

TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED

(A Government of India Enterprise)



Advt No. TCIL/11/052/HRD/Rct./006/2025

Dated: 15.12.2025

Advertisement for Recruitment to the Post of Joint General Manager (E-6 Scale)/ General Manager (E-7 Scale) / Chief General Manager (E-8 Scale) in the field of IT and Telecom on 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 the field of IT and Telecom on Contract Basis as below.

A. Nos. of Posts: - 1 No.

B. Place of Posting : Haridwar

C. Eligibility Criteria for Candidates from private sector/freelancers/self-employed:-

1. Eligibility & Experience Criteria:

Grade	Minimum years of Experience	Max Age as on 01.01.2026	CTC required for Private Sector (Qualification
E6 -JGM	14 yrs	56 yrs	18 Lakhs	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
E7-GM	17 yrs		20 Lakhs	
E8-CGM	20 yrs		35 lakhs	

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.)
E6	168750	177194	186198	195798
E7	187500	196882	206886	217554
E8	225000	236258	248263	261064

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- 2.1 The annual increment shall be applicable based on the APAR (Annual Performance Appraisal Report) rating of Minimum "Very Good" performance.
- 2.2 The CTC includes employer share of PF.
- 2.3 Medical Allowance, family maintenance allowance and conveyance allowance shall be part of CTC.

D. Eligibility Criteria for Candidates from ex Govt/Other PSU officers:-

1. Eligibility & Experience Criteria:

Grade	Minimum Last Pay scale/Level (CDA)	Minimum Last Pay scale/level (IDA)	Max Age as on 01.01.2026	Qualification
E6-JGM	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 OR B. SC (Engg) with 4 year duration from any recognized University /Institute
E7-GM	Level 13	100000-260000		
E8-CGM	Level 14	120000-280000		

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

- 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 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.

E. Contract Period :

1. The Contract period for the above post is fixed term of 4 Years; However TCIL reserves its right to remove candidate from service any time before 4 years without assigning any reason or performance not found satisfactory or there is no project based requirement in TCIL on giving one month notice or salary in lieu thereof.
2. Upon selection candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect.
3. The contractual employee shall not claim any appointment in TCIL during or after the contract period.

F. 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 projects 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.

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- 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.

G. 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.
- e. 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. Terms & Conditions: 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 year from the date of joining

Contract Grade	Bond Amount (in Rs.)
E6,E7,E8	3 lakhs(Rs. Three Lakhs)

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. 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, recognized by 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.
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.

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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 i.e. 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 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.
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: 29.12.2025