



Advt No. TCIL/11/052/HRD/Rct./02/2026

Dated: 10.06.2026

Advertisement for Recruitment to the Post of Manager (E-3 Scale) & Deputy Manager (E2-Scale) in Legal Domain through Direct Recruitment on Regular and/or Contract basis

Telecommunications Consultants India Ltd. (TCIL) is an engineering and consultancy Govt. of India Undertaking established in 1978 under the administrative control of the Department of Telecommunications (DOT), Ministry of Communications, Government of India. TCIL is a CMMI Level 5, ISO 9001:2015, 20000-1:2018, 27001:2022 and 14001:2015, 22301:2012, ISO 45001:2018 certified profit making organization since its inception.

TCIL has more than four decades of international experience in the fields of telecommunications and information technology & also continuously deploying new technologies in the fields of Telecom Software, Switching and Transmission Systems, Cellular Services, Rural Telecommunications, Optical Fiber based Backbone Transmission Systems etc. TCIL has diversified its operation and has been executing turnkey projects of Power Transmission, Rural Roads and Civil Construction. TCIL has been executing projects in latest technologies like FTTH, VOIP, IPTV, 4G/5G, Radio Communication, etc.

TCIL need officers on possessing qualification & experience in Legal Domain as below:

I. Regular Posts

Post/Grade	Educational Qualification	Maximum Age as on 10.06.2026	Pay Scale	Vacancy (Nos.)
Deputy Manager, E-2	Bachelor's Degree in LLB of minimum 3/5 years duration recognized by UGC/AICTE and Bar Council of India	33 yrs	E2-IDA (Rs. 50000-160000) plus other allowance like HRA, Medical, LTC, Transport Allowance, perks & PRP as per Company Rules	1

i. Eligibility & Experience Criteria :

Post/Grade	Minimum Experience required in relevant field at Executive level	Max Age as on 10.06.2026	CTC required for Private Sector (Rs) for last 3 financial years
Deputy Manager, E2	Minimum 3 years' experience in relevant field or for Govt. /CPSE Candidates minimum 3 years' experience in E-1 (IDA) Or Level-6 (CDA) scale.	33 years	6 LPA

ii. Terms & Conditions:

- On appointment to the post, the Candidate shall be on probation for a period of two years and will be required to execute a bond for Rs. 5.0 lakhs (as specified from time to time) for serving TCIL for a period of 2 years. The employee has to return the bond amount to TCIL



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incase if he/she quits the job for own reasons within 2 years from the date of joining / date of probation.

- b. Age Relaxation to candidates belonging to different categories shall be as per Govt. of India Directives.
- c. Age relaxation for internal candidates is 1 year.

II. CONTRACT

1. No. Of Vacancy : 1 No.

2 For Candidates from private sector/freelancers/self-employed:-

2.1 Eligibility & Experience Criteria:

Grade	Minimum years of Exp as on 10.06.2026	Max Age as on 10.06.2026	CTC required for Private Sector as on 10.06.2026	Qualification
E3-Manager	6 yrs	56 yrs	Rs 9 lakhs p.a. CTC	Bachelor's Degree in LLB of minimum 3/5 years duration recognized by UGC/AICTE and Bar Council of India

2.2 Pay & Allowances: Pay and allowances shall be as given below:-

Level	1st Year CTC (per Month) (in Rs.)	2nd Year CTC (per Month) (in Rs.)	3rd Year CTC (per Month) (in Rs.)	4th Year CTC (per Month) (in Rs.)
E3	122009	127667	133671	140073

2.2.1 The annual increment shall be applicable based on the APAR (Annual Performance Appraisal Report) rating of Minimum "Very Good" performance.

2.2.2 The CTC includes employer share of PF.

2.2.3 Medical Allowance, family maintenance allowance and conveyance allowance shall be part of CTC.

3. For Candidates from ex Govt/Other PSU officers:-

3.1 Eligibility & Experience Criteria:

Grade	Minimum Last Pay scale/Level (CDA)	Minimum Last Pay scale/level (IDA)	Max Age as on 10.06.2026	Qualification
E3-Manager	Level 8	60000-180000	61yrs	Bachelor's Degree in LLB of minimum 3/5 years duration recognized by UGC/AICTE and Bar Council of India

**3.2 Pay & Allowances: Pay and allowances shall be as given below:-**

- 3.2.1 For Candidates from PSU/ IDA Pattern:- Pay shall be fixed as all inclusive lump sum remuneration equal to 50% of the last pay drawn (last basic + Last DA thereon). They shall not be entitled for increase in DA or revision in pay after their retirement / relieving.
- 3.2.2 For Candidates from Govt./ CDA Pattern:- The remunerations of Govt. Officers shall be governed by Govt. rules, and the consolidated per month fee/ remuneration shall be restricted to the difference between last pay drawn by him (Last basic pay + CDA) and his pension + DA at a rate fixed at the time of hiring.

4. Contract Period:-

- i. The Contract period for all the above post shall be for 2(Two) year. Thereafter, further extension can be given based on the company's requirement or the candidate performance
- ii. Upon selection candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect.
- iii. The contractual employee shall not claim any appointment in TCIL during or after the contract period.
- iv. TCIL reserves its right to remove candidate from service any time before 4 years if his/her performance is not found satisfactory.

5. Terms & Conditions: For Contractual: On appointment to the post, the Candidate will be required to execute a service bond for serving TCIL for a period of 1 year. The employee has to return the bond amount to TCIL incase if he/she quits the job for own reasons within 1 years from the date of joining

Contract Grade	Bond Amount (in Rs.)
E3	2 lakhs (Rs. Two Lakhs)

III. Experience: Candidate should have relevant experience in following areas-

The candidate should be well versed with the contract law, Arbitration Law, Company Law and other corporate Laws experience in legal matters of a corporate including the following:

- a. effective Handling of all types of. litigations and legal cases before Courts/ Forums and other judicial and quasi-judicial authorities including Arbitration matters.
- b. Drafting, vetting of plaints, claims, defense, counter claims, rejoinders, written submissions, replies and other legal documents to be submitted before the judicial authorities.
- c. Experience in complete contract management in terms of drafting, vetting, negotiation and execution of all kinds of agreements/ MOUs / Affidavits/ Indemnities/ Corporate Guarantee etc



IV. Job Description: The duties and responsibilities include but not limited to-

1. Prepare notes for approval by company Board.
2. Briefing, Co-ordination and liasioning with lawyers and attorney representing the Company time to time.
3. Drafting of legal notice and replies.
4. Prepare and submit MIS and periodical reports.
5. Reduce/ Settle the existing /pending cases with the approval of the management.
6. Liasioning with the official of Administrative Ministry and submission of various reports, updation of Portals etc.
7. Rendering legal advice on various contract matters from time to time.

V. Necessary Instructions

1. Before applying, the candidate should ensure he/she fulfills the eligibility criteria and other norms mentioned in the advertisement.
2. Experience in the relevant field shall be calculated from the date of attaining the minimum essential qualification(s).
3. Mode of selection will be interview. TCIL reserves the right to modify the selection procedure, if deemed fit.
4. TCIL reserves the right to increase /decrease the number of vacancies and cancel the recruitment process at any stage.
5. TCIL reserves the right to shortlist applicants for interview and not bound to call all candidates meeting eligibility criteria.
6. The decision of TCIL in all matters would be final and binding, and no correspondence in this regard would be entertained.
7. Candidates working in Govt./CPSE/SPSE organizations should forward their applications through proper channel on or before the last date Candidate may send advance copy directly to TCIL. However in case the application through proper channel is not received up to last date, it will not be entertained.
8. **Equivalence of qualification acquired through Conventional or Open and Distance Learning and Online modes** - Degrees at undergraduate and postgraduate level in conformity with UGC notification on Specification of Degrees, 2014 and post graduate diplomas awarded through Open and Distance Learning mode and/or Online mode by Higher Educational Institutions, recognised by the Commission under these regulations; shall be treated as equivalent to the corresponding awards of the Degrees at undergraduate and postgraduate level and post graduate diplomas offered through conventional mode. However, for programmes for which AICTE is the regulator, its approval for ODL courses is necessary

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED



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9. Incomplete/unsigned applications and applications received after the last date of receipt will not be entertained and the application form in the prescribed format without the self- attested copies of all relevant certificates ie Educational/Professional Qualifications, Date of Birth, proof of CTC/ Salary, candidates shall have to submit relevant Form 16/ pay certificate /certified salary slip &Work Experience (s) will liable to be rejected. TCIL does not bear any responsibilityy for any delay in post/courier for any reason whatsoever.
- 10.Name of the post applied for should invariably be mentioned on the top of the envelope containing the application form.
- 11.Interested candidates should send their applications in the prescribed format only in offline mode addressed to **“The Chief General Manager (HR), Telecommunications Consultants India Ltd., TCIL Bhawan, Greater Kailash –I, New Delhi - 110048** up to the last date of receipt of applications.
12. Last date of receipt of application through proper channel: 30.06.2026