



Advt No. TCIL/11/052/HRD/Rct./001/2024

Dated: 30.01.2024

**Advertisement for the post of Chief General Manager (E-8 Scale)/ General Manager (E-7 Scale)/
Joint General Manager (E-6 Scale) / Deputy General Manager (E-5 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. Chief General Manager (E-8 Scale)/ General Manager (E-7 Scale)/ Joint General Manager (E-6 Scale) / Deputy General Manager (E-5 Scale)

1. Nos. of Posts: - 10 (Ten) Nos. (E5 to E8)

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

2.1 Qualification & experience

Grade	Minimum years of Exp as on 01.02.2024	Max Age as on 01.02.2024	Qualification
E5-DGM	11 yrs	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.
E6-JGM	14 yrs		
E7-GM	17 yrs		
E8-CGM	20 yrs		

*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.)
E5	150000	157506	165509	174043
E6	168750	177194	186198	195798
E7	187500	196882	206886	217554
E8	225000	236258	248263	261064

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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 01.02.2024	Qualification
E5-DGM	Level 11	80000-220000	61 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.
E6-JGM	Level 12	90000-240000		
E7-GM	Level 13	100000-260000		
E8-CGM	Level 14	120000-280000		

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:-

- The initial period of engagement shall be for 1(one) year. Thereafter, further extension can be given maximum up to age of 65 years.



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- 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.
- 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.



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- 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. Chief General Manager (E-8 Scale)/ General Manager (E-7 Scale)

1. Nos. of Post: - 01 (One) Nos. (E7/E8)
2. For Candidates from private sector/freelancers/self-employed:-

2.1 Qualification & experience

Grade	Minimum years of Exp as on 01.02.2024	Max Age as on 01.02.2024	Qualification
E7-GM	17 yrs	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.
E8-CGM	20 yrs		

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
E8	225000	236258	248263	261064

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

2.3 Contract Period:-

- i. The Contract period for all the above post is for fixed term of 4 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.
- iv. 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 01.02.2024	Qualification
E7-GM	Level 13	100000-260000	61 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.
E8-CGM	Level 14	120000-280000		

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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.
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4. Desirable Experience and Qualification:

1. Experience in designing, planning and architecting Data Center solutions.
2. Experience in Storage technologies, Compute (RISC & x86), Enterprise Storage, Virtualization, Data Backup and DR solutions.
3. Experience in designing Network and Cyber-Security solutions.
4. Experience in designing Private Cloud, SAP, ERP, Big Data and Web applications system architecture.
5. Should have Certification of Solution Architect or Solution Design from at least Two Major OEMs.

5. Job Description:

1. Techno-commercial owner and Solution architect for large Data Centre Transformation, Security Operations Centre (SoC), Public Cloud (like AWS/Azure), Private Cloud, Network transformation & Managed Services projects. Responsible for P&L as per organisation norms and ensuring execution in time.
2. Working on technical solution, reviewing solution documents & implementation approach, milestones, and project timelines. Working on bid commercials and price benchmarks based on various deals and discounts from OEMs. Develop solution cost structure by identifying all cost points including Hardware, Software and Services.
3. Responsible for technology trends evaluation, creating proposition based on market segments and technology trends and knowledge transfer to field team.
4. Working with customers as a trusted adviser during entire procurement lifecycle to craft the solution covering solution components and mapping deals with organisation strategic goals. Responsible for building propositions viz. Backup as a Service, DR as a Service and Migrations using Public Cloud Platforms including solution reference architecture and enabling sales and business teams through training. Responsible for translating the customer requirement into competitive solutions and proposals, including overall value proposition, transformation solution, technical implementation approach, milestones, and timelines.
5. Responsible for Documentation of all technical requirements and design of technical solutions utilizing enterprise architecture standards including documenting all solution components and configurations. Working with Internal stakeholders, delivery teams and vendors to formulate a complete solution.

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



C. 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.

D. 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) 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 (Last One Year) (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

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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: 20.02.2024