

ITI LIMITED

[A Govt. of India Undertaking]

REGD & CORPORATE OFFICE
ITI BHAVAN, DOORAVANI NAGAR
BANGALORE – 560 016

ITI Limited, the Country's premier Telecom Company, multi unit Central Public Sector Undertaking is all set to take telecom and IT to greater and unexplored realms. The Company has also emerged as the country's leading total solutions provider in telecommunications. The Company offers complete range of telecom products covering the whole spectrum of Switching, Transmission, Access and Subscriber premises equipment. In line with the prevailing technology trend ITI has made strides in the CDMA and GSM Technology, manufacture of GSM-BTS and Infrastructure equipment. Besides offering the latest telecom solutions and customized support to a variety of businesses. ITI has a dedicated Network Systems Unit for carrying out installation and commissioning of equipment and undertaking turnkey jobs.

As a part of its diversification exercise, ITI is in the process of forming JVs for the manufacture of world-class telecom equipments. The company has set up state of the art data centre at Bangalore.

The Company is looking for creative, talented professionals for the following positions for its Bangalore Plant & Corporate Office.

Sl. No	Designation	Grade	No. of Posts	Pay Scales (Pre-revised)	Upper Age Limit	Minimum No. of years of experience
1	GM / AGM – R&D	Gr. 9 / 8	01	20500-500-26500 / 18500-450-23900	52 / 50 yrs	21 / 18 yrs
2	DGM / CM – R&D	Gr. 7 / 6	01	17500-400-22300 / 16000-400-20800	50 / 45 yrs	15 / 12 yrs
3	MGR / DYM - R&D	Gr.5 / 4	01	14500-350-18700 / 13000-350-18250	42 / 40 yrs	9 / 6 yrs
4	DGM – Legal	Gr.7	01	18500-400-22300	50 yrs	15 yrs
5	CM / Manager- Legal	Gr.6 / 5	01	16000-400-20800 / 14500-350-18700	45 / 42 yrs	12 / 9 yrs

The upper age limit indicated at column 6 is for candidates belonging to General Category.

The upper age limit will be relaxable by 5 years for SC/ST and PWD candidates and 3 years for OBC candidates (Non-creamy) in accordance with the Govt. of India guidelines.

QUALIFICATION & EXPERIENCE:

1) For the post of GENERAL MANAGER / ADDITIONAL GENERAL MANAGER / CHIEF MANAGER / MANAGER / DY.MANAGER – R&D, Bangalore

QUALIFICATION: The incumbent should be a Graduate in Engineering in Electronics and Communication / Electronics / Telecommunication with good academic record from a recognized university.

EXPERIENCE: As indicated at column No.7 in the table above, out of which a minimum of 10 years in a senior position in a R&D set up for GM / AGM positions.

DESIRED CANDIDATE PROFILE:

Candidates should have hands on experience of working in R&D organization of repute. Should have rich experience in R&D of telecom products and services and have worked on projects of telecommunication technologies, such as GSM, CDMA, IP, SDH, DWDM and Broadband etc. Should have good understanding of the new trends in the telecom market. Should possess requisite skill for preparing and making presentation. Should be conversant with development of projects like Encryption equipment, Digital Access Products, Consumer Premises Equipments. Focus on development of new technology equipment, particularly required for the increasing demand for mobile technology.

RESPONSIBILITIES

1. To lead team of R&D Engineers / Managers for bringing out products to suit market.
2. Analyze market to set the R&D strategy of Company.
3. Should be able to achieve goals as per Company plans.

2) For the POST of LEGAL OFFICER (DGM (GR.7) / CM (GR.6) / MANAGER (GR.5)

QUALIFICATION & EXPERIENCE

The incumbent should be a LLB / LLM from a Recognized university / institution (Full-time course)

EXPERIENCE:

Post qualification experience of 15 years for Grade 7 / 12 years for Grade 6 and 9 years for Grade 5 indicated at Column 7 in the table above.

DESIRED CANDIDATE PROFILE:

The candidate must have an excellent academic track record. A strong exposure to the legal perspective for the manufacturing industry is a definite plus. A track record of independently carrying out legal responsibilities yet being a team player will be needed for this portfolio. He should have the ability to interact with senior level Business Heads / key decision makers, on an independent basis. The role besides the traditional domain of understanding of the legal function will require a high level of written and spoken communication skills as maybe necessary.

JOB DESCRIPTION:

- This incumbent will assist top Management in terms of proactive inputs for the legal portfolio inclusive of compliance reporting, drafting, vetting of agreements, contracts etc. Besides assistance on a macro basis, will independently handle the complete legal portfolio.
- Participate in Contract negotiations, coordinating with external counsel and liaison with various authorities in the preparation, negotiation and completion of all legal documents with respect to all legal practices and areas such as Telecom law, IP law, IT law, Contract law, Commercial law, Company law, Criminal law, Employment law etc.
- The role includes understanding of the business environment in totality and additional value from a proactive point of view from the legal perspective. In this context, the mandate will consist of advisory functions in terms of structuring potential contracts / business situations in an effort to take care of the commercial interest and regulatory environment and also to pro actively avoid potential legal / litigation linked situations.
- The regulatory responsibilities will be part and parcel of this job.

BENEFITS AND PERKS

- Statutory benefits viz., Provident Fund /Gratuity as per relevant rules/Act.
- Medical Facility, Subsidized Canteen / Lunch Subsidy as per company rules.
- Conveyance / Reimbursement as per company rules.
- Magazine / Journal allowance.
- Company's residential quarters subject to availability, in which case HRA is not admissible.
- 30 days of earned leave and 12 days of casual leave as per Company rules
- Group Insurance coverage
- Reimbursement of membership fee for professional bodies and other perks / allowances as per company's rules.
- **Dearness Allowance @ 213.2% of Basic pay. HRA is 30% at Bangalore, CCA – Rs. 300/-**

GENERAL CONDITIONS:

1. Only Indian Nationals need apply. Mere submission of application will not entail right for claiming appointment.
2. Reservations for SC/ST/OBC (Non creamy layer) and Persons with disabilities (PWD) / Ex-Servicemen category exists as per Govt of India Guidelines. Candidates belonging to OBC Category are required to submit recent certificate stating that they do not come under the purview of "Creamy layer" from a competent authority in the prescribed format issued by the Govt of India.
3. Educational Qualification, Age and Experience limit prescribed is as on the date of Advertisement.
4. Relaxation in Age, Experience and Qualification, may be considered at the sole discretion of the Management.
5. The company reserves the right to consider only those candidates for interview who according to its decision rank high in terms of eligibility criteria.
6. Decision of the Company with regard to eligibility of Candidates will be final. Mere eligibility will not entitle any candidates for admission to interview or selection.
7. Company reserves the right to fill all or partially or not to fill any of the post/s. The No. of post/s to be filled may decrease or increase depending on the actual / future requirements of the company.
- 8. Canvassing in any form will be eligible for disqualification.**
9. Candidates will be considered for the interview in the appropriate /lower level of Grade/ Designation depending on the experience, salary drawn and position held by them.
10. Out of the total period of experience stipulated, candidates should have completed at least one year of service in the Company's comparable equivalent next lower grade/position and scale of pay.

MEDICAL STANDARD

Applicants should be of sound health and should meet the medical standard prescribed by the Company. Appointment of selected candidates will be subject to medical fitness duly certified by the Company's Medical Officers. No relaxation in health standard is allowed.

HOW TO APPLY AND IMPORTANT INSTRUCTIONS FOR CANDIDATES:

- (i) Applications should be strictly submitted by post .Professionals ready to take up the challenge and meeting the requirements may download the prescribed Employment Application format given below and submit the filled in form with enclosures so as to reach the Address furnished below latest by **8th November, 2013**

**ADDITIONAL GENERAL MANAGER-HR
ITI LIMITED
REGD & CORPORATE OFFICE
ITI BHAVAN, DOORAVANI NAGAR
BANGALORE – 560 016**

(ii) The application should be accompanied with:

- Attested photocopies of certificate and Marks Sheet in proof of Educational Qualification (X standard / SSLC and onwards) and Attested photocopies of Experience Certificate/s with a latest salary certificate containing detailed particulars of Basic Pay, Scale of Pay, Perks etc.
- SC/ST category candidates should attach attested photocopy of Caste Certificate issued by the Competent Authority.
- OBC (Non-creamy layer) category candidates should attach attested photocopy of recently obtained community certificate issued by the Competent Authority in the prescribed format (**not older than 6 months as on the date of advertisement**).

(iii) In case of candidates from Govt / Quasi Govt / PSU, the application should be forwarded **through proper channel** or **No Objection Letter** from the present Employer has to be produced at the time of Interview.

(iv) Candidates are requested to check their eligibility criteria with regard to age, Qualification and experience against the advertisement.

(v) The candidates are requested to send the duly filled application, along with copies of testimonials/documents in respect of educational qualification, experience and caste / disability certificate in case of SC /ST/OBC /PWD (if any) along with the recent passport size photograph to the above mentioned address.

Advertisement ref. No. ITI/COMP/01/28/13/02

Date: 30.10.2013

[Click here to download application form](#)