



ITI LIMITED

(A Govt. of India Undertaking)
REGD & CORPORATE OFFICE
ITI BHAVAN, DOORAVANI NAGAR
BENGALURU – 560016

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 business. ITI has a dedicated Network Systems Unit for carrying out installation and commissioning of equipment and undertaking turnkey jobs. The company has set up state of the art Data Centre at Bangalore. The Company is looking for creative and talented professionals in the following fields on Tenure / Contract basis.

(A)TENURE : Appointment will be on tenure basis for a period of 5 years. **Likely to be absorbed in the Regular Rolls of the Company subject to the requirement of the organisation and performance of the Officer.**

| Project/Area | Position/ Grade | No. of Vacancy | Qualification | Experience | Upper Age Limit |
|--------------------------------|---|----------------|---|--|--|
| ASCON / Defence Net Work | Chief Manager (Grade 6), Dy. General Manager (Grade 7), Addl. General Manager (Grade 8), General Manager (Grade 9) | 4 | Full time Degree in Telecommunication, Electronics, Electrical and Electronics, Electronics & Communication, Civil Engineering from a recognised University/Institute | Post Qualification executive experience of minimum of 21 years for GM and 18 years for AGM and 15 years for DGM and 12 years for CM in the relevant area in a large Industrial / Govt. / Private organization. | Below 52 years for GM, 50 years for AGM and DGM. 45 for CM (Upper age limit will be relaxable by 3 years for OBC candidates (Non-Creamy layer) and 5 years for SC/ST/ Physically Challenged and Ex. Defence Service personnel in accordance with the Government of India guidelines. |
| GPON / Bharat Net | | 4 | | | |
| FINANCE | | 4 | CA/ICWA/Full time MBA-Finance from a recognised University or its equivalent AICTE approved course. | | |
| MKTG | | 4 | Essential Qualification: Full time Degree in Telecommunication, Electronics, Electrical and Electronics, Electronics and Communication from a recognised University/Institute. Preferable Qualification : MBA – Marketing. | | |
| HR | | 4 | Full time 2 years Post Graduate Degree in HR/Social work/ Personnel Management / Industrial relations from a recognized University or its equivalent full time 2 years PG Diploma in the same area from a recognized institute. | | |

CTC FOR VARIOUS GRADES

GRADE 9– Rs.14.70 Lakhs, GR. 8 – Rs.13.28 Lakhs, GR. 7 - Rs. 12.57 lakhs, GR. 6 - Rs.11.50 Lakhs

(B) DEFENCE OFFICERS/RETIRED DEFENCE OFFICERS :

Appointment will be on tenure basis for a period of 5 years. **Likely to be absorbed in the Regular Rolls of the Company subject to the requirement of the organisation and performance of the Officer.**

Officers with the above qualification and experience in the relevant area detailed at 'A' will be considered at the appropriate Level/Post based on their Service Rank in the Armed Forces. CTC as mentioned at 'A'.

Age limit: The period of service in the Armed forces plus 3 years shall be deducted from the actual age of the ex-service personnel and if the resultant age does not exceed the maximum age fixed for the post, he shall be eligible for consideration. The Candidates age should not be above 55 years as on the date of advt.

(C) CONTRACT :

Retired Officers from PSUs, Govt. Organisation/Ex-Service Personnel with the above Qualifications and experience in the relevant area detailed at 'A' are eligible for apply. Engagement of Retired Officers in the Company will be for a period of Three years; Age should not be exceeding above 65 as on last date of submission of application. The consolidated remuneration will be Rs. 85000 for GM, 75000 for AGM, 65000 for DGM and 55000 for CM.

JOB PROFILE

1. ASCON/DEFENCE NET WORK/GPON

Deploying and maintaining strategic communication network.
Installation and maintenance of optical fiber network.
Supply, installation, commissioning and maintenance of telecom equipment like IP/MPLS Routers, Microwave Radio, Satellite Terminals, NMS, Mobile Nodes and Testing

2. FINANCE

Should have strong grounding in all aspects of Finance functions with emphasis in Financial Management, Costing, Audit, Budgetary controls, Treasury Management, Finalization of Accounts, Taxation, Capital expenditure control, familiarity with computerized system and related areas.

3. HR

Advice Management on the matters relating to HR/Administration issues.
Formulation and Implementation of HR Policies and guidelines.
Manpower Planning, Staffing
Labor Relations,
Introduction of new HR initiatives and its implementation.
Oversee HR /Administration in the Company and resolve difficult situations.
Implement the HR Strategy in close co-operation with line managers/Management and the HR Executives.
Employee Development and Organizational Development Functions
Speedy settlement of disputes/ legal cases.
Active follow up for speedy implementation of Management decisions.

4. **MARKETING**

Find Market for products and services offered by the Units.

Developing ideas for creative marketing.

Development and execution of marketing plans to reach targets.

Analyze market needs and initiate proposals to Management to shape future marketing strategies.

Advice Management on the issues relating to Marketing activities /strategies.

Liaise with Units/RO's showcase ITI Products & Projects including IOT/Smart city segments.

Explore marketing potentials and Establish business for Communication and allied products in overseas Countries particularly in African Countries.

BENEFITS & PERKS (for 'A' & 'B')

- Statutory benefits viz., Provident Fund / Gratuity as per relevant Rules / Act.
- Medical facility, subsidized Canteen
- Magazine allowance
- Company residential quarters subject to availability, in which case HRA is not admissible.
- 30 days earned leave and 12 days' casual leave per annum as per Company rules
- Group Insurance coverage.
- Reimbursement of membership fee for professional bodies and other perks / allowances as per company's Rules.
- Present variable dearness allowance @283.1% of Basic Pay and applicable HRA.

BENEFITS & PERKS (for 'C')

- Medical facility for self,
- subsidized Canteen
- Company residential quarters subject to availability, in which case rent as per rule is applicable.
- 12 days' casual leave per annum as per Company rules

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 Government 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 Government of India.
3. Educational Qualification, Age limit prescribed is as on the date of Advertisement and experience will be considered as on the last date of submission of the application.
4. Relaxation in Age / Experience / 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. Canvassing in any form will disqualify the candidature.
8. Company reserves the right to fill all or partially or note to fill any of the post/s. The number of post to be filled may decrease or increase depending on the actual/future requirements of the company.
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
11. To & fro Air Fare (Economy class) for Candidates appearing for Grade 8 and Grade 9 and 2nd A/C Train Fare for Grade 6 and Grade 7 by the shortest route will be reimbursed to candidates from out stations as per rules of the company.
12. Internal candidates are also eligible for apply. There is no age bar for internal candidates. Required professional qualification will be as per Career Plan of the Company. Candidates should have completed at least one year of Service in the next lower Grade on the last date of submission of application to become eligible for apply. Internal candidates on the Regular Rolls of the company will be allowed to continue as regular employee. If selected, posting will be as per requirement of the company.
13. Applications with insufficient information/incomplete will be rejected.

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

Applications should be submitted through online. In addition to submission of online application, the candidates are requested to submit hardcopies of application along with required documents as per the list below in the following address. Without hard copies of application with relevant documents candidates will not be included in the shortlist. Last date of submission of on line application is on 05.02.2018 and receipt of hard copies of application along with copies of certificates on 09.02.2018 **No application fee required.**

DY. GENERAL MANAGER-HR
ITI LIMITED, REGD & CORPORATE OFFICE
ITI BHAVAN, DOORAVANI NAGAR, BENGALURU – 560016

Hardcopies of application should be accompanied with the following:-

- (I) Self Attested photocopies of certificates and Marks Sheets in proof of Educational Qualification (X standard / SSLC and onwards) and Self attested Photocopies of Experience Certificate/s with a latest salary certificate containing detailed particulars of Basic Pay, Scale of Pay, Perks etc. Originals should be produced for verification at the time of interview.

- (II) SC/ST category candidates should attach self attested photocopy of Caste Certificate issued by the Competent Authority. Originals should be produced for verification at the time of interview.
- (III) OBC (Non-Creamy Layer) category candidates should attach self 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). Originals should be produced for verification at the time of interview.
- (IV) PWD category candidates should attach self attested photocopy of valid disability certificates issued by the Competent Authority in the prescribed format. Originals should be produced for verification at the time of interview.
- (V) Ex-Service Category candidates should attach self attested copy of Service Certificate. Original should be produced at the time of interview for verification.
- (VI) In case of candidates from Government / Quasi Government / PSU, 'No objection letter' from the present Employer has to be produced at the time of interview.
- (VII) The candidates are requested to check their eligibility criteria with regard to age, educational qualification, experience against the advertisement.

Advertisement Ref. No. ITI/COMP/01/28/18/01 Date. 08.01.2018