DOT

Government of India
Department of Telecommunications

The Government of India has constituted a Search-cum-Selection Committee for finding suitable candidates for the following posts:

Name of Post	Date of Vacancy
1. Chairman-cum-Managing Director (CMD), BSNL	01-08-2010
2. Chairman-cum-Managing Director (CMD), MTNL	10-01-2010

Both these posts are Schedule "A" posts as per Department of Public Enterprises (DPE) classification in the pay scale of Rs 80,000 – 1,25,000/- (Revised) with the benefits applicable to the Chief Executives of these companies.

The other details are as follows:

1. Companies Profile:

BSNL	MTNL
Bharat Sanchar Nigam Ltd. (BSNL) was incorporated in September, 2000 under the Indian Companies Act, 1956 with the objective to take over the business of providing telecom services and network of the erstwhile Department of Communications with effect from 1st October, 2000. The Company is providing Telecom Services throughout the country except Delhi and Mumbai. BSNL is a schedule – 'A'/Mini-ratna CPSE under the administrative control of Deptt. of Telecommunications.	Mahanagar Telephone Nigam Ltd. (MTNL) was incorporated under the Indian Companies Act, 1956 with the objective of taking over the management, control and operation of Telecom Network at Mumbai and Delhi with a view to raise necessary financial resources for development needs for areas of operations and to up-grade the same. MTNL is a schedule – 'A'/ Navaratna CPSE in Telecommunications and Information Technology Services sector under the administrative control of Department of Telecommunications, Ministry of Communications and Information Technology.

The authorized and paid up capital of the Company was Rs 17,500 crore and Rs 12,500 crore respectively as on March 31, 2008. Its Registered and Corporate offices are in New Delhi. The shareholding of the Government of India in the Company is 100%.	The authorized and paid up capital of the Company were Rs 800 crores and Rs 630 crores respectively as on March 31, 2009. Its Registered and Corporate offices are at New Delhi. The shareholding of the Government of India in the Company is 56.25%.

2. COMPENSATION FOR THE POSTS:

i) Pay Scale: Rs 80,000 –125,000 (Revised IDA)

ii) <u>Pay fixation:</u>

Normally pay will be fixed at the lowest of the scale i.e. at Rs 80, 000. But for suitable candidates it can be fixed at any point within the scale, including the maximum of Pay Scale.

iii) <u>Other Benefits:</u>

a. Furnished Company accommodation which is generally in Central Delhi or HRA at 30% of Basic pay.
b. As per DPE guidelines there is a provision of 200% of Basic pay as Performance Related Pay (PRP), which depends upon the profitability and performance of the company.
c. Other benefits include, LTC for family members every two years, medical, professional up-gradation allowance, free phone etc. As on date these benefits would be about 15% of Basic pay. Besides, company car is also provided.

(Cost to the company (CTC) is about Rs 30 lakhs per annum, without Performance Related Pay.)

3. JOB DESCRIPTION AND RESPONSIBILITIES:

The Chairman-cum-Managing Director (CMD) is the Chief Executive of the Corporation and accountable to its Board of Directors and Government of India. He is overall in-charge of all aspects of the business spread across various business units of the company, management of corporate finance and human resource with emphasis on continuous improvement of company performance by encouraging performance oriented work culture within the organization. He is responsible for achieving its corporate objectives and performance parameters.

4. ELIGIBILITY OF APPLICANTS:

I. Qualification and Experience

The incumbent should be a Graduate from a recognized university/institution with good academic record. He should possess adequate experience at Board level position or one level below Board level in public or private sector companies preferably of comparable size. Experience in turning around companies facing difficult circumstances would be given weightage. Applicants from private sector should be working in companies listed in the stock exchange. Knowledge of telecom industry will be an added advantage.

II. a) Eligibility Criteria for Central Public Sector Executives

Executives holding posts in the pay scale of:

(i) Rs 8,250 - 9,250/-(pre 1.1.1992 scale)	} with
(ii) Rs 11,500 - 13,500/-(post 1.1.1992 scale	} Industrial
(iii) Rs 23,750 - 28,850/- (post 1.1.1997 scale)	} DA, except erstwhile
or	} DoT officers.

(iv) Rs 22,400 – 24,500 with Central DA. (Pre-revised)

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

(v) Not withstanding, what is stated above, absorbed and non-absorbed DoT officers who have put in 7 years combined regular service in IDA pay scale of Rs 23,750-28,850 (pre-revised) and CDA pay scale of Rs 18,400-22,400 (pre-revised) will be eligible to apply for the post.

b) <u>Eligibility Criteria for Government Officers</u>

Provided that notwithstanding the qualifications and experience prescribed, officers of the level of Additional Secretary in Govt. of India or on equivalent scale of pay or Lieutenant General in the Army or equivalent rank in Navy/Air Force, on the date of vacancy with adequate experience in the relevant field will be eligible to apply.

5. DURATION OF APPOINTMENT

The appointment shall be on contract and for a period of three years, which can be extended for a further period of three years based on performance evaluation by an external expert group.

6. SUBMISSION OF APPLICATIONS

Prospective candidates from the Central Public Sector and Government officers shall send their applications, through proper channel, in the format at Annexure I.

State Public Sector Executives/Private Sector Executives shall submit their applications, in the format at Annexure II, alongwith

i) A write up on the significant contributions made by them during their present/past assignments and their suitability for the post.

ii) The annual report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO.

iii) The applications for various categories of the officers are routed THROUGH PROPER CHANNEL AS FOLLOWS: -

a) for Government Servants: through Cadre Controlling authority
b) for CMD/MD/Director in Central PSE: the concerned administrative Ministry
c) for below Board level in Central PSE: the concerned CPSE.
d) for CMD/MD/Director in State PSE: the State Government.
e) for below Board level State PSE: the concerned PSE.

In addition to the above, Private Sector Executives must submit the following documents alongwith the application form.

i) Attested copies in support of age and qualifications;
ii) Annual Reports of the Company for the last 5 years;
iii) Evidence of listing on the Stock Exchange;
iv) Evidence of working at Board level or reporting directly to a director on the Board i.e. one level below Board level;
v) The details of job handled in the past with details/particular references.

Annexure-1 and Annexure-II may be downloaded from the DOT website: www.dot.gov.in.

Last date of receipt of applications in DOT is 16th August 2010. No application shall be entertained under any circumstances after stipulated date. Incomplete applications are liable to be REJECTED.

Search-cum-Selection Committee reserves the right to shortlist candidates for interview and invite candidates at its own.

The interested candidates may apply for these posts on or before 16th August, 2010 to Secretary (Telecom), Department of Telecommunications, Sanchar Bhawan, 20-Ashoka Road, New Delhi – 110001.

The eligibility details, other conditions and format for application for these posts can be accessed and taken from DOT website: www.dot.gov.in also

(L.N. ANCHAL)
DEPUTY SECRETARY (PSA)