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CENTRAL ELECTRONICS LIMITED
(A Government of India Enterprise)
Under Department of Scientific & Industrial Research
Ministry of Science & Technology
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Central Electronics Limited, a Mini Ratna Enterprise, 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 Signaling 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 and to have a quantum leap in turnover and profit of the company in the coming years. In order to achieve the same, we need highly skilled, experienced and work oriented individuals. Accordingly, CEL invites application from Indian nationals with matching skills, experience and endurance for the following posts:

1. REGULAR POSTS IN EXECUTIVE CADRE

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
1	**Deputy General Manager (Electrical/ Electronics)** Grade – E-5 **Total position - 01** UR - 01	The candidate shall be responsible for maintenance of electrical/electronic design and development of Railway Signaling Products, defense and any other electronic related products.	The candidate should have B.E./B.Tech Degree in Electronics & Communications Engineering/ Electrical & Electronics/ Computer Science or any Electronics relevant field with minimum 55% marks from a recognized Institute/University. He/she should have **minimum 16 years** of post qualification experience in any relevant area of work such as design and development of electronic products related to safety, railway signaling and telecom related products etc. Preference will be given to candidates with experience in verification and validation activities of software and hardware as per CENELEC standards for SIL-4 certification and knowledge on Railway RAMS.

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
2	**Deputy General Manager (Microwave)** Grade – E-5 **Total position - 01** UR - 01	The candidate shall be responsible for leading the development of new electronics products for the Defense Industry and market launch of the product primarily RF & Microwave. He/she shall also be responsible for negotiating and securing contracts with government agencies and PSUs.	The candidate should have B.E./ B.Tech Degree in Electronics / Electronics & Communication/ Electronics & Telecommunication Engineering/ Electrical with specialisation in Electronics with minimum 55% marks from a recognized Institute/University. Preference shall be given to candidates with M.Tech Degree with specialisation in Microwave or RF/ PhD (Applied Physics with specialisation in Electronics) with minimum 55% marks from a recognized Institute/ University. He/ she should have **minimum 16 years** of post qualification industrial experience out of which 10 years in design and development of RF/ Microwave Systems/ Sub Systems/ Components, or System Engineering of Complex Electronic Systems involving RF/ Microwave like Radar and Communication Systems. **Preferable will be given to candidates having the following:** i. Experience in Design and Development of RF/ Microwave Systems and Components. ii. System Engineering and deployment of Complex Electronic Systems. iii. Experience in Collaborative R&D with other Industries, Academia and National Research Laboratories. iv. Knowledge of Defence, Airborne and other applicable standards documentation and testing as per customer requirement. v. Experience in leading and motivating Design teams. vi. Thorough understanding of the Defence Electronics industry, including market trends, technologies, and competitive landscape. vii. Exposure to financial principles, budgeting, and cost management.

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
3	**Deputy General Manager / Sr. Technical Manager (Materials Science)** Grade – E-5/E4 **Total position - 01** OBC – 01 – E5 grade/ UR – 01 – E4 grade	The candidate shall be responsible for leading the development of new products for the Defense Industry ceramics and materials domain, managing the product development lifecycle, from concept to market launch. He/she shall also be responsible for development activities & experimentation in advanced/functional ceramics and materials domain.	The candidate should have B.E./B.Tech Degree in Metallurgy/Materials Science/Ceramic Engineering with minimum 55% marks from a recognized Institute/ University. Preference shall be given to candidates with M. Tech Degree/PhD Degree. He/she should have **minimum 16 / 12 years** post qualification experience in the relevant area of work. Desirable : •Prior experience in research laboratories or industries. •Knowledge of advanced characterization techniques of materials. •Knowledge of ceramic and composite materials. •Knowledge of Material Processing and Synthesis. •Computational Modelling
4	**Deputy General Manager (HR)/ Sr. Manager (HR)** Grade – E-5/E4 **Total position – 01** UR – 01 – E5 grade/ OBC – 01 – E4 grade	The candidate shall be responsible for Recruitment, Industrial Relations, Manpower Planning, Training & Development, Establishment, Legal and Welfare matters.	The candidate should be a Graduate along with MBA/PGP/PGDM (02 Years full time) in Personnel Management/Human Resource Management/Dual Specialization with majors in HR or equivalent qualification such as 02 years (full time) degree/diploma in Labour Welfare/ Industrial Relations /Social Work etc. with minimum 55% marks from a recognized Institute/ University. He/she should have **minimum 16 /12 years** of post qualification experience in HR/IR functions. Degree in Law is desirable.
5	**Deputy Engineer (Software Development)** Grade – E1 **Total position - 01** SC - 01	The candidate shall be responsible for all development of graphical user interfaces.	The candidate should have B.E./B.Tech Degree in Computer Science/Information Technology/ Electronics & Communications Engineering or any relevant field with minimum 55% marks from a recognized Institute/University. He/she should have **minimum 02 years** of post qualification experience in any relevant area of work. Preference will be given to candidates with experience on Machine learning and AI tools, development of graphical user interfaces.

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
6	**Deputy Engineer (Sales and Marketing)** Grade – E1 **Total position - 01** ST - 01	The candidate shall be responsible for understanding railway's requirement, pertaining to signalling and telecom department. He/she shall also be responsible for making sales proposals, quotations, and other marketing related activities.	The candidate should have B.E./B.Tech Degree in Electronics / Electronics & Communications Engineering / Electronics & Telecommunication with minimum 55% marks from a recognized Institute/University. He/she should have **minimum 02 years** of post qualification experience in any relevant area of work.
7	**Deputy Engineer (Embedded Systems)** Grade – E1 **Total position - 01** UR - 01	The candidate shall be responsible for dealing with embedded systems & hardware design, design and testing of PCB and electronics circuits and programming languages C/C++ etc . .	The candidate should have B.E./B.Tech Degree in Electronics & Communications Engineering/ Electrical & Electronics/ Computer Science or any relevant field with minimum 55% marks from a recognized Institute/University. He/she should have **minimum 02 years** of post qualification experience in any relevant area of work. Preference will be given to candidates with experience in Electronic circuits, PCB design, embedded systems and programming languages C/C++ etc and having good knowledge of electronic circuits.
8	**Deputy Engineer (Project Execution)** Grade – E1 **Total positions - 02** OBC – 01 EWS - 01	The candidate shall be responsible for executing railway's project (signalling and telecom department) related to field activities at site.	The candidate should have B.E./B.Tech Degree in Electronics / Electronics & Communications Engineering / Electronics & Telecommunication with minimum 55% marks from a recognized Institute/University. He/she should have **minimum 02 years** of post qualification experience in any relevant area of work.
9	**Deputy Engineer (Materials Science)** Grade – E1 **Total position - 01** SC - 01	The candidate shall be responsible for development activities & experimentation in advanced/functional ceramics and materials domain, production and testing of advanced ceramics.	The candidate should have B.E./B.Tech Degree in Metallurgy/Materials Science/Ceramic Engineering with minimum 55% marks from a recognized Institute/ University. He/she should have **minimum 02 years** post qualification experience in any relevant area of work. Preference will be given to candidates with experience in research laboratories or industries and knowledge of advanced characterization techniques of materials.

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
10	**Deputy Engineer (Electronics)** Grade – E1 **Total positions - 02** OBC – 01 UR - 01	The candidate shall be responsible for design, development, assembly & testing of microwave components, sub-system & system. Candidate shall also be responsible for providing support for Microwave products in terms of obsolescence management, design upgradation etc.	The candidate should have B.E./B. Tech Degree in Electronics / Electronics & Communication/ Electronics & Telecommunication Engineering / Electrical with specialisation in Electronics with minimum 55% marks from a recognized Institute/ University. He/she should have **minimum 02 years** of post qualification industrial experience in design and development of Microwave systems/sub-systems or experience in RF/ Microwave like Radar and Communication Systems. OR Candidates with M.E./ M. Tech Degree (Full time) in relevant area (without 2 years post qualification experience) will be eligible for the post. **Preferable will be given to candidates having the following:** i. Proficiency in working on design and simulation 2D/3D tools like ADS, HFSS, AWR, etc. ii. Proficiency in working on mathematical programming language like MATLAB, Pandas, Numbpy etc. iii. Experience in design of Microwave components/devices. iv. Exposure to programming techniques including FPGA, Python etc.
11	**Personnel Officer** Grade – E1 **Total position - 01** OBC – 01	The candidate shall be responsible for Recruitment, Industrial Relations, Manpower Planning, Training & Development, Establishment, legal and welfare matters.	The candidate should be a graduate in any stream along with MBA/PGP/PGDM (2 years) in Personnel Management/Human Resource Management or equivalent qualification such as 2 years degree/diploma in Labour Welfare/Industrial Relations/Social Work etc. with minimum 55% marks from a recognized Institute/ University. He/she should have **minimum 02 years** of post qualification experience in HR/IR functions. Degree in Law is desirable.

EXECUTIVE TRAINEE

S. No.	Post	Minimum Essential Qualification	Experience
1	**Graduate Engineer Trainee (Metallurgy)** **Total positions - 03** PwBD (UR) – 01 (LD)* UR - 02 *LD – Locomotor disability	The candidate should have B.E./B.Tech Degree in Metallurgy/Materials Science/Ceramic Engineering with minimum 55% marks from a recognized Institute/ University.	**NIL**
2	**Graduate Engineer Trainee (Electronics)** **Total positions - 03** OBC – 01 UR - 02	The candidate should have B.E./B.Tech Degree in Electronics / Electronics & Communication/ Electronics & Telecommunication Engineering / Electrical with specialisation in Electronics/ Electrical & Electronics Engineering or any other electronics relevant fields with minimum 55% marks from a recognized Institute/ University.	**NIL**
3	**Graduate Engineer Trainee (Mechanical)** **Total positions - 04** SC – 01 OBC – 01 UR – 01 EWS - 01	The candidate should have B.E./B.Tech Degree in Mechanical Engineering/ Production Engineering or any mechanical relevant fields with minimum 55% marks from a recognized Institute/ University.	**NIL**
4	**Graduate Engineer Trainee (Computer Science)** **Total position - 01** UR – 01	The candidate should have B.E./B.Tech Degree in Computer Science/ Information Technology or any other computer science relevant fields with minimum 55% marks from a recognized Institute/ University.	**NIL**
5	**Management Trainee (Finance)** **Total positions - 02** PwBD (UR) – 01 (LD)* UR – 01 *LD – Locomotor disability	The candidate should be a graduate in commerce and passed final examination of CA/ICWA or MBA in Finance (2 years) with minimum 55% marks from a recognized Institute/ University.	**NIL**
6	**Management Trainee (Human Resource)** **Total position - 01** UR – 01	The candidate should be a graduate in any stream along with MBA/PGP/PGDM (2 years) in Personnel Management/Human Resource Management or equivalent qualification such as 2 years degree/diploma in Labour Welfare/Industrial Relations/Social Work etc. with minimum 55% marks from a recognized Institute/ University.	**NIL**

2. REGULAR POSTS IN NON-EXECUTIVE CADRE

S. No	Post	Minimum Essential Qualification	Minimum Experience
1	**Operator 'A'** Grade – NE3 **Total positions - 02** UR - 02	The candidate should be minimum 10th (pass) from Science & Mathematics background.	Candidate with **minimum 1 year relevant** post qualification experience (in the same field) shall be eligible for the post.
2	**Clerk 'C'** Grade – NE5 **Total positions - 02** PwBD (UR) – 01 (LD)* UR - 01 *LD – Locomotor disability	The candidate should be a graduate in any stream with basic computer knowledge.	Candidate with **minimum 1 year relevant** post qualification experience (in the same field) shall be eligible for the post.

3. CONTRACTUAL POSTS ON CONSOLIDATED PAY (EXECUTIVE)

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
1	**Deputy Engineer on contract basis (consolidated pay)** **Total positions - 02**	The candidate shall be responsible for liaisoning between CEL and customer firms to address the supply side procedures of CEL products. He/she shall also be responsible for coordination and planning for product processing and testing activities.	The candidate should have B.E./B.Tech Degree in Mechanical/Materials Science/Ceramic/Electronics Engineering with minimum 55% marks from a recognized Institute/ University. He/she should have **minimum 04 years** of post qualification experience relevant to above fields of study. Candidate should be a local/settled in Bengaluru / Hyderabad and ability to manage own transport in Bengaluru / Hyderabad. The place of posting will be Bengaluru / Hyderabad. **Desirable** Working knowledge in Hindi & Local language is desirable.

S. No	Post	Role & Responsibilities	Minimum Essential Qualification and Experience
2	**Hindi Officer/ Rajbhasha Adhikari on contract basis (consolidated pay)** **<u>Total position - 01</u>**	The candidate shall be responsible for implementation of Rajbhasha, including translation from English into Hindi and vice-versa of various references, documents, manuals and other publications of the Company.	The candidate should have M.A. Degree in Hindi with minimum 55% marks from a recognized Institute/ University. He/she should have Hindi and English subjects at graduation level. He/she should have **minimum 02 years** of post qualification experience in relevant area of work. **Desirable** PGD in Hindi translation with knowledge of computer applications. Candidates retired from Govt./PSUs and upto maximum age of 63 years, may also apply.

4. ADDITIONAL ELIGIBILITY REQUIREMENTS:

a. Applicant must be a citizen of India.
b. Age Criteria & Pay scale

S. No.	Grade/ Post	Pay Scale/ Total Emolument	Approx. CTC for Regular post	Upper Age Limit for General category candidates (as on 31.01.2026)
1	**E5/ Deputy General Manager**	Rs. 80000-3%-220000/-	23.87 Lacs p.a.	48 years
2	**E4/Sr. Technical Manager/ Sr. Manager**	Rs. 70000-3%-200000/-	20.94 Lacs p.a.	42 years
3	**E1/Deputy Engineer/Personnel Officer**	Rs. 40000-3%-140000/-	12.14 Lacs p.a.	30 years
4	**NE5/ Clerk 'C'**	Rs. 20000-3%-65000/-	-*	30 Years
5	**NE3/ Operator 'A'**	Rs. 17500-3%-50000/-	-*	25 Years

***Note**: In addition to the Basic Pay, various allowances such as Dearness Allowance, House Rent Allowance, Canteen facility, Uniform Allowance, Medical Benefits, Provident Fund, and Gratuity will be disbursed in accordance with the Company's established rules and policies.

OR

S. No.	Post Name	Stipend/Consolidated Pay (per month) The consolidated remuneration shall be inclusive of statutory deductions such as Provident Fund & Gratuity, as per extent rules.	Upper Age Limit for General category candidates (as on 31.01.2026)
1	Graduate Engineer Trainee (GET)**	Rs. 40,000/- p.m. in 1st year Rs. 45,000/- p.m. in 2nd year	27 years
2	Management Trainee (MT)**	Rs. 40,000/- p.m. in 1st year Rs. 45,000/- p.m. in 2nd year	29 years
3	Deputy Engineer on contract basis (consolidated pay)	Rs. 75,000/- p.m.	33 years
4	Hindi Officer/Rajbhasha Adhikari on contract basis (consolidated pay)	Rs. 60,000/- p.m.	63 years

Note: **The incumbent will be engaged initially as trainee for a period of 02 years. On completion of two years tenure, he/she shall be eligible for consideration for absorption in the regular cadre in the pay scale of E1 grade (Rs.40000-3%-140000/-), subject to fulfillment of laid down absorption process.

The posts which are on contract basis on consolidated pay will be for a period of two years.

c. **Relaxation of Upper Age limit (for posts reserved for the respective category):** 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 PwBD-General, 13 years for PwBD-OBC and 15 years for PwBD-SC/ST candidates.
Age relaxation of 5 years shall be admissible to all applicants who had domiciled in the state of J&K during the period from 1st January, 1980 to 31st December 1989.
Candidates with M.E./M.Tech Degree and Ph.D Degree in relevant field shall be given age relaxation of 02 years and 05 years respectively, if applying for post at E1 grade.
However, in no case shall the upper age limit exceed 55 years, as on 31.01.2026.

d. Applicants seeking age relaxation will be required to submit respective valid caste certificate (latest) at the time submission of application. Applicants are required to provide the original certificate during the document verification or/and at any subsequent stage of the process.

e. There will be no age bar for internal candidates engaged on regular/contractual basis.

f. The upper age limit, in case of ex-servicemen, shall be as per extant instructions of the Government of India.

g. For PwBD applicants, the minimum percentage of disability should be 40% and they have to submit disability certificate, issued by the Govt. Medical Board/Competent Authority.

h. Candidates seeking reservation under EWS will have to submit an Income and Asset Certificate valid for the financial year 2025-26, issued by the Competent Authority. The prescribed format and the Competent Authority have been mentioned in DOPT Office Memorandum No. 36039/1/2019.

i. All computations of age and qualification etc., shall be as on 31.01.2026. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

j. The qualifying marks in educational qualification (for executive positions) shall be relaxable by 5% for Scheduled Caste (SC)/Scheduled Tribes(ST)/Persons with Benchmark Disabilities (PwBD) candidates against reserved positions only.

k. Wherever percentage (%) of marks in not awarded by the University/Institute and only grades (e.g. GPA/CGPA/CQPI) or letter grade in degree is awarded, equivalent percentage of marks should be indicated in the online application form as per norms adopted by the University/Institute. Where no norms have been specified, the GPA/CGPA/CQPI will be presumed to have been provided on a 10 point scale. The candidate will have to produce a copy of these norms/no norms with respect to his/her University/institute at the time of Personal Interview.

l. The applicants must possess qualifications from a recognized Board/AICTE approved/UGC recognized University/Deemed University.

m. Applicants possessing qualifications that are equivalent to any of the specified qualifications must provide an Equivalency Certificate issued by the Competent Authority and failure to submit this certificate will result in the non-consideration of their candidature.

n. In case there is no mention of specialization in the qualifying degree as required in the minimum essential qualification, candidate is required to submit a certificate at the time of Personal Interview from his/her University/Institute with a clear mention of his/her specialization.

o. In respect of candidates currently working in regular pay-scales in PSUs/Government Organizations/Autonomous Bodies, a minimum of 02 years' experience in immediate lower scale of the said position/equivalent position, shall be required.

p. Candidates currently working in private organizations and whose CTC is 60% or more of the CTC indicated against each post, shall be eligible to apply.

q. In respect of candidates currently working on contract basis in PSUs/Government Organizations/Autonomous Bodies on the advertised/equivalent pay scale shall be eligible to apply. If candidate is currently working on contact basis in PSUs/Government Organizations/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.

r. The above clauses (o,p,q) shall not be applicable for the non-executive positions i.e. Operator 'A' and Clerk 'C'.

s. Applicants who are presently working in any company (Private / Public Sector / Govt), in the absence of experience certificate, should submit copy of Appointment / Offer letter issued by the company, latest Pay Slip / copy of last Pay drawn as proof of experience and CTC respectively. For past employment, experience certificate indicating the date of joining as well as relieving should be submitted. During the document verification process, the candidates should produce all certificates in original to establish the experience claimed in their online application, failing which they shall not be considered for further selection.

5. APPLICATION FEE:

a. Application fee of Rs. 1000/- shall be payable online. No application fee need to be paid by the candidates belonging to SC/ST/PwBD/ExSM.

b. Separate applications needs to be filled, if a candidate wishes to apply for more than one position.

c. The application fee is non-refundable, regardless of the candidate's application being rejected for any reason.

6. SELECTION PROCEDURE FOR EXECUTIVE POSTS (REGULAR & CONTRACTUAL):

a. **The selection procedure will include a Written Examination (either Computer-Based Test or Paper-Based), followed by Document Verification and Personal Interview for the post of Graduate Engineer Trainee (GET), Management Trainee (MT) and Deputy Engineer/Personnel Officer.**

b. **The selection procedure for the post of Deputy General Manager, Sr. Technical Manager, Sr. Manager and contractual posts on consolidated pay will include shortlisting of applications as per eligibility criteria followed by Document Verification and Personal Interview.**

c. All the provisionally selected candidates will be required to undergo Pre-Employment Medical Examination.

d. Admit cards for the Written Examination (Computer-Based Test/Paper-Based) will be issued to all candidates who are provisionally eligible, based on the information provided in the online application form and the payment of the application fee. The admit card indicating Roll Number, Name of the candidate, Name of the allocated test Centre etc. and guidelines for the test shall be made available on the official website. Candidates must download their Admit Card and the Test guidelines from the website using their registration number and password.

It is important to note that Admit Cards will not be sent by post. Entry into the examination hall will be prohibited without a valid admit card.

e. Candidates are required to present a valid original photo identification proof, issued by the Government of India, when appearing for the written examination.

f. Written Examination (Computer-Based Test/Paper-Based Test).

i. The duration of written exam will be of 2 hrs.

ii. The question paper shall be of Objective Type (Multiple Choice Type), each question shall consist of four answer options.

iii. The question paper shall consist of Part – I (Domain Knowledge Test) – 60 questions and Part – II (Aptitude test) – 40 questions. The aptitude test shall comprise of questions related to General English, Reasoning, Quantitative Aptitude & General Awareness etc.

iv. All questions shall carry 1 mark each.

v. Incorrect and multiple answers would result in negative marks of ¼.

vi. Every candidate will have to secure a minimum of 50% marks in the Written examination (Part – I & Part – II taken together) for being shortlisted for Personal Interview etc.

vii. Relaxation in minimum qualifying marks in written examination by 10% shall be applicable to SC/ST/OBC/PwBD candidates against reserved positions only.

viii. Securing the minimum qualifying marks in the written test does not guarantee shortlisting of such candidates for the Personal Interview. Such candidates would be called for Personal Interview in the ratio of maximum 5 candidates for each vacancy. For eg. if there is 1 vacancy for UR and 2 vacancies for SC in a particular stream, maximum of 5 candidates (in order of merit secured in the written examination) against 1 UR vacancy and maximum 10 candidates against 2 SC vacancies would be called for Personal Interview. If the number of candidates qualifying for a particular post and category is less than 5 times the number of vacancies for such post/category, all such candidates would be called Personal Interview. In case of candidates securing equal

marks in written examination, all such candidates shall be shortlisted for the Personal Interview.

ix. The Answer Keys for the written examination questions will be uploaded to the 'Careers' page of the CEL website at www.celindia.co.in after the examination, during the Objection Handling process. Candidates may review the Answer Keys and submit online representations.

Please note that representation received via other methods such as letters, applications, emails, etc., will not be considered. Representations regarding the Answer Keys shall be scrutinized before finalizing the results and the decision of CEL in this regard will be final. Upon scrutiny of the representation made by a candidate and the initial answer key is found to be incorrect, examiner shall correct the answer key accordingly and publish the correct answer keys on 'CEL's Careers' page of website www.celindia.co.in

g. Personal Interview

i. The Short-listed candidates (in accordance with para 6 (f)-viii above), upon document verification being found in order shall be called for Personal Interview.
ii. Minimum passing marks for the Interview will be 65% for unreserved candidates, 60% for EWS/OBC candidates, 55% for SC/ST candidates and 50% for candidates from PwBD categories, provided the post is reserved for that specific category.
iii. The Candidates selected for the Personal Interview will be required to complete a document verification process to confirm the credentials provided during the online application submission.
iv. The call letters for attending Personal Interview and document verification for all posts shall mailed to the candidates on email mentioned in the online application form.

h. Final merit list

i. Final merit for selection shall be decided based on marks secured by the candidates in written examination (85% weightage) and Personal Interview (15% weightage) for the post of Graduate Engineer Trainee (GET), Management Trainee (MT).
ii. Final merit for selection shall be decided based on marks secured by the candidates in written examination (70% weightage) and Personal Interview (30% weightage) for the post of Deputy Engineer and Personnel Officer.
iii. Candidates meeting the qualifying criteria will be shortlisted for empanelment on a category-wise basis, in proportion to the number of vacancies in the respective category.
iv. Tie breaker order – in case of equal marks, relative merit would be derived on the basis of age (higher age being put higher in merit), followed by marks secured in Part – I of written test further followed by marks secured in Personal Interview.

i. Offer of appointment & Pre-employment Medical Examination

i. The appointment offer will be provided to the qualified candidates following the order of merit and according to the vacancy needs. Appointment of selected candidates will be subject to their medical fitness certificate.

7. SELECTION PROCEDURE FOR NON-EXECUTIVE POSTS (REGULAR) :

a. The selection procedure will include a Written Examination (either Computer-Based Test or Paper-Based), followed by Document Verification, Trade Test or Practical Examination and Pre-Employment Medical Examination for candidates who meet the eligibility criteria.

b. Admit cards for the Written Examination (Computer-Based Test/Paper-Based) will be issued to all candidates who are provisionally eligible, based on the information provided in the online application form and the payment of the application fee. The admit card indicating Roll Number, Name of the candidate, Name of the allocated test Centre etc. and guidelines for the test shall be made available on the official website. Candidates must download their Admit Card and the Test guidelines from the website using their registration number and password.

It is important to note that Admit Cards will not be sent by post. Entry into the examination hall will be prohibited without a valid admit card.

c. Candidates are required to present a valid original photo identification proof, issued by the Government of India, when appearing for the written examination.

d. Written Examination (Computer-Based Test/Paper-Based Test).

i. The duration of written exam will be of 2 hrs.

ii. The question paper shall be of Objective Type (Multiple Choice Type), each question shall consist of four answer options.

iii. The question paper shall consist of Part – I (Technical/Subject Knowledge) – 60 questions and Part – II (Aptitude test) – 40 questions. The aptitude test shall comprise of questions related to General English, Reasoning, Quantitative Aptitude & General Awareness etc.

iv. All questions shall carry 1 mark each.

v. Incorrect and multiple answers would result in negative marks of ¼.

vi. Every candidate will have to secure a minimum of 40% marks in the Written examination (Part – I & Part – II taken together) for being shortlisted for Trade Test/Practical Examination etc.

vii. Relaxation in minimum qualifying marks in written examination by 5% shall be applicable to SC/ST/PwBD candidates against reserved positions only.

viii. Securing the minimum qualifying marks in the written test does not guarantee shortlisting of such candidates for the trade test or final selection. Such candidates would be called for trade test/ practical test in the ratio of maximum 10 candidates for each vacancy. For eg. if there is 1 vacancy for UR and 2 vacancies for SC in a particular stream, maximum of 10 candidates (in order of merit secured in the written examination)

against 1 UR vacancy and maximum 20 candidates against 2 SC vacancies would be called for trade test/ Practical test. If the number of candidates qualifying for a particular post and category is less than 10 times the number of vacancies for such post/category, all such candidates would be called for trade test/practical test. In case of securing equal marks in written examination, all such candidates shall be shortlisted for the trade test/ practical test.

ix. The Answer Keys for the written examination questions will be uploaded to the 'Careers' page of the CEL website at www.celindia.co.in after the examination, during the Objection Handling process. Candidates may review the Answer Keys and submit online representations.

Please note that representation received via other methods such as letters, applications, emails, etc., will not be considered. Representations regarding the Answer Keys shall be scrutinized before finalizing the results and the decision of CEL in this regard will be final. Upon scrutiny of the representation made by a candidate and the initial answer key is found to be incorrect, examiner shall correct the answer key accordingly and publish the correct answer keys on 'CEL's Careers' page of website www.celindia.co.in

e. Trade Test/Practical Examination

i. The Short-listed candidates (in accordance with para 7 (d)-viii above), upon document verification being found in order shall be required to undergo a Trade Test/Practical Examination.
ii. Minimum passing marks for the trade test will be 40% for unreserved/EWS/OBC candidates and 35% for candidates from reserved categories, provided the post is reserved for that specific category.
iii. The Candidates selected for the trade test will be required to complete a document verification process to confirm the credentials provided during the online application submission.
iv. The call letters for attending Trade Test/Practical Examination and document verification for all posts for the test shall be made available on the official website. Candidates must download their Admit Card and the Test guidelines from the website using their registration number and password.

f. Final merit list

i. Final merit for selection shall be decided based on marks secured by the candidates in written examination (60% weightage) and trade test/practical examination (40% weightage).
ii. Candidates meeting the qualifying criteria will be shortlisted for empanelment on a category-wise basis, in proportion to the number of vacancies in the respective category.
iii. Tie breaker order – in case of equal marks, relative merit would be derived on the basis of age (higher age being put higher in merit), followed by marks secured in Part – I of written test further followed by marks secured in trade/practical test.

g. Offer of appointment & Pre-employment Medical Examination

i. The appointment offer will be provided to the qualified candidates following the order of merit and according to the vacancy needs. Appointment of selected candidates will be subject to their medical fitness certificate.

8. GENERAL INSTRUCTIONS:

a. Only candidates who meet the eligibility criteria specified in this notification as on 31.01.2026 will be considered eligible to apply.

b. Before applying, candidates must verify that they meet the eligibility criteria and other requirements mentioned in this advertisement. Candidates not meeting the specified criteria shall not be considered for selection.

c. Applications in which the essential qualification / age cannot be fully ascertained shall be liable for rejection.

d. Accordingly, it is the responsibility of candidate to satisfy that he / she meets the eligibility criteria (as mentioned in this advertisement) fully before applying, to properly fill the application and provide necessary documents asked for. The online application form will not be checking the eligibility.

e. All photocopies of documents (along with the application) submitted at the time of Document Verification, if called for, should be self-attested by the candidate. Candidates should retain sufficient number of same coloured size photograph as used in the online application for future use.

f. If multiple applications are received for the same position only the last successfully submitted application will be considered and all previous applications will be deemed invalid.

g. By submitting the application, the candidate consents to their data being shared with a third party for the purpose of conducting Computer-Based Testing (CBT) and evaluation ensuring adequate security measures are in place.

h. Experience Certificate or Copy of Offer Letter, Joining Letter, Payslips, Increment Letter, relieving letter, Designation, nature of experience etc. proving the continuance in service for the claimed period as experience. The documents uploaded in support of Experience must clearly establish the period of experience as well as the nature of experience being claimed against the post.

i. Candidates claiming reservation under OBC (NCL)/EWS should belong to respective category as on last date of online submission of application and must possess valid OBC (NCL)/EWS Certificate as on the closing date of submission of online application to CEL.

j. The selected candidates on regular positions will be on probation for a period of one year.

k. CEL reserves the right to offer candidates in lower Grade/Post, as deemed fit by the selection committee/Management.

l. The initial posting for the posts shall be at Company Works in Sahibabad (Ghaziabad), or at any other place(s) 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.

m. Candidates presently employed in Govt/Govt Departments/PSUs/Autonomous Bodies should apply through 'Proper Channel' or submit 'NO OBJECTION CERTIFICATE' at the time of interview/ trade test/ practical test, from their employer, failing which they will not be allowed to appear in the interview/trade test/ practical test.

n. Such candidates, if offered an appointment, shall be required to submit proper 'RELEASE ORDER' from their employer at the time of joining, without which they will not be allowed to join.

o. Outstation candidates called for interview for regular posts, will be paid to and fro IIIrd AC Railway Fare (normal fare) by the shortest route from their communication address (mentioned in the online application form), subject to production of Railway Receipt or Ticket Number on their eligibility. No TA/DA will be paid to candidates for appearing for written examination/trade test and those applied for contractual posts.

p. The mode of interview shall be in person at Company's work at Sahibabad (Ghaziabad-UP).

q. Outstation candidates called for written examination/interview will have to make self arrangements for stay. No facility for stay will be provided by CEL.

r. The posts which are on contract basis will be for a period of two years. He/she will however have 'No claim' for regularization/absorption.

s. 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 the requirement of the Company, without assigning any further notice and any reason thereof.

t. 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.

- **Important Instruction for submission of online application:**

a. The candidates need to apply online in the career section of CEL website (www.celindia.co.in). Candidates are advised to read the instructions carefully and fill-in the online application form giving accurate information. If the online application is not successfully completed, candidate is required to register again. Applications received through any other mode shall not be accepted and shall summarily be rejected.

b. Candidates are required to possess one valid and active e-mail id, which is to be mentioned in the online application form. CEL shall not be responsible for bouncing of any e-mails sent to the candidates. No change in the email ID or Mobile Number shall be allowed once entered.

c. Candidates are advised in their own interest to register on-line much before the closing date as per schedule mentioned in this Advertisement and not to wait till the last date for depositing the fees to avoid the possibility of disconnection/ inability/failure to log on the CEL's website on account of heavy load on internet/website jam/disconnection.

d. CEL does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of the aforesaid reasons or for any other reason beyond the control of the organization.

e. Please note that the above procedure is the only valid procedure for making application. Application shall not be accepted through any other mode.

f. Candidates will be required to correctly declare their Name and Date of Birth as mentioned in their Birth Certificate or Matriculation Certificate. Candidates should take utmost care to furnish the correct details while filling the application.

g. Certificate issued by a Board of Secondary Education for passing Matriculation/Higher Secondary or Birth Certificate shall be the only acceptable document in support of proof of age.

h. Application once submitted cannot be withdrawn and fee once paid will not be refunded in any case, neither shall be held reserved for any other recruitment or selection process in future.

i. For any Technical issue please contact - +91 9220407727, +91 9220407728 and email ID - celrecruitment2026@gmail.com

j. The decision of CEL in all matters relating to eligibility, acceptance, rejection of the application, issue of call letters, mode of selection, verification of testimonials and selection will be final and binding on the candidates. No enquiry or correspondence shall be entertained in this connection.

k. CEL reserves right to prescribe and conduct any supplementary/additional phase of the examination in any format, whether it be Computer-Based Testing (CBT) or Paper-Based Testing (PBT).

l. **IMPORTANT DATES:**

Opening date of submission of online application	**Visit our company's website regularly for update.**
Last date of submission of online application	**03.03.2026**

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

(Only Indian nationals are eligible to apply)

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