

**No. 32-01(2)/2016-Rectt**

**BHARAT SANCHAR NIGAM LIMITED  
Corporate Office  
(Recruitment Section)**

**Date: 31.03.2017**

**Recruitment of Executive Director (IT) in BSNL through immediate  
absorption basis.**

**CLOSING DATE OF RECEIPT OF APPLICATION: 01.05.2017**

Applications are invited from i) eligible Officers absorbed in BSNL or those deployed in BSNL/ eligible officers in Department of Telecom and DeIT, and ii) from eligible executives from CPSUs/State PSUs or Private Companies to fill up the post at the level of Executive Director (IT) of Telecom Operations Stream under the "Procedure for appointment to the grade of Executive Director (ED) in BSNL through immediate absorption basis".

**1. Scale of Pay and other benefits**

- 1.1** Pay scale ED level posts: IDA pay scale of Rs. 62000 – Rs.80000. Besides, the incumbents will draw an additional ad hoc lump-sum amount of Rs. 5000/- per month.
- 1.2** Dearness Allowance (DA): over the basic pay shall be paid as per Industrial Dearness Rates applicable from time to time.
- 1.3** Employee Provident Fund & Group Insurance: Executives recruited through these rules will be covered under BSNL EPF scheme & GSLI scheme.
- 1.4** Other perks and benefits: As per applicable BSNL rules in vogue from time to time.
- 1.5** House Rent Allowance: As per applicable BSNL rules in vogue from time to time.
- 1.6** Medical facilities: As per applicable BSNL rules (BSNL MRS) in vogue from time to time.

**2. ELIGIBILITY REQUIREMENT FOR POST OF EXECUTIVE DIRECTOR (IT) IN BSNL:**

**2.1 Eligibility for ED (IT):** Officers of BSNL or those deployed in BSNL in CGM/PGM Grade or with minimum 5 year service in GM grade, are eligible. In addition ITS (Indian Telecom Service) officers in HAG pay scale or with minimum 5 year service in SAG pay scale and working in DOT or on deputation to other Ministries/Departments/PSUs /Autonomous bodies are eligible to apply for the posts of ED (IT).

## **2.2 QUALIFICATIONS AND EXPERIENCE FOR THE POSTS OF ED (IT)**

Incumbent should at least be an Engineering Graduate from a recognized University/Institution and have experience of at least 20 years in telecom sector in planning, development, O&M , management etc.

**2.3 AGE:** Applicants should have at least 2 years service left before superannuation as on 01.07.2017 i.e. Candidates born on or after 01.07.1959 are eligible.

**2.4 Appointment:** Appointment will be for a period of five years or till the date of superannuation of applicant whichever is earlier. For the eligible executives of BSNL, who may be appointed as ED and have more than 5 years left before superannuation, a lien in the present grade shall be maintained in BSNL.

**2.5 Confirmation:** Initially the appointment of Executive Directors (IT) will be made provisionally for a period of one year. After one year, performance of the officer will be reviewed by the CMD, BSNL; the confirmation to the post shall be made thereafter.

**2.6 Job Description:** The job description (tentative) for the post of ED (IT) is enclosed as per Annexure D.

**3. Applicability of Immediate Absorption:** The concept of immediate absorption in the post of ED will only be applicable to outside candidates (i.e. those who belong to other organization). For executives already absorbed/recruited in BSNL, it will be treated as continuous service.

**4. Pay for Govt. /BSNL Candidates:** As per DPE guidelines, protection of emoluments (i.e. Basic Pay + Grade Pay + DA) will be available for candidates from Govt. Service. Similarly the last pay drawn by the internal candidates (i.e. those from BSNL) shall be protected in case of appointment as ED.

**5** In addition to 'Para 2.1' above candidates fulfilling following requirements would also be eligible.

**5.1** Applicants in Central Public Sector Undertakings with a minimum of 5 years service in IDA pay scale of Rs. 51300-73000 post -1.1.2007, or CDA pay scale of Rs. 37400-67000 + GP of Rs. 10000.

**5.2** Applicants in State Public Undertakings fulfilling both of the following conditions:

- Executives working in Companies having annual turnover in excess of Rs. 100 Crores.
- Executives working at Board level position or non-Board level position reporting directly to the Board, i.e. one level below board.

**5.3** Management Executives working in Private Companies listed on Stock Exchange having experience of minimum 20 years as on the date of application out of which at least 10 years experience should be in the field of Telecom and IT and at least two year experience of independently handling IT Unit of the Company. They should have proven track record in the field of telecom and IT. The last pay

drawn should not be less than Rs. 25 Lakhs per annum (Gross salary as reflected in 'Form 16' of Income Tax for the last financial year 2015-2016) in a company having annual turnover of more than Rs. 100 Crores.

**6. Selection Procedure:** The selection procedure shall be as follows:

**Stage I:** In first stage of selection, the prospective candidates shall be shortlisted based on age, length of experience in relevant field and qualifications possessed as per eligibility condition etc, subject to 'NO objection Certificate' and 'Vigilance Clearance' from the parent Department.

**Stage II:** The candidates shortlisted during Stage I shall be called for personal interview for final selection.

**The date, time, Venue and mode of Interview will be communicated to the eligible applicants through BSNL website [www.bsnl.co.in](http://www.bsnl.co.in).**

**7.** 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, the services of candidate is liable to be terminated.

**8. Application form for examination**

- (a) The specimen of the 2 application forms (one for applicants under Para 2.1, 5.1 and 5.2 and one for applicants under Para 5.3 i.e. Private company, is annexed.
- (b) Duly filled application form is to be forwarded by the parent department, in respect of applicants applying under Para 2.1 and Para 5.1 and 5.2 above with following enclosures:-
- (c) No objection certificate
- (d) Vigilance clearance
- (e) Attested copies of 5 years APAR (up to 2015-2016)
- (f) Two passport size photos (self attested at the back)
- (g) The candidates will submit the completed application form to **Manoj Kumar Chawla, AGM (Rectt.-III), BSNL Corporate Office, Room No. 223, Eastern Court, Janpath, New Delhi-110001**, through their respective Cadre Controlling Unit / Departments (through proper channel). An advance copy may be sent directly within the closing date for submission of application form.
- (h) Applicants from private companies may send their applications with required documents, directly to **Manoj Kumar Chawla, AGM (Rectt.-III), BSNL Corporate Office, Room No. 223, Eastern Court, Janpath, New Delhi-110001**.

**9. Last date for receipt of Application form:**

- (i) Application form through proper channel (Advance copy / Original copy) complete in every respect must reach on or before **24.04.2017** in BSNL Corporate Office, in respect of applicants applying under Para 2.1 and Para 5.1 and 5.2 above. Wherever advance copy is received, the original copy duly forwarded by the Cadre controlling authorities/ DOT must reach the

designated officer in BSNL latest by **01.05.2017**. 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 application form from applicants applying under Para 5.3 above complete in every respect must reach on or before **01.05.2017** in BSNL Corporate Office. 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.

(iii) The shortlisted candidates during Stage I will be called for 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 condition, 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 condition.

**10. Disqualifications:** No person

**10.1** Who has entered into or contracted a marriage with a person having a spouse living, **or**

**10.2** who, having a spouse living, has entered into or contracted marriage with any person;  
shall be eligible, provided that BSNL 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.

**10.3** Any dispute in regard to the recruitment will be subject to the Courts /Tribunals having jurisdiction over the place of BSNL Corporate office i.e. New Delhi

**11.** All information/ updates relating to this recruitment shall be posted on BSNL website **www.bsnl.co. in** and no personal letters/interview letters shall be posted to the candidates. Therefore, candidates, in their own interest, are advised to visit BSNL website from time to time.

*Manoj*  
*31/03/2017*

(Manoj Kumar Chawla)  
Assistant General Manager (Rectt.-III)

**Annexure**

**(For applicants under Para 2.1, 5.1 and 5.2 only)**  
**BHARAT SANCHAR NIGAM LIMITED**  
**Corporate Office**  
**(Recruitment Section)**

**Recruitment of Executive Director (IT) in BSNL through immediate  
absorption basis**

**Paste self  
attested  
passport size  
photograph**

1. Post applied for:
2. email ID:
3. Name as per Service Book:
4. Father's/Husband's name:
5. Date of birth:
6. Age (As on eligibility date):
7. Date of initial appointment in Group A Service:
8. Year of relevant UPSC Exam:
9. No. of completed years in service in Group A as per Para 2 of the notification:
10. Present organization where working:
  - (i) Designation:
  - (ii) Complete Office address:
  - (iii) Office telephone number with STD Code:
  - (iv) Mobile Number:
11. Staff No as per blue book/HRMS no. (BSNL/DOT employee):
12. Category:
13. Existing Basic pay (As on eligibility date):
14. Existing pay scale (with date):
15. Grade pay, if any:

16. Substantive grade in which presently posted:
17. Date of appointment in the present substantive grade:
18. Present postal address:
  - City
  - State
  - PIN Code
  - Tel.No.
19. Educational qualification:
20. Work experience for the post applied:
21. Whether any disciplinary/vigilance/criminal case is pending against the applicant:
22. Whether the applicant is under currency of any penalty, If yes, the details thereof:

Signature of the applicant

DECLARATION TO BE SIGNED BY THE APPLICANT

I do hereby declare that all the statements made in the applications are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any particular information, given above being found false or incorrect, my candidature for the post applied for is liable to be rejected or cancelled and in the event of my misstatement or discrepancy in the particulars being detected after my appointment my services are liable to be terminated forthwith without any notice to me.

Signature of the applicant

(To be filled by controlling unit maintaining service book)

The details from Sl. No. 3 to 17 and 19 have been verified from the service book.

Signature and stamp of the verifying officer

(To be filled by Cadre controlling unit)

No.....

Date.....

The above application form duly completed is forwarded to BSNL Corporate office after due verification of particulars (Name, date of birth, staff No., date of initial appointment as Group A officer, category and pay) and vigilance clearance.

Signature  
Name  
Designation  
(Rubber Seal)

**(For applicants under Para 5.3 only)**

**BHARAT SANCHAR NIGAM LIMITED  
Corporate Office  
(Recruitment Section)**

**Recruitment of Executive Director (IT) in BSNL through immediate absorption  
basis**

**Paste self  
attested  
passport size  
photograph**

1. Post applied for:
2. email ID:
3. Name:
4. Father's/Husband's name:
5. Date of birth:
6. Age:
7. Present postal address:  
City  
State  
PIN Code  
Tel.No.
8. Educational qualification:
9. Date of initial appointment Service:
10. No. of completed years in service in  
as per 'Para 2' of the notification:
11. Numbers of years of service in IT/Telecom field:
12. Numbers of years of service in independently  
Handling IT Unit:

13. Present organization/Company where working:

(i) Designation:

(ii) Office address:

(iii) State:

(iv) Office telephone number with STD Code:

(v) Mobile Number:

(vi) Annual turnover of the organization/company:

14. Existing pay (Attach 'Form 16' of income TAX for F.Y. 2015-2016):

15. Date of appointment in the present pay:

Signature of the applicant

DECLARATION TO BE SIGNED BY THE APPLICANT

I do hereby declare that all the statements made in the applications are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any particular information, given above being found false or incorrect, my candidature for the post applied for is liable to be rejected or cancelled and in the event of my misstatement or discrepancy in the particulars being detected after my appointment my services are liable to be terminated forthwith without any notice to me.

Signature of the applicant



## Executive Director (IT)

Annexure 'D'

Job overview	
Job title/ Designation	Executive Director (IT)
Job objective	Articulation of IT strategy for BSNL, Leveraging IT as a source of competitive advantage through Conceptualization and implementation of flexible, agile and scalable systems for business and support processes, Conceptualization and implementation of IT Projects, Management of Vendors for hardware and software procurement and for implementation of smaller IT Projects across all business units. ED (IT) will have control of all major IT functions across all business units.
Reporting to	Director (CFA)

## Key Responsibility Areas (KRAs)

- Formulation of IT strategy for BSNL in line with overall company strategy.
- Defining IT needs of all business units, as well as aligning them with Corporate IT strategy.
- Prioritizing the IT needs based on:
  - Purpose and utility
  - Scope and Specifications
  - Feasibility-investment time-frame, complexity etc
  - Business impact - increase in revenue, increase in service levels, reduction of cost etc
- Integration of customer service solutions across Business Units of BSNL at CRM (Customer Relationship Management) level. Optimization of IT resources for unified customer service as well as Management Service.
- Evaluating strategic alternatives between in-house developments versus outsourcing on project-by-project basis.
- Formulation of policy for engaging services of external agencies (as and when required).
- Monitoring development progress in terms of cost, quality and time.
- Development of IT tools on HR matters in phased manner.
- Roll-out of ERP Project to all Circles and Field Units.
- Establish BSNL as major player in Enterprise IT Business domain with focus on Data Centre Services/ Bandwidth Service/ Cloud Services.
- Pooling and leveraging IT capability in BSNL to take advantage of technological convergence (Telecom/IT Broadcasting) and help in roll-out of new services.
- Planning, execution, operation and maintenance of OSS/BSS for all kinds of services (viz Wire-line, Broadband, GSM, CDMA etc) and issues related with convergence of IT layer in organization.
- Planning, Operation and Maintenance of all major data centers (Such as Mobile Data Centers, Broadband Data Centers, CDR Systems etc.)
- Ensuring adequate security and disaster recovery capabilities for key IT Systems.
- Assessing business impact of projects in terms of key metrics such as:
  - Increase in revenue
  - Increase in service levels
  - Reduction in cost.
- Formulation of annual IT Budget.
- Formulation of procurement policy for IT contents:
  - Process to be followed
  - Items to be procured centrally at Head Office
  - Items to be procured at Circle level.
- Procurement of hardware and software distribution to Circles and other filed units.
- Optional utilization of software Licenses in BSNL as commercial integration touch point.
- Building mechanism for provisioning of day-to-day technical support to field offices including designing of internal SLAs and potentially setting-up a centralized IT helpdesk on issues such as:
  - Hardware, Software, connectivity, Disaster recovery etc.
- Monitoring budget spend and implementation status of projects against prescribed targets.
- Liaisoning with HR Section for adequate staffing and training for IT Sections.
- Encouraging a performance oriented culture with emphasis on team building and mentorship.
- Development of IT solutions synchronizing with Government plan of Digital India.