

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

Advertisement for Recruitment to the Post of GM (E7), CGM (E8) & ED (E9) in the field of IT and Telecom on Regular/Contract/Deputation Basis

Telecommunications Consultants India Ltd. (TCIL) is an ISO 9001:2015 certified fast growing multinational Public Sector Organization under the Ministry of Communications, Govt. of India. TCIL is operating globally to provide world-class technology and Indian expertise in all fields of Telecom, IT & Civil.

TCIL is looking for dynamic, experienced, qualified and talented professionals for operation & projects in India & foreign countries (Nepal, Kuwait, Saudi Arabia, Oman & Mauritius) for the following post in the field of IT and Telecom on regular /contract/deputation basis:

1. General Manager (E7) – Regular/Contract/Deputation

No of Post :	3 (Regular/Contract/Deputation)
--------------	------------------------------------

1.1 General Manager (E7-IDA)- Regular Employment

Essential Qualification : B.E./B.TECH/M.TECH/MCA/BSC (Eng.) in relevant field of Electronics and Communication/IT/Computers Science/Electrical Engineering from any recognized university.
(All the qualification as given above should be full time in nature)

Age : Maximum 50 years as on 01.08.2023

Pay scale : E7-IDA (Rs. 1,00000-260,000) plus other allowance like HRA, Medical, Trans. Allow., Perks & PRP as per Co Rules.

Eligibility & Experience for appointment on Regular Basis:

Candidate Category	Eligible Pay Scale	Min. experience in Eligible Scale as on 01.08.2023	Total Experience in relevant field as on 01.08.2023
Central/State Govt./Armed Forces of the Union and All India Services	Pay matrix Level 12 or equivalent CDA (Substantive Grade)	3 years	17 years
CPSE/SPSE	E-6 Scale (Substantive Grade)	3 years	17 years
Private Sector	Rs 20 lakhs p.a. CTC	3 years	17 years

Terms & Conditions:

- i. On appointment to the post, the Candidate shall be on probation for a period of two years and shall be confirmed after successful completion of probation.
- ii. Age Relaxation to candidates belonging to different categories shall be as per Govt. of India Directives

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

1.2 General Manager (E7)- Contract employment

a) Experience, Age & Qualification

Grade	Minimum years of Exp.in the field of IT & Telecom as on 01.08.2023	Max Age as on 01.08.2023	Qualification
E7-GM	17 yrs	61 Yrs*	B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication / IT / Computers Science / Electrical Engineering OR B.SC (Eng.) with 4 year duration from any recognized University/Institute (All the qualifications as given above should be full time in nature.)

*TCIL reserves right to give age relaxation in case of exceptionally deserving candidate.

b) Remuneration for candidates from Private Sector/Free Lancers/Self-employed:-

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.
E7	187500	196882	206886	217554

c) The CTC pm includes employer share of PF.

d) Medical Allowance, family maintenance allowance and conveyance allowance is included in CTC.

e) The annual increment shall be applicable based on the APAR (Annual Performance Appraisal Report) rating of Minimum “Very Good” performance each year.

f) Contract Period:-

- i. The contract period for all the above posts is for fixed term of 4 Years which can be extended further based on company need and performance of the candidate.
- ii. Candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect after selection.
- iii. The contractual employee shall not claim any regular 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,

g) Remuneration For Candidates from ex- Govt/ex- PSU officers as given below:-

- i. **For Candidates from PSU/ IDA Pattern:-** The remuneration of ex-PSU officers 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.



TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)

Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

- ii. **For Candidates from Govt./ CDA Pattern:-** The remuneration of ex- 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.

h) Other Terms and Conditions:

- i. TA/DA: TA/DA/Hotel charges shall be paid as per the entitlement of Regular employee of the equal cadre.
- ii. The selected candidates may also be deputed for operating projects in Foreign Projects. TCIL has presence in Kuwait, Nepal, Oman, Saudi Arabia and Mauritius). For Foreign assignment, Indian Salary shall be paid without Income tax deduction & DA 32\$ per day along with the accommodation and vehicle at company cost.
- iii. TCIL reserves its right to relax age criteria in case of deserving candidates.
- iv. Mobile Call Charges: Official SIM shall be provided.
- v. No transport facility shall be provided by TCIL to attend office as conveyance is part of CTC.
- vi. Leave:
 - a) 12 (twelve) days of Casual leaves in a calendar year on pro-rata basis.
 - b) An un-availed leave shall neither be carried forward to next year nor can be encashed.
 - c) No remuneration for the period of absence in excess of the admissible leave shall be paid.

1.3 General Manager (E7)- Deputation

TCIL need officers from Central Govt./ State Govt. Armed Forces/ All India Services on deputation basis possessing qualification and experience in field of IT and Telecom. Deputation from CPSE's/ SPSE's is not permitted.

a) **Qualification:** B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication / IT / Computers Science / Electrical Engineering OR B.SC (Eng.) with 4 year duration from any recognized University/Institute.

(All the qualifications as given above should be full time in nature.)

b) **Eligibility:** The eligibility criteria applicable for the officer applying on deputation basis shall be as tabulated below

Designation	Eligibility
E7-GM	holding post at Level 13 of CDA Pay Matrix.(7 th PRC) (Substantive Grade)
	E-7 IDA Scale (Substantive Grade)

c) **Period of Deputation:** The initial period of deputation shall be for three (3) years extendable to further period of two years.

d) **Pay & Allowances:** The Govt officers, who shall come on deputation to TCIL, will continue to draw the salary as per their entitlement in the parent Department.

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

1.4 Experience: Candidate should have relevant experience in following area(s)-

- a. To have strong communication, presentation and project management skill and networking capabilities.
- b. Proficient in Microsoft Excel, Power Point and Word.
- c. Able to work on multiple project simultaneously.
- d. Network Planning experience.
- e. Experience in preparing short-term and long-term business plan.
- f. Experience in carrying out project appraisal, cost-benefit analysis of various alternate options of business plan.
- g. Experience in Sales, Marketing, Business development of Telecom, IT/ITES, IoT products and services, CRM.
- h. Telecom, IT network Operation, maintenance, planning, project management, installation, testing and commissioning.
- i. Material management, tendering process. x. Project appraisal, business analysis.
- j. Familiarity and experience in 3G/4G Mobile technology, FTTH, MPLS, IMS, Video surveillance, SD-WAN, OFC cable laying, M/W, Wi-Fi etc.
- k. Familiarity and experience in IoT, Data centre, SoC, Cyber Security, eCRM, Billing system

1.5 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. iii. Coordinate with various business units of company for achieving business goals.
- c. Meet, interact with clients to understand their business needs, suggest solutions to them, design and implement the solution for client.
- 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.
- e. 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.
- f. Developing vendor base, technology partners and tying up with them for meeting clients requirement.
- g. Initiating procurement process, Tendering document framing, tender finalization.

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

2. Chief General Manager (E8) – Regular/Contract/Deputation

No of Post :	5 (Regular/Contract/Deputation)
--------------	------------------------------------

2.1 Chief General Manager (E8-IDA) – Regular Employment

Essential Qualification : B.E./B.TECH/M.TECH/MCA/BSC (Eng.) in relevant field of Electronics and Communication/IT/Computers Science/Electrical Engineering from any recognized university.
(All the qualification as given above should be full time in nature)

Age : Maximum 53 years as on 01.08.2023

Pay scale : E8-IDA (Rs. 1,20,000-2,80,000) plus other allowance like HRA, Medical, Trans. Allow., Perks & PRP as per Co. Rules.

Eligibility & Experience:

Candidate Category	Eligible Pay Scale	Min. experience in Eligible Scale as on 01.08.2023	Total Experience in relevant field as on 01.08.2023
Central/State Govt./Armed Forces of the Union and All India Services	Pay matrix Level 13 or equivalent CDA (Substantive Grade)	3 years	20 years
CPSE/SPSE	E-7 Scale (Substantive Grade)	3 years	20 years
Private Sector	Rs 35 lakhs p.a. CTC	3 years	20 years

Terms & Conditions:

- i. On appointment to the post, the Candidate shall be on probation for a period of two years and shall be confirmed after successful completion of probation.
- ii. Age Relaxation to candidates belonging to different categories shall be as per Govt. of India Directives



TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)

Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

2.2 Chief General Manager (E8) – Contract Employment

a) Experience, Age & Qualification

Grade	Minimum years of Exp. in the field of IT & Telecom as on 01.08.2023	Max Age as on 01.08.2023	Qualification
E8- CGM	20 yrs	61Yrs*	B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication / IT / Computers Science / Electrical Engineering OR B.SC (Eng) with 4 year duration from any recognized University/Institute (All the qualifications as given above should

*TCIL reserves right to give age relaxation in case of exceptionally deserving candidate.

b) Remuneration for candidates from Private Sector/Free Lancers/Self-employed:-

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.
E8	225000	236258	248263	261064

c) The CTC pm includes employer share of PF.

d) Medical Allowance, family maintenance allowance and conveyance allowance is included in CTC.

e) The annual increment shall be applicable based on the APAR (Annual Performance Appraisal Report) rating of Minimum “Very Good” performance each year.

f) Contract Period:-

- i. The contract period for all the above posts is for fixed term of 4 Years which can be extended further based on company need and performance of the candidate.
- ii. Candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect after selection.
- iii. The contractual employee shall not claim any regular 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.

g) Remuneration For Candidates from ex- Govt/ex- PSU officers

- 1 For Candidates from PSU/ IDA Pattern:- The remuneration of ex-PSU officers 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.



TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)

Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

2 For Candidates from Govt./ CDA Pattern:- The remuneration of ex- 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.

Other Terms and Conditions:

- i. TA/DA: TA/DA/Hotel charges shall be paid as per the entitlement of Regular employee of the equal cadre.
- ii. The selected candidates may also be deputed for operating projects in Foreign Projects. TCIL has presence in Kuwait, Nepal, Oman, Saudi Arabia and Mauritius). For Foreign assignment, Indian Salary shall be paid without Income tax deduction & DA 38\$ per day along with the accommodation and vehicle at company cost.
- iii. TCIL reserves its right to relax age criteria in case of deserving candidates.
- iv. Mobile Call Charges: Official SIM shall be provided.
- v. No transport facility shall be provided by TCIL to attend office as conveyance is part of CTC.
- vi. Leave:
 - a) 12 (twelve) days of Casual leaves in a calendar year on pro-rata basis.
 - b) An un-availed leave shall neither be carried forward to next year nor can be encashed.
 - c) No remuneration for the period of absence in excess of the admissible leave shall be paid.

2.3 Chief General Manager (E8) –Deputation

TCIL need officers from Central Govt./ State Govt. Armed Forces/ All India Services on deputation basis possessing qualification and experience in field of IT and Telecom. Deputation from CPSE's/ SPSE's is not permitted.

a) **Qualification:** B.E./B.TECH/M.TECH/MCA in relevant field of Electronics and Communication / IT / Computers Science / Electrical Engineering OR B.SC (Eng.) with 4 year duration from any recognized University/Institute.

(All the qualifications as given above should be full time in nature.)

b) **Eligibility:** The eligibility criteria applicable for the officer applying on deputation basis shall be as tabulated below

Designation	Eligibility
E8-CGM	holding post at Level 14 of CDA Pay Matrix.(7 th PRC) (Substantive Grade)
	E-8 IDA Scale (Substantive Grade)

c) **Period of Deputation:** The initial period of deputation shall be for three (3) years extendable to further period of two years.

d) **Pay & Allowances:** The Govt officers, who shall come on deputation to TCIL, will continue to draw the salary as per their entitlement in the parent Department.

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

2.4 Experience: Candidate should have relevant experience in following area(s)-

- a. To have strong communication, presentation and project management skill and networking capabilities.
- b. Proficient in Microsoft Excel, Power Point and Word.
- c. Able to work on multiple project simultaneously.
- d. Network Planning experience.
- e. Experience in preparing short-term and long-term business plan.
- f. Experience in carrying out project appraisal, cost-benefit analysis of various alternate options of business plan.
- g. Experience in Sales, Marketing, Business development of Telecom, IT/ITES, IoT products and services, CRM.
- h. Telecom, IT network Operation, maintenance, planning, project management, installation, testing and commissioning.
- i. Material management, tendering process. Project appraisal, business analysis.
- j. Familiarity and experience in 3G/4G Mobile technology, FTTH, MPLS, IMS, Video surveillance, SD-WAN, OFC cable laying, M/W, Wi-Fi etc.
- k. Familiarity and experience in IoT, Data centre, SoC, Cyber Security, eCRM, Billing system.

2.5 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. iii. Coordinate with various business units of company for achieving business goals.
- c. Meet, interact with clients to understand their business needs, suggest solutions to them, design and implement the solution for client.
- 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.
- e. 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.
- f. Developing vendor base, technology partners and tying up with them for meeting client's requirement.
- g. Initiating procurement process, Tendering document framing, tender finalization.

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

3. Executive Director (E9 –IDA) –Regular

- No. of Post : 1
- Essential Qualification : B.E./B.TECH/M.TECH/MCA/BSC (Eng) in relevant field of Electronics and Communication/IT/Computers Science/Electrical Engineering from any recognized university.
(All the qualification as given above should be full time in nature)
- Age : Maximum 56 years as on 01.08.2023
- Pay scale : E9–IDA (Rs. 1,50000-3,00000) plus other allowance like HRA, Medical, Trans. Allow., Perks & PRP as per Co. Rules.

A. Eligibility & Experience:

Candidate Category	Eligible Pay Scale	Min. experience in Eligible Scale as on 01.08.2023	Total Experience in relevant field as on 01.08.2023
Central/State Govt./Armed Forces of the Union and All India Services	Pay matrix Level 14 or equivalent CDA (Substantive Grade)	3 years	23 years
CPSE/SPSE	E-8 Scale (Substantive Grade)	3 years	23 years
Private Sector	Rs 50 lakhs p.a. CTC	3 years	23 years

B. 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.

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

- xiii. Familiarity and experience in IoT, Data centre, SoC, Cyber Security, eCRM, Billing system.

C. Job description:

Executive Director is the senior most executive position below Board level and report to Director (Project)/Director (Technical). The duties and responsibilities include but not limited to-

- i. To be head of independent business unit and run it as profit centre and lead the team under him for achieving the business goals of company.
- ii. Prepare annual business plan and prepare action plan and implement it to achieve the targets set by management and MoU targets of the company.
- iii. Prepare notes for approval by the company Board.
- iv. Collaborate with Board of Directors on development and execution of business plan.
- v. Coordinate with various business units of company for achieving business goals.
- vi. Meet, interact with clients to understand their business needs, suggest solutions to them, design and implement the solution for client.
- vii. 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.
- viii. 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.
- ix. Developing vendor base, technology partners and tying up with them for meeting client's requirement.
- x. Initiating procurement process, Tendering document framing, tender finalization.

D. Terms & Conditions:

- i. Age relaxation for internal candidates is 1 year.
- ii. On appointment to the post, the Candidate shall be on probation for a period of two years and shall be confirmed after successful completion of probation
- iii. Relaxation to candidates belonging to different categories shall be as per Govt. of India Directives

1. 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).

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)



Advt. No TCIL/11/052/HRD/Rct./001/2023

Dated 27.03.2023

3. The posts advertised are meant for different locations in India/Abroad.
4. Mode of selection will be interview. TCIL reserves the right to modify the selection procedure, if deemed fit.
5. TCIL reserves the right to increase /decrease the number of vacancies and cancel the recruitment process at any stage.
6. TCIL reserves the right to shortlist applicants for interview and not bound to call all candidates meeting eligibility criteria.
7. The decision of TCIL in all matters would be final and binding, and no correspondence in this regard would be entertained.
8. 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.
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. Candidate shall not only be in the relevant pay-scale but should have also obtained relevant grade. Proof of both shall accompany the application.
10. TCIL does not bear any responsibility for any delay in post/courier for any reason whatsoever.
11. Name of the post applied for should invariably be mentioned on the top of the envelope containing the application form. Each envelope should contain single application only indicating Vacancy & post applied
12. 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.
13. For any queries kindly contact: meenakshi@tcil.net.in
14. Last date of receipt of application through proper channel: **19.04.2023**