, shall be eligible to apply.

12. The initial posting shall be at the Company's works in Sahibabad (Ghaziabad), or at places as decided by the management. However, the Company reserves the right to change roles, place of posting, as per the Company's requirement, from time to time.
13. CEL reserves the right to take candidates in lower Grade/Post, as deemed fit by the selection committee/Management.
14. Candidates presently employed in Central/Sate Government, autonomous bodies, PSUs, should apply through 'Proper Channel' or submit 'No Objection Certificate' at the time of interview, from their employer, if they are called for interview.
15. Outstation candidates called for interview for regular posts, will be paid to and fro 11nd AC for E8 and 11Ird AC Railway Fare for E2 to E7 by the shortest route subject to production of Railway Receipt or Ticket Numbers on their Eligibility.
16. Candidates will be required to apply online through company's website www.celindia.co.in in the Career section of the website. After applying, candidates are required to pay the requisite application fee (Rs.500/- for General/OBC candidates) through online mode by using Debit Card/ Credit Card/Internet Banking. Separate Application needs to be filled, if a candidate wants to apply for more than one position. No application fee need to be paid by candidates belonging to SC/ST/PwD. Last date of Submitting online Application is 20.07.2019.
17. Depending on the requirements, the company reserves the right to Cancel/ modify the recruitment process as well as the number of positions keeping in view of the requirement of the Company, without assigning any further notice and any reason thereof.
18. The decision of CEL in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, mode of selection, interview, verification of testimonials and selection will be final and binding on the candidates. No enquiry or correspondence will be entertained in this connection.

19. If any information provided by the candidate is found to be false or incorrect or not in conformity with the eligibility criteria, then his / her candidature is liable to be rejected at any stage of the recruitment process or after recruitment or joining.

♦ **General Instructions for Contractual positions :**

20. The posts which are on contract basis including Management Trainee (Finance), will be for a period of two years. On the basis of exemplary performance during two years contractual period, the incumbents may also be considered for absorption in regular cadre of the Company, through selection process at the sole discretion of the Management subject to requirement of the company. In case the candidate is not found eligible in screening for absorption in regular cadre, the contract may be extended further on performance basis and requirement of the company. He/she will however have 'No claim' for regularization/absorption.
21. The fixed emoluments for the post of Management Trainee (Finance) on contract basis shall be paid Rs.28,000/- in the first year and Rs.30,000/- in the second year. Extension of the contract, if any, shall be without any further increase in salary.
22. No TA/DA will be paid for attending the interview for contractual posts.
23. Other terms & conditions shall remain the same as stipulated for permanent positions

Important Dates

Opening Date for Submitting Online Applications	18.06.2019
Last date for Online Submission of Application Form	20.07.2019 upto 16:00 Hrs.

For any technical queries/ clarifications relating to the filling up of ONLINE APPLICATION, please feel free: to contact the helpdesk at Email hr2017@celindia.co.in or Phone No. : 0120-2895152 (09:00 AM – 05:00 PM)

Note: All information & any changes/updation will be available on the Company's website www.celindia.co.in. Candidates are advised to visit the website from time to time for any updates.

(Only Indian nationals need to apply)

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