



No. 23-2/2011-Rectt
BHARAT SANCHAR NIGAM LIMITED
Corporate Office
(Recruitment Section)

Terms & Conditions for Special Lateral Direct Recruitment of Sr. DGM and GM/PGM/CGM (Telecom Operations Stream) in BSNL on immediate absorption basis.

CLOSING DATE FOR ON-LINE REGISTRATION OF APPLICATION: 14.02.2012

Applications are invited from eligible ITS Group 'A' officers of Department of Telecom(DOT) for special lateral direct recruitment as Sr. DGM and GM/PGM/CGM in Telecom Operations stream in BSNL on immediate absorption basis. The details of vacancies are given below:

Posts	Details of Vacancies
GM/PGM/CGM	450 (including 38 posts of CGM/PGM)
Sr. DGM/Jt.GM	600

1. Scale of Pay and other benefits

1.1 Pay scale of GM and above: E-9 in IDA pay scale with basic pay of Rs. 62000 – Rs.80000.

1.2 Pay scale for Sr.DGM: E-6 in IDA pay scale with basic pay of Rs 36,600 – Rs 62,000. However candidates being recruited at Sr.DGM post may be offered higher scale subject to following conditions--

ITS Group 'A' officers in the CDA pay scale of Rs 15600-39100 in Pay-band 3(Grade pay 7600) and have completed 5 years of regular service in the grade or CDA pay scale of Rs 37400-67000 in Pay-band 4 (Grade pay Rs 8700) shall be offered E-7 IDA scale (Rs 43200-66000) and will be designated as Jt. G.M.

1.3 Based on suitability of the candidates, skill set, area of expertise, experience and length of service the executives recruited through these rules shall be posted as Sr.DGM/Jt.GM/GM/PGM/CGM in various post(s)/units/circles/ of BSNL.

- 1.4 Dearness Allowance (DA): over the basic pay shall be paid as per Industrial Dearness Rates applicable from time to time.
- 1.5 Employee Provident Fund & Group Insurance: Executives recruited through these rules will be covered under BSNL EPF scheme & GSLI scheme.
- 1.6. Other perks and benefits: As per applicable BSNL rules in vogue from time to time.
- 1.7. House Rent Allowance: As per applicable BSNL rules in vogue from time to time.
- 1.8. Medical facilities: As per applicable BSNL rules (BSNL MRS) in vogue from time to time.
- 1.9 E/L, Gratuity, TA etc. shall be paid as per applicable BSNL rules .

2. Liability for transfer: The executives recruited for the posts of Sr.DGM/Jt. GM & GM/PGM/CGM shall be a part of BSNL Management Services under the stream of Telecom Operations. The officers so appointed shall be liable for transfer anywhere in India or at any place falling in the operational area of BSNL. This shall be governed by the provisions of policy of the company on this subject as decided from time to time.

3. Eligibility:

3.1 ITS Group 'A' Officers of DOT presently posted in Department of Telecom (DoT)/BSNL/MTNL/TEC/TERM Cell etc. or on deputation to any other organization/PSU of Govt. of India etc. would be eligible to apply.

3.2 **Completed Years of Service for the purpose of eligibility:** Number of completed years of service as on 1.1.2012 in group A shall be counted from the 1st January of the year following the year of UPSC Engineering Services Examination on the basis of which the candidate was appointed as ITS Group 'A' officer.

3.3 VIGILANCE CLEARANCE:

No offer of appointment shall be made by BSNL without prior receipt of vigilance clearance and No Objection Certificate from the competent authority in parent (previous) organization/department.

3.4 Eligibility Criteria for the post of General Manager and above (E 9 Scale):

i) **Age:** Upper age limit is upto 58 years as on 01.01.2012.

ii) **Educational Qualifications:**

a) **Essential:** A degree in Engineering on the basis of which he/she was appointed as ITS Group 'A' Officer.

b) **Desirable:** Persons with Post graduate degree/diploma in management/communication technology are desirable.

iii) **Work Experience:**

ITS Group 'A' officers in the grade of SAG PB4 (Grade pay Rs.10000) or HAG or JAG-NFSG having minimum 17 completed years of Group A service in the Department out of which at least 4 years of regular service in CDA pay scale of Rs. 37400-67000 in Pay-band 4 (Grade pay Rs. 8700).

iv) **Area of Experience for GM AND ABOVE POST:** Candidate should have experience at least in any two of the following fields:

- Operation and Maintenance of Telecom Network
- Planning of Telecom Network
- Project Implementation & Management
- Telecom Services Business Development-Marketing/Sales
- Experience in Heading and managing Independent Business Unit in telecom service sector.
- Telecom Service Quality Standards and Acceptance testing procedures, Quality Assurance, Telecom Training and HRD etc.

Note: The Cut-off date for experience calculations shall be 01.01.2012.

3.5 **Eligibility Criteria for the post of Sr. Dy. General Manager (Sr.DGM) (E6 Scale)**

i) **Age:** Upper age limit is 50 years as on 01.01.2012.

ii) **Educational Qualifications:**

a) Essential: A degree in Engineering on the basis of which he/she was appointed as ITS Group 'A' Officer.

b) Desirable: Persons with Post graduate degree/diploma in management/communication technology are desirable.

iii) **Work Experience:**

ITS Group 'A' officers in the grade of JAG - NFSG PB4 (GP Rs.8700) or with at least 1 year experience in CDA pay scale of Rs 15600-39100 in Pay-band 3 (Grade pay Rs 7600) with at least 9 years of relevant working experience as Group 'A' in the Department.

iv) **Area of Experience for Sr. DGM posts:** Candidate should have experience at least in any two of the following fields:

- New telecommunication technology areas such as Next Generation Networks, GSM, 3G, BWA, Next Generation Transmission technology (SDH/DWDM) and Optical Fiber Cable systems etc.
- Operation and Maintenance of Telecom Network
- Planning of Telecom Network
- Project Implementation & Management
- Telecom Services Business Development-Marketing/Sales
- Experience as divisional head in telecom service sector.

- Telecom Service Quality Standards and Acceptance testing procedures, Quality Assurance, Telecom Training and HRD etc.

Note- The cut-off date for experience calculation shall be 01-01-2012.

- 4. Age of Superannuation:** As per prevailing rules, the present superannuation age is 60 years.
- 5. Selection Procedure:** All the candidates shall be screened based on fulfilment of eligibility criteria of age, educational qualification, work experience & area of experience.
 - 5.1 Selection shall be based as per the weightage given to different parameters detailed below:
 - a) DoT Officers having relevant experience in telecom network operations: 35%.
 - b) Length of experience more than minimum experience: Max 5% (1% for every 2 years of relevant experience in telecom operations).
 - c) Annual Performance Appraisal Reports (APAR): 25% weightage for the grading based on last five years APAR.
 - d) Personal Interview: 35%

The date and venue of Interview will be communicated to the eligible applicants separately.

6. Before offering employment to candidates or after employment, in case it comes to the knowledge of BSNL that there was some disciplinary, vigilance or criminal case pending against the candidates, candidature shall be terminated without assigning any reason.

7. Initial constitution and Seniority:

7.1 The Group "A" officers absorbed from Indian Telecommunications Service (ITS) Group "A" shall rank en-bloc senior in their respective grade to any executive recruited under this special recruitment exercise in that grade.

7.2 The seniority of executives recruited for the Sr.DGM/GM and above posts at E-6 / E-9 shall be fixed below the executive already working in that grade on regular basis in BSNL.

7.3 Inter-se seniority amongst newly recruited executives in their grade shall be fixed in accordance with combined weightage of length of experience, Annual Performance Reports, Interview performance.

The operation of above clause 5.1 for executives to be selected from ITS Group-A officers will be limited only to the extent of deciding their selection. The inter-se seniority amongst selected ITS Group- A Officers shall be in accordance with their extant inter-se seniority as maintained by Department of Telecommunications.

7.4 Notwithstanding anything contained in the sub-clause 7.1 and 7.2 above, the fixation of seniority shall be subject to the clarification(s), if any issued, by the Department of Telecommunications (DoT) in consultation with DoP&T, Govt. of India, and to the extant rules applicable.

8. Promotion :

The executives recruited under this process shall be part of BSNL Management Services under the stream of Telecom Operations. Their career progression and promotions in BSNL will be governed by BSNL management services RR 2009 and promotion policy/ies as amended from time to time as applicable to employees recruited directly by BSNL.

9. Application form

- i) The specimen of the application form is annexed.
- ii) The candidates must apply **on-line** by login at website: www.externalexam.bsnl.co.in . No application form without on-line registration shall be entertained.
- iii) The candidates are advised to go through the instructions available on the above website for filling up on-line application form.
- iv) After filling up all the fields mentioned in the application form online, the candidates will take a print out of the application, paste his/her photograph and sign the application form. One Advance Copy of the completed application form should be sent by Registered Post/Speed Post to **AGM(DE), BSNL Corporate Office, Room No. 222, Eastern Court, Janpath, New Delhi- 110 001**. The envelope containing application form should be marked "**Special Lateral Direct Recruitment of Sr. DGM and GM/PGM/CGM (Telecom Operations Stream) in BSNL.**" in bold letters on top of the envelope. The other copy of the completed application form (duly signed by the applicant) should be submitted through proper channel in the concerned circle office/controlling unit for onward transmission to **AGM(DE), BSNL Corporate Office, Room No. 222, Eastern Court, Janpath, New Delhi - 110 001**.

10. Last date for receipt of Application Form:

- (i) Application form (Advance copy & Original copy) complete in every respect must reach on or before 21.02.2012 in BSNL Corporate Office/Circle Office/Units. Applications received after the closing date or incomplete in any respect may be summarily rejected and no communication in respect of the rejected application forms shall be entertained.
- (ii) The eligible applicants would be called for the Personal Interview on the basis of the information furnished by them in their application form. They are, therefore, advised to ensure that they fulfill all eligibility conditions before applying. In case it is found at a later stage that the information furnished by an applicant is false or an applicant does not fulfill any of the eligibility conditions, the candidature of such applicants would be cancelled and no

correspondence in this regard would be entertained. Appointment will be solely subject to fulfillment of all eligibility conditions.

11 Disqualifications: No person

- 11.1 who has entered into or contracted a marriage with a person having a spouse living, **or**
- 11.2 who, having a spouse living, has entered into or contracted marriage with any person;

shall be eligible for appointment.

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

- 12. Any dispute in regard to the recruitment will be subject to the Courts/Tribunals having jurisdiction over the place of concerned Circle office of BSNL/controlling unit where the candidate submits his/her application.
- 13. All information/ updates relating to this recruitment shall be posted on BSNL website www.bsnl.co.in or www.externalexam.bsnl.co.in and no personal letters/interview letters shall be sent by post to the candidates. Therefore, candidates, in their own interest, are advised to visit BSNL website www.bsnl.co.in or www.externalexam.bsnl.co.in from time to time.
- 14. The present recruitment shall be governed by Recruitment Rules notified vide No. 437-101/2011-Pers.I dated 26.12.2011 and amendments thereto if any.

(For any query, please contact on telephone No. **011-23766167** during office hours or send e-mail on e-mail id: **recttcell@bsnl.co.in**)

