



Advertisement for Recruitment to the Post Assistant General Manager (E-4 Scale)/Deputy General Manager (E-5 Scale) in Finance Domain 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): - 1 No. (E4/E5)

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
Assistant General Manager, E-4	CA/ICWA from ICAI/ICWAI/ 2 years MBA(Finance)/PGDM (Finance) from a recognized University/Institute	40 yrs	70000-200000
Deputy General Manager, E-5		45yrs	80000-220000

i. Eligibility & Experience Criteria :

Candidate Category	Postr/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	AGM, E-4	Pay matrix Level 8 or equivalent CDA (Substantive Grade)	3yrs	8 yrs

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Forces of the Union and All India Services	DGM, E-5	Pay matrix Level 10 or equivalent CDA (Substantive Grade)		11 yrs
	AGM, E-4	E-3 Scale (Substantive grade)	3Yrs	8 yrs
CPSE/SPSE	DGM, E-5	E-4 Scale (Substantive grade)		11 yrs
Private Sector	AGM, E-4	Rs 12 lakhs p.a. CTC	3yrs	8 yrs
	DGM, E-5	Rs 15 lakhs p.a. CTC		11 yrs

ii. Terms & Conditions:

- 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.
- Age Relaxation to candidates belonging to different categories shall be as per Govt. of India Directives.

II. Deputation

- Qualification:** CA/ICWA from ICAI/ICWAI/ 2 years MBA(Finance)/PGDM (Finance) from a recognized University/Institute
- Eligibility:** The eligibility criteria applicable for the officer applying on deputation basis shall be as tabulated below:

Designation	Eligibility	Minimum Experience as on 01.01.2025
E4-AGM	holding post at Level 10 of CDA Pay Matrix.(7 th PRC)	8yrs
	E4 – IDA Scale	
E5-DGM	holding th post at Level 11 of CDA Pay Matrix.(7 PRC)	11 yrs
	E5 – IDA Scale	

- Period of Deputation:** The initial period of deputation shall be for three (3) years extendable to further period of two years.
- 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	CTC required for Private Sector as on	Qualification
	01.01.2025			
E4-AGM	8yrs	56 yrs	Rs 12 lakhs p.a. CTC	CA/ICWA from ICAI/ICWAI/ 2 years MBA(Finance)/PGDM (Finance) from a recognized University/Institute
E5-DGM	11 yrs		Rs 15 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.)
E4	142344	148944	155949	163419
E5	150000	157506	165509	174043

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.

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.

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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
E4-AGM	Level 10	70000-200000	61 yrs	CA/ICWA from ICAI/ICWAI/ 2 years MBA(Finance)/PGDM (Finance) from a recognized University/Institute	8 yrs
E5-DGM	Level 11	80000-220000			11 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.
- 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-

- a. To have strong communication, presentation skill and networking capabilities.
- b. Proficient in Microsoft Excel, Power Point and Word.
- c. Good leadership qualities with experience in leading large workforce.
- d. Proven strategic planning experience at senior management level.
- e. Good knowledge of direct and indirect tax laws, GST laws, Income Tax laws, Accounting/Financial rules/policies,
- f. Experience in preparing short-term and long-term financial plan.
- g. Experience in carrying out project appraisal, cost-benefit analysis of various alternate options of business plan.
- h. Experience in Financial, Accounting and Pay-roll Management.
- i. Experience in Financial planning, budgeting & budgetary control
- j. Experience in Project Financial appraisal, bid management, tender evaluations. xi) Experience in filling of Tax/Financial returns, Tax compliances, Tax planning.
- k. Experience in Internal financial control, Funds Management, liaison with financial institutions/banks.
- l. Experience in auditing, compliance to financial and accounting policies, Internal financial monitoring and control.

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

- a. To lead the team of financial managers, advise them and monitor their performance.
- b. Financial & Accounting management, Pay-roll Management
- c. Financial planning, budgeting & budgetary control
- d. Financial appraisal of projects, bid document preparation, tender evaluations.
- e. Fund management, preparation & finalization of accounts,
- f. Filling of various financial returns, GST/Income tax filling and ensuring compliance with tax laws, Tax planning.
- g. Funds Management including forex management, banking, and liaison with financial institutions/banks.
- h. Ensuring compliance to companies financial and accounting policies, Internal financial monitoring and control..
- i. Monitor and carry Internal auditing, statutory auditing, CAG audit.
- j. Prepare annual financial plan to achieve the targets set by management and MoU targets of the company.

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



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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.
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 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: 05.12.2024