



**Advertisement for the post of General Manager (E7)/Assistant General Manager (E-4 Scale)/
Manager (E-3 Scale)/ Deputy Manager (E-2 Scale) on Contract Basis**

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

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

A. General Manager (E7)/ Assistant General Manager (E-4 Scale)/ Manager (E-3 Scale)/ Deputy Manager (E-2 Scale)

1. Nos. of Posts: - 10 Nos.

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

2.1 Qualification & experience

Grade	Minimum years of Exp as on 01.06.2024	CTC required for private sector	Max Age as on 01.06.2024	Qualification
E7-GM	17 yrs of experience in relevant field	20LPA	56 Yrs	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 All the qualifications as given above should be full time in nature.
E4-AGM	8 yrs of experience in relevant field	12LPA		
E3-MGR	6 yrs of experience in relevant field	9 LPA		
E2-DM	3 yrs of experience in relevant field	6 LPA		

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

**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.)
E7	187500	196882	206886	217554
E4	142344	148944	155949	163419
E3	122009	127667	133671	140073
E2	101675	106389	111392	116728

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.

2.3 Contract Period:-

- 2.3.1 The Contract period for all the above post is for fixed term of 4 Years
- 2.3.2 Upon selection candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect.
- 2.3.3 The contractual employee shall not claim any appointment in TCIL during or after the contract period.
- 2.3.4 TCIL reserves its right to remove candidate from service any time before 4 years if his/her performance is not found satisfactory

3. For Candidates from ex Govt/Other PSU officers:-**3.1 Qualification & experience**

Grade	Minimum Last Pay scale/Level (CDA)	Minimum Last Pay scale/level (IDA)	Max Age as on 01.06.2024	Qualification
E7-GM	Level 12	90000-240000	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
E4-AGM	Level 8	70000-200000		
E3 -MGR	Level 7	60000-180000		

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E2-DM	Level 6	50000-160000		OR B. SC (Engg) with 4 year duration from any recognized University /Institute All the qualifications as given should be full time in nature.
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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 of consultant 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.

3.3 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.
- iii. The contractual employee shall not claim any appointment in TCIL during or after the contract period.

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

- i. To have strong communication, presentation and project management skill and networking capabilities.
- ii. Proficient in Microsoft Excel, Power Point and Word.
- iii. Able to work on multiple project simultaneously.
- iv. Network Planning experience.
- v. Experience in preparing short-term and long-term business plan.
- vi. Experience in carrying out project appraisal, cost-benefit analysis of various alternate options of business plan.
- vii. Experience in Sales, Marketing, Business development of Telecom, IT/ITES, IoT products and services, CRM.
- viii. Telecom, IT network Operation, maintenance, planning, project management, installation, testing and commissioning.
- ix. Material management, tendering process.



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- x. Project appraisal, business analysis.
- xi. Familiarity and experience in 3G/4G Mobile technology, FTTH, MPLS, IMS, Video surveillance, SD-WAN, OFC cable laying, M/W, Wi-Fi etc.
- xii. Familiarity and experience in IoT, Data centre, SoC, Cyber Security, eCRM, Billing system.

5. Job description: The duties and responsibilities include but not limited to-

- i. Prepare notes for approval by the company Board.
- ii. Collaborate with senior executives on development and execution of business plan.
- iii. Coordinate with various business units of company for achieving business goals.
- iv. Meet, interact with clients to understand their business needs, suggest solutions to them, design and implement the solution for client.
- v. 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.
- vi. Solution design, Network Planning, Project Management, Trunkey 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.
- vii. Developing vendor base, technology partners and tying up with them for meeting clients requirement.
- viii. Initiating procurement process, Tendering document framing, tender finalization.

B. 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 for official work
- ii. Mobile Call Charges: Official SIM shall be provided.
- iii. No transport facility shall be provided by TCIL to attend office as conveyance is part of CTC.
- iv. Leave:
 - i. 12 (twelve) days of Casual leaves in a calendar year on pro-rata basis.
 - ii. An un-availed leave shall neither be carried forward to next year nor can be encashed.
 - iii. No remuneration for the period of absence in excess of the admissible leave shall be paid.

C. Necessary Instructions: -

- 1) Before applying, the candidate should ensure he/she fulfills the eligibility criteria and other norms mentioned in the advertisement.

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- 2) Experience in the relevant field shall be calculated from the date of attaining the minimum essential qualification(s).
- 3) The posts advertised are meant for different locations in India.
- 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. TCIL reserves the right to shortlist applicants for interview and not bound to call all candidates meeting eligibility criteria.
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- 7) The decision of TCIL in all matters would be final and binding, and no correspondence in this regard would be entertained.
- 8) Incomplete/Illegible/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 i.e. Educational/Professional Qualifications, Date of Birth, proof of CTC/ Salary (Proof of salary drawn shall be substantiated through submission of Salary Slips, Form 16, ITR etc.) relevant pay certificate/certified salary slip & Work Experience (s) shall be liable to be rejected. TCIL does not bear any responsibility 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 as well as on application form. Each envelope should contain single application only.
- 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: 03.06.2024