



Advt No. TCIL/11/052/HRD/Rct./012/2024

Dated: 24.09.2024

Advertisement for the post of Assistant General Manager (E-4 Scale)/Deputy General Manager (E-5 Scale)/ Joint General Manager (E-6 Scale) / General Manager (E-7 Scale) on Contract Basis in Sales / Marketing & Business Development sector

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 Sales / Marketing & Business Development sector as below.

A. Eligibility Criteria

1. Nos. of Posts: - 2 Nos. (E4 to E7)
2. For Candidates from private sector/freelancers/self-employed:-
 - 2.1 Qualification & experience

Grade	Minimum years of Exp as on 01.10.2024	Max Age as on 01.10.2024	CTC required for Private Sector as on 01.10.2024	Qualification
E4-AGM	8yrs	56 yrs	12 LPA	MBA with specialization in marketing
E5-DGM	11 yrs		15 LPA	
E6-JGM	14 yrs		18 LPA	
E7-GM	17 yrs		20LPA	

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*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.)
E4	142344	148944	155949	163419
E5	150000	157506	165509	174043
E6	168750	177194	186198	195798
E7	187500	196882	206886	217554

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) as on 01.10.2024	Max Age as on 01.10.2024	Qualification
E4-AGM	Level 10	70000-200000	61 Years	MBA with specialization in marketing
E5-DGM	Level 11	80000-220000		
E6-JGM	Level 12	90000-240000		



E7-GM	Level 13	100000-260000		
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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 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.
- Upon selection candidate shall sign an agreement with TCIL (with detailed terms and conditions) to bring the recruitment into effect.
- The contractual employee shall not claim any appointment in TCIL during or after the contract period.

****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 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***

B. Job description: Candidate should have relevant experience in Sales/Marketing and Business development and shall responsible for:

- Responsible for overall business development of TCIL
- Devising Annual short term and long-term business growth strategies based on market trend, competitive environment, Technology trend, profit margin, business target in terms of revenue, sales & profit.
- Training of employee in Business Development, Industrial Market, Sales/Pre-Sales, Customer Interface, Business analysis.
- Prepare strategies for Business acquisition Technology Segment wise, with in domestic & overseas market.



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5. Business analysis for large size project.
6. SWOT analysis of market.
7. Bringing Business Leads.
8. Conduct co-sponsored events pertaining to business areas in the region to showcase TCIL strength and capability and enhance client engagement.
9. Higher engagement with Central Government Ministries, Defense, Autonomous Bodies and other CPSUs
10. Exploring Business Leads by engaging with Funding Agencies like World Bank, Asian Development Bank, African Development Bank, MEA India, EXIM Bank, Islamic Bank etc.
11. **Development of Business Partners:** Strive for achieving tangible technology partnership in upcoming business areas of emerging technologies through technology transfer, Make In India, local value additions etc.

The person should have experience in above area in IT/ITES/Telecom industry for relevant period as per position applied

C. 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 years from the date of joining

Contract Grade	Bond Amount (in Rs.)
E6 & E7	3 lakhs(Rs. Three Lakhs)
E4 & E5	2 lakhs (Rs. Two Lakhs)

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/Abroad.
4. Mode of selection will be interview. TCIL reserves the r i g h t 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 i n 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 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. Any revision, clarification, addendum, corrigendum, time extension, etc. to the above advertisement will be hosted on "Careers" section of TCIL website (www.tcil.net.in) only and no separate notification shall be issued in any other media. Candidates are requested to visit the website regularly to keep themselves updated.
11. 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.
12. Last date of receipt of application through proper channel: 15.10.2024