



Recruitment of DGMs (Deputy General Managers) in BSNL Telecom Operations and DGMs (Deputy General Managers) in BSNL Telecom Finance.

Last Date of Online Registration: 07.12.2012

Bharat Sanchar Nigam Ltd. (BSNL) proposes to recruit 106 DGMs (Higher level executive posts) in BSNL Telecom Operations and 56 DGMs in BSNL Telecom Finance through Online Written Test to be held on 20.1.2013 on All India basis followed by Personal Interview, as per the vacancy details given below.

| Name of posts | Distribution of vacancy | | | | | |
|---------------------------------|-------------------------|-----|----|----|----------------|-------|
| | OC | OBC | SC | ST | PH (Common) | Total |
| DGMs in BSNL Telecom Operations | 48 | 38 | 13 | 07 | 04 | 106 |
| DGMs in BSNL Telecom Finance | 27 | 16 | 9 | 4 | 2 | 56 |

Note: In respect of Physically Handicapped persons, candidates with following physical disability are permitted:-

(i) Locomotor Impairment:- One arm or one leg affected.

(The minimum degree of disability is 40% for a person to be eligible for any concession/benefits).

1. Scale of Pay:

The post of DGM is in the Revised IDA pay scale of Rs. 32,900-58,000/- (annual increment @ 3% of basic pay) plus HRA, Perks, Medical Benefits, LTC etc. as admissible as per company rules.

2. Selection for a Particular Circle & Service liability:

The BSNL comprises of a number of territorial Circles and functional Circles. The BSNL Telecom Operations and BSNL Telecom Finance are All India Cadres and will be controlled by the BSNL Corporate Office centrally. The officers so appointed in these services are liable to be transferred anywhere in India at any place falling in the operational area of BSNL. The BSNL has the right to post any selected DGMs in BSNL Telecom Operations & DGMs in BSNL Telecom Finance Services to any of the Circles either temporarily or on permanent basis. The decision of BSNL in this regard shall be final and binding. The service conditions, seniority etc. of selected candidates will be determined as per rules of the company issued from time to time.

3. Eligibility

3.1 Nationality:

- (i) Only Indian Nationals would be eligible to apply.
- (ii) For certain other categories like displaced persons from East Pakistan (now Bangladesh), repatriates from Burma and Ceylon (now Sri Lanka), persons migrated from Kenya, Uganda, Republic of Tanzania eligibility will be decided as per instructions issued by the Central government from time to time in this regard.

3.2 Educational Qualifications:

Candidates who have passed the qualifying Examination with the minimum percentage of marks as detailed below are eligible to apply:-

| POST | Educational Qualification |
|------------------------------------|---|
| DGM BSNL Telecom Operations | Ist Class (60% marks or more) BE/B.Tech or equivalent Engineering Degree from recognized institution only in Electrical/ Electronics and Communications/IT/Computer/Computer Sciences (Note: Any other subject will not be considered) 5% relaxation in minimum qualifying marks for SC/ST candidates |
| DGM BSNL Telecom Finance | CA/ICWA/CS |

3.3 Eligibility Criteria/Work Experience:

Candidates from Public Sector, Private Sector and Government are eligible to apply. All candidates, however, must fulfill all three criteria mentioned in Recruitment Rules 2008 of Direct Recruitment DGMs of BSNL Management Services issued vide No.314-36/2008-Pers.I(Pt) dated 25.6.2009 as listed below:

- (i) Twelve (12) years of post qualification working experience, as on 01.08.2012
- (ii) Minimum 3 years experience as on 01.08.2012 in
 - a) E-4 grade as defined in DPE guidelines (IDA pre-revised scale Rs.14500-350-18700/Revised IDA Scale of Rs.29100-54500) in case of PSU experience **or**
 - b) Equivalent annual gross salary, which comes to approximately Rs. Seven lacs gross, in case of private sector **or**
 - c) CDA scale of Rs.10000-325-15200 (pre-revised scale in case of government posts)/Revised scale PB-3(15600-39100)+Grad Pay 6600
- (iii) Minimum work experience of 5 years, as on 01.08.2012, in a company with an annual turnover more than Rs.100 Cr. (In case of PSU, Private companies)

4. The candidates from Public Sector, Private Sector and Government Service have to produce the 'No Objection Certificate and vigilance clearance' issued on letter head and duly stamped by the competent authority at the time of interview, without which they would not be permitted to appear for the interview. No offer of appointment shall be made without prior receipt of vigilance clearance /NOC.

5. **Disqualifications:** No person

- (i) Who has entered into or contracted a marriage with a person having a spouse living, or
- (ii) 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

6. **Age:**

The applicant for DGMs in Telecom Operation and DGMs in Telecom Finance should not exceed 45 years of age as on 01.08.2012. However, this age is relaxable as per standing instructions on this subject for following categories:-

- (i) For Scheduled Castes & Scheduled Tribes up to 5 years;
- (ii) For OBC candidates (Central List) up to 3 years;
- (iii) For PH candidates up to 10 years irrespective of his category i.e. OC, OBC, SC, ST
- (iv) For Ex-service men who have put in not less than six months continuous service in armed forces of the Union shall be allowed to deduct the period of such service from their actual age and if the resultant age does not exceed by more than three years the maximum age limit prescribed for the post for which the candidate seek appointment, he/she shall be deemed to satisfy the condition regarding age limit.
- (v) For Residents of J & K – Relaxation shall be in accordance with DoP&T's Notification No. 15012/7/1991-Estt.(D) dated 07.12.2007 pertaining to "Residents of State of Jammu and Kashmir (Relaxation of Upper Age Limit for Recruitment to Central Civil Services & Posts) Rules 1997".

7. **Scheme of Selection:**

- (i) All the candidates shall be screened based on fulfillment of eligibility criteria of age, qualification and work experience.
- (ii) All eligible candidates post screening shall have to undergo an assessment process comprising cognitive, management aptitude sections. All eligible candidates appearing in the assessment process online (written Exam), shall be given a score based on their performance in the same.

- (iii) At the end of the assessment process, a merit list will be created and candidates will be short listed based on number of posts and order in merit list.
- (iv) All short listed candidates will be called for original document verification, the date and venue for which will be intimated to candidates in due course.
- (v) **All short listed candidates found eligible after original document verification will be called for an interview, the Date and Venue for which will be intimated to such candidates in due course.** All short-listed candidates appearing for the interview will be given a score based on their performance in the same.
- (vi) The selection shall be based on the final merit list created based on the combined score from assessment process and interview with weightage as under:

| | | |
|-----|-----------------------------------|-----|
| (a) | Assessment process (Written Exam) | 75% |
| (b) | Personal Interview | 25% |

8. Minimum qualifying standards:

Since the pattern of the question paper is the multiple choice/objective type, negative marking will be adopted. For each wrong answer, 25% marks of that question shall be deducted. To test the minimum aptitude level in both the parts in written Exam, part wise minimum qualifying marks will be 40%, 35% and 30% for Gen, OBC and SC/ST/PH candidates respectively. Candidates obtaining less than minimum qualifying marks in any of the sections shall not be considered for inclusion in the merit list. However, the merit list for interview shall be prepared based on aggregate marks obtained in both the sections/parts in the written examination. Number of candidates to be called for interview shall depend on the merit of the candidates & No. of vacancies.

The appearance of the name in the merit list does not confer any right on the candidate for employment. A final call letter/appointment order will be issued to the candidate after completion of all other formalities.

9. Scheme of examination and syllabus:

There will be one paper with 150 multiple choice objective type questions of three hours duration as per the syllabus mentioned below:

Part-I: Management aptitude (75 Questions) containing the subjects of General management, Management Information systems, Managerial Economics, Marketing, Accounting & Finance, Human Resources Management, Organizational Behavior, strategic Management, Operation Management, Telecom Knowledge, and Current events of national and international importance.

Part-II: Cognitive ability (75 Questions) containing the subjects of Quantitative ability & Data sufficiency, Reasoning (e.g. Analytical, logical, critical reasoning) and Verbal ability, reading & analysis.

10. Choice of Examination Centre:

- (i) Applicants are required to indicate their choice of Examination Centre at which they wish to appear.
- (ii) Online written examination will be held in five cities i.e., Chennai, Delhi, Kolkata, Mumbai and Guwahati.
- (iii) Applicants are required to indicate two preference of their choice of Examination Centres. However, it is the sole discretion of the Company to allot any examination centre to the applicant.
- (iv) The date and venue for holding Interview for the short listed candidates of written exam will be intimated to such candidates in due course.

11. Online Application and Fee for examination:

Candidates applying for DGM Telecom Operation & DGM Telecom Finance posts are required to apply online for which link shall be provided through BSNL web site www.externalexam.bsnl.co.in . Applications will be considered only through the online registration process which is likely to start from 01.10.2012 and closed on 17.10.2012. Therefore, candidates are advised to visit our web site (www.bsnl.co.in) for knowing exact date of registration. All candidates applying for DGM posts are required to take print out of the computer generated registration form, paste his/her photograph & signature at appropriate place and send it alongwith Bank Demand Draft/Pay Oder of Rs. 1500/- (Rs. One Thousand Five Hundred only) for OC & OBC and Rs. 750/- (Rs. Seven Hundred Fifty only) for SC/ST/PH candidates in favor of AO(Cash), BSNL, New Delhi at address given below by Registered/Speed Post:

Shri Shiv Singh, AGM(DE-II), Room No. 223, Eastern Court, Janpath, New Delhi-110001.

The amount of the fee shall not be accepted in any other form. Fee once paid shall NOT be refunded under any circumstances nor can be held in reserve for any other examination or selection.

12. Closing date for receipt of Online Registration Forms alongwith DD/PO :

- (i) Registration forms complete in every respect must reach on or before 31.10.2012. Applications received after the closing date or not accompanied by the demand draft/pay order for the prescribed examination fee or incomplete in any respect shall be summarily rejected and no communication in respect of the rejected application forms shall be entertained. BSNL shall not be responsible for any postal delay.
- (ii) The applicants would be admitted to the examination 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. **The requisite original certificates are to be produced before the interview for checking/scrutiny.** 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. Issuance of an admit card for the examination will NOT confer any right

for appointment. Appointment will be solely subject to fulfillment of all eligibility conditions.

13. Probation-cum-Training and Bond:

- (i) Probation will be on-job for a period of two years, which will include one year of specialized classroom as well as field training.
- (ii) All candidates shall, before their appointment as DGMs in Operations and DGMs in Telecom Finance, have to successfully undergo prescribed training as per the training plan laid down and amended by the Company from time to time.
- (iii) All candidates provisionally recruited shall execute Bonds in the format specified by BSNL indicating their willingness to serve BSNL for a period of at least 5 years from the date of their appointment as DGMs.

14. List of enclosures:

- (i) Three identical passport size photographs out of which one should be pasted (not stapled or pinned) on the registration form, in the manner as indicated in the form, and two photograph should be attached to the application (photos should be got attested from Gazetted officer).
- (ii) Two self addressed unstamped envelopes of 27 x 12 cms size.
- (iii) Bank Draft/Pay Order for Rs. 1500/- (payable at New Delhi) for General & OBC candidates and Rs. 750/-(payable at New Delhi) for SC/ST/PH candidates.

15. Any dispute in regard to the recruitment will be subject to the Courts/Tribunals at Delhi.

16. All information/updates relating to this recruitment shall be posted on BSNL website www.bsnl.co.in. Therefore, candidates in their own interest are advised to visit BSNL website www.bsnl.co.in from time to time.

17. BSNL reserves the right to modify/amend any of the terms & conditions of this recruitment at any point of time.

(For any query, please contact on telephone No. 011-23765386 during office hours)

