



**Advertisement for Recruitment to the Post Manager (E-3 Scale)/Assistant General Manager (E-4 Scale)/Deputy General Manager (E-5 Scale)/ Joint General Manager (E-6 Scale) / General Manager (E-7 Scale) / Chief General Manager (E-8 Scale) in the field of IT and Telecom through Direct Recruitment and/ or Deputation 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.

**A. Nos. of Posts (Direct Recruitment and/ or Deputation and/ or Contract basis): - 6 Nos. (E3 to E8)**

**B. Place of Posting:** The posting location for these position is set as Assam, with no option for reassignment or transfer to another location.

**C. TCIL need officers on possessing qualification & experience in the field of IT and Telecom as below.**

**I. Direct Recruitment.**

Post/ Grade	Educational Qualification	Age as on 01.01.2025	Pay Scale
Manager, E-3	B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication / IT /Computers Science OR B.SC (Engg.) with 4 year duration from any recognized University/Institute.	36 yrs	60000-180000
Assistant General Manager, E-4		40 yrs	70000-200000
Deputy General Manager, E-5		45yrs	80000-220000
Joint General Manager, E-6		49yrs	90000-240000
General Manager , E-7		50yrs	100000-260000
Chief General Manager, E-8		53yrs	120000-280000

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED



(A Government of India Enterprise)

Advt No. TCIL/11/052/HRD/Rct./013/2024

Dated: 18.11.2024

**i. Eligibility & Experience Criteria :**

Candidate Category	Post/Grade	Eligible Pay Scale	Min. experience in Eligible Scale as on 01.01.2025	Minimum Experience in relevant field as on 01.01.2025
Central/State Govt./Armed Forces of the Union and All India Services	<b>Manager, E-3</b>	Pay matrix Level 7 or equivalent CDA	3yrs	6 yrs
	<b>AGM, E-4</b>	Pay matrix Level 8 or equivalent CDA		8 yrs
	<b>DGM, E-5</b>	Pay matrix Level 10 or equivalent CDA		11 yrs
	<b>JGM, E-6</b>	Pay matrix Level 11 or equivalent CDA		14 yrs
	<b>GM , E-7</b>	Pay matrix Level 12 or equivalent CDA		17 yrs
	<b>CGM, E-8</b>	Pay matrix Level 13 or equivalent CDA		20 yrs
CPSE/SPSE	<b>Manager, E-3</b>	E-2 Scale	3 yrs	6 yrs
	<b>AGM, E-4</b>	E-3 Scale		8 yrs
	<b>DGM, E-5</b>	E-4 Scale		11 yrs
	<b>JGM, E-6</b>	E-5 Scale		14 yrs
	<b>GM , E-7</b>	E-6 Scale		17 yrs
	<b>CGM, E-8</b>	E-7 Scale		20 yrs
Private Sector	<b>Manager, E-3</b>	Rs 9 lakhs p.a. CTC	3 yrs	6 yrs
	<b>AGM, E-4</b>	Rs 12 lakhs p.a. CTC		8 yrs
	<b>DGM, E-5</b>	Rs 15 lakhs p.a. CTC		11 yrs
	<b>JGM, E-6</b>	Rs 18 lakhs p.a. CTC		14 yrs
	<b>GM , E-7</b>	Rs 20 lakhs p.a. CTC		17 yrs
	<b>CGM, E-8</b>	Rs 35 lakhs p.a. CTC		20 yrs

**ii. Terms & Conditions:**

- a. 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 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



## **II. Deputation**

1. **Qualification:** B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication/ IT / Computers Science OR B.SC (Eng.) with 4 year duration from any recognized University/Institute.
2. **Eligibility:** The eligibility criteria applicable for the officer applying on deputation basis shall be as tabulated below:

<b>Designation</b>	<b>Eligibility</b>	<b>Minimum Experience as on 01.01.2025</b>
<b>E3-Manager</b>	holding post at Level 7 of CDA Pay Matrix.(7 <sup>th</sup> PRC)	6 yrs
	E3- IDA Scale	
<b>E4-AGM</b>	holding post at Level 10 of CDA Pay Matrix.(7 <sup>th</sup> PRC)	8yrs
	E4 – IDA Scale	
<b>E5-DGM</b>	holding <sup>th</sup> post at Level 11 of CDA Pay Matrix.(7 <sup>th</sup> PRC)	11 yrs
	E5 – IDA Scale	
<b>E6- JGM</b>	holding <sup>th</sup> post at Level 12 of CDA Pay Matrix.(7 <sup>th</sup> PRC)	14 yrs
	E6 – IDA Scale	
<b>E7- GM</b>	holding <sup>th</sup> post at Level 13 of CDA Pay Matrix.(7 <sup>th</sup> PRC)	17 yrs
	E7 – IDA Scale	
<b>E8- CGM</b>	holding <sup>th</sup> post at Level 14 of CDA Pay Matrix.(7 <sup>th</sup> PRC)	20 yrs
	E8– IDA Scale	

3. **Period of Deputation:** The initial period of deputation shall be for three (3) years extendable to further period of two years.
4. **Pay & Allowances:** Pay and allowances, as admissible to the officer, will be as per aforementioned DPE OM dated 26.11.2008 and DoP&T's O.M., dated 17.06.2010. In case of overseas assignments, FDA will be paid, as admissible in TCIL.

**III. CONTRACT****1 For Candidates from private sector/freelancers/self-employed:-****1.1 Eligibility & Experience Criteria:**

Grade	Minimum years of Exp as on	Max Age as on 01.01.2025	CTC required for Private Sector as on 01.01.2025	Qualification
	01.01.2025			
E3-Manager	6 yrs	56 yrs	Rs 9 lakhs p.a. CTC	B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication / IT / Computers Science / Electrical Engineering OR B.SC (Engg.) with 4 year duration from any recognized University/Institute
E4-AGM	8yrs		Rs 12 lakhs p.a. CTC	
E5-DGM	11 yrs		Rs 15 lakhs p.a. CTC	
E6-JGM	14 yrs		Rs 18 lakhs p.a. CTC	
E7-GM	17 yrs		Rs 20 lakhs p.a. CTC	
E8-CGM	20 yrs		Rs 35 lakhs p.a. CTC	

**1.2 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
E4	142344	148944	155949	163419
E5	150000	157506	165509	174043
E6	168750	177194	186198	195798
E7	187500	196882	206886	217554
E8	225000	236258	248263	261064

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

1.2.2 The CTC includes employer share of PF.

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

**1.3 Contract Period:-**

1.3.1 The Contract period for all the above post is for fixed term of 4 Years

1.3.2 Upon selection candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect.

1.3.3 The contractual employee shall not claim any appointment in TCIL during or after the contract period.

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1.3.4 TCIL reserves its right to remove candidate from service any time before 4 years if his/her performance is not found satisfactory.

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

**2.1 Eligibility & Experience Criteria:**

Grade	Minimum Last Pay scale/Level (CDA)	Minimum Last Pay scale/level (IDA)	Max Age as on 01.01.2025	Qualification	Experience
E3 - MGR	Level 8	60000-180000	61 Years	B.E./B.Tech. /M.TECH/MCA in relevant field of Electronics and Communication/IT/Computers Science/Electrical from any recognized Institute /University OR B. SC (Engg) with 4 year duration from any recognized University /Institute	6 yrs
E4- AGM	Level 10	70000-200000			8 yrs
E5- DGM	Level 11	80000-220000			11 yrs
E6- JGM	Level 12	90000-240000			14 yrs
E7-GM	Level 13	100000-260000			17 yrs
E8- CGM	Level 14	120000-280000			20 yrs

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

2.2.1 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.

2.2.2 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.

**2.3 Contract Period:-**

- i. The initial period of engagement shall be for 1(one) year. Thereafter, further extension can be given maximum up to age of 65 years.
- ii. Upon selection candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect.



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- iii. The contractual employee shall not claim any appointment in TCIL during or after the contract period.

**3. 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.)
E6/E7/ E8	3 lakhs( Rs. Three Lakhs)
E3/E4/ E5	2 lakhs (Rs. Two Lakhs)

\*TCIL reserves right to give age relaxation in case of exceptionally deserving candidate. Contract period shall accordingly be changed.

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

- i. To have strong communication, presentation and project management skill and networking capabilities.
- ii. Proficient in Microsoft Excel, Power Point and Word.
- iii. Good leadership qualities with capabilities to lead from the front.
- iv. Able to work on multiple project simultaneously.
- v. Proven strategic planning experience at senior management level.
- vi. Experience in handling the business unit independently as profit centre.
- vii. Experience in preparing short-term and long-term business plan.
- viii. Experience in carrying out project appraisal, cost-benefit analysis of various alternate options of business plan.
- ix. Experience in Sales, Marketing, Business development of Telecom, IT/ITES, IoT products and services, CRM.
- x. Telecom, IT network Operation, maintenance, planning, project management, installation, testing and commissioning.
- xi. Material management, tendering process. Project appraisal, business analysis.
- xii. Familiarity and experience in 3G/4G Mobile technology, FTTH, MPLS, IMS, Video-surveillance, SD-WAN, OFC cable laying, M/W, Wi-Fi etc.
- xiii. Familiarity and experience in IoT, Data centre, SoC, Cyber Security, eCRM, Billing system.

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

- a. Prepare notes for approval by the company Board.
- b. Collaborate with senior executives on development and execution of business plan.
- c. Coordinate with various business units of company for achieving business goals.
- d. Meet, interact with clients to understand their business needs, suggest solutions to them, design and implement the solution for client.



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- e. d. Acquire new business, Sales, Marketing, Business development, CRM in IT/ITES, Telecom, Communication, Networking, Data centers, e-governance, e-commerce, Cyber security & Video Surveillance, Smart Cities, IoT, e-education, e-health and other relevant field.
- f. Solution design, Network Planning, Project Management, Turnkey project execution, O&Min IT/ITES, Telecom, Communication, Networking, Data centers, e governance, e-commerce, Cyber security & Video Surveillance, Smart Cities, IoT, e-education, e-health and other relevant field.
- g. Developing vendor base, technology partners and tying up with them for meeting client's requirement.
- h. Initiating procurement process, Tendering document framing, tender finalization.

**F. *\*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***

### **G. 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.

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8. 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.
9. Name of the post applied for should invariably be mentioned on the top of the envelope containing the application form.
10. 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.
11. Last date of receipt of application through proper channel: 05.12.2024