

**11-04/2016-SEA-I(Pt.)**  
**Government of India**  
**Ministry of Communications**  
**Department of Telecommunications**  
**Sanchar Bhawan, 20, Ashoka Road, New Delhi - 110 001**

Dated: 28.05.2018

**CIRCULAR**


**Sub:** Selection for the post of Director (HR), BSNL Schedule A of the CPSE-reg.

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The undersigned is directed to forward herewith a copy of PESB communication No.7/9/2018-PESB dated 9<sup>th</sup> May 2018 regarding the subject mentioned above.

2. Willing and eligible officers of Indian P&T AFS Group 'A' who are meeting the eligibility criteria as mentioned in PESB above communication may fill up application form **online** available on the website of PESB-<http://pesbonline.gov.in/> and take a printout and send it offline to this office immediately but not later than 29/06/2018 for taking further necessary action.

Encl: as above.

  
**Asstt. Director General (SEA-I)**  
**Telephone No.011-23036126**

Copy to: -

1. PS to CGCA.
2. All Pr.CCAs/CCAs/DG NICF.
3. All SAG Officers of IP&T AFS Group-'A', DoT HQ.
4. Sr. DDG (PAF), Department of Posts, Dak Bhawan, New Delhi, for taking necessary action please.
5. DDG (E&T)/Director (SEA), DoT Hqrs.
6. US(SEA) - for posting on the DoT website.

**MOST IMMEDIATE**

F.No.E-1-3/2018-PSA  
Government of India  
Ministry of Communications  
Department of Telecommunications  
Sanchar Bhawan, 20 Ashoka Road, New Delhi-110001  
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Dated: 15<sup>th</sup> May, 2018

To

Shri Sanjay Singh,  
CMD, BBNL,  
O/o Administrator (USOF),  
Room No.202, Sanchar Bhawan,  
New Delhi.

Shri Anupam Shrivastava,  
Chairman & Managing Director,  
Bharat Sanchar Nigam Ltd.,  
3<sup>rd</sup> floor, BSNL Bhawan,  
Janpath, New Delhi-01

Shri P.K. Purwar  
Chairman & Managing Director  
Mahanagar Telephone Nigam Ltd  
5<sup>th</sup> Floor, Doorsanchar Sadan,  
9, CGO Complex  
Lodhi Road, New Delhi.110003.

Shri A.S. Rao,  
Chairman & Managing Director  
Telecommunications Consultants  
India Ltd. TCIL Bhavan, Greater  
Kailash-1, New Delhi-110048

Shri S. Gopu,  
Chairman & Managing Director  
Indian Telephone Industries Ltd  
Doorvani Nagar,  
Bengaluru-560016

**Sub.:** Selection for the post of **Director (HR)**, Bharat Sanchar Nigam Limited (BSNL) in schedule "A" of the CPSE.

**Ref.:** PESB communication No. 7/9/2018-PESB dated 09.05.2018.

Sir,

I am directed to refer to the communication under reference (copy enclosed) and to state that PESB has invited names of qualified candidates for the post of Director (HR), BSNL latest by 15.00 hrs. on **16.07.2018**.

2. PESB has prescribed the following **mode for filling up** of application form:

- (i) Fill up the application form **online** available on the website of PESB-<http://pesbonline.gov.in/> and thereafter **forward it online** through prescribed channel.
- (ii) Fill up the application form **online** available on the website of PESB-<http://pesbonline.gov.in/> and thereafter **take a printout and send it offline** through prescribed channel.

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20/5/18



3. PESB has prescribed the following channels for submission of applications:
- Government Servants.....: through Cadre Controlling authority.
  - CMDs/MDs/Directors in CPSE: through the concerned administrative Ministry.
  - Below Board level in CPSE: through the concerned CPSE.
  - CMDs/MDs/Directors in SPSE: through concerned administrative Secretary of the State Government.....
  - Below Board level in SPSE: through the concerned SPSE.
  - Private Sector: directly to the PESB.
4. It is requested that the names of all willing and eligible candidates seniority-wise, who are found suitable for the said post as per the enclosed job description duly verified and may be forwarded it to PESB online/offline through prescribed channels of submission so as to reach PESB by 15.00 hrs. on 16.07.2018.
5. The ACRs of the eligible candidates for the last 10 years along-with their latest vigilance profile[(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated, if any, etc.] may be kept ready.
6. The respective Cadre Controlling Authorities/CPSEs while forwarding application may please ensure that the officer fulfils the eligibility criteria and all columns of the application form are duly filled in as incomplete applications are liable to be rejected.
7. It is also requested to forward application of Board level appointees in your company to PSA Branch latest by 06.07.2018 so that it may further be forwarded to PESB before the expiry of the last date i.e. 16.07.2018.
8. It may kindly be noted that the last date for submission of application to PESB is 15.00 hrs. on 16.07.2018.

Yours faithfully,

(A.K. Sivastava)

Under Secretary to the Govt. of India  
Tel. No.23036190

Encl.: As above.

Copy alongwith copy of the PESB's communication under reference are forwarded for similar necessary action to Wireless Advisor (WPC), Sr. DDG (TEC)/Sr. DDG (BW)/DDG (Estt.)/DDG (E&F)/DDG (SU)/DDG (IR)/ DDG (Security) for sending the names of willing and eligible candidates from IRRS/ITS/ Indian P&T Finance & Accounts Service/C-DoT/ Civil/ Electrical

Copy for information to: PSO to Secretary (T)/Sr. PPS to Member (S)/Member(T)/Member (F) / PPS to Spl. Secretary (T)/PS to JS (A)/JS (T) – through e-mail.

Copy to Director (Restg.), DoT with the request for uploading it on the website of DoT

Under Secretary to the Govt. of India  
Tel. No. 23036190

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*Handwritten notes and signatures:*  
 12/5/18  
 15/5/18  
 585/DDG(E&F)  
 15/5/18  
 12/5/18  
 17/5/18  
 18/5/18  
 18/5/18



No. 7/9/2018-PESB

भारतसरकार / Government of India

कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel & Training

लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board

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ब्लॉक संख्या 14, सीजीओ कॉम्प्लेक्स, लोदी रोड  
Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली / New Delhi - 110003,  
दिनांकित / Dated: 9<sup>th</sup> May, 2018

JSC(A)

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US(P&A)  
14/5/2018

**Subject:** Selection for the post of **Director (Human Resources), Bharat Sanchar Nigam Limited (BSNL)**, a schedule 'A' CPSE.

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of **Director (Human Resources), Bharat Sanchar Nigam Limited (BSNL)**, a schedule 'A' CPSE, the scale of pay of the post being **Rs. 75,000 - 1,00,000/-**. A copy of the job description for the post is enclosed.

2. It is requested that names of all candidates seniority-wise for the said post along with their applications, in the prescribed format duly verified, may kindly be forwarded so as to reach the PESB by 15.00 hours on **16<sup>th</sup> July, 2018**. *The applications of all candidates are to be addressed to Smt. Kimbuong Kipgen, Secretary(PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi.* It is also requested that advance action may be taken to keep the ACRs for last 10 years of the candidates ready along with their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is scheduled. It is further requested that the vacancy for the post may also be uploaded on the website of Ministry/ Department for wider publicity.

3. If the relevant details are not received within the stipulated time, it will be assumed that there are no applications received to be sponsored for the post.

Encl.: As above

(C A Jacob)

Deputy Secretary to the Govt. of India

Tel. 24362936

Department of Telecommunications,  
(Ms. Aruna Sundararajan, Secretary) - in mtg  
Sanchar Bhawan,  
New Delhi.

US/CP&A/2018  
14/5/2018  
M change of to me  
and give it to me  
Dr. Ballar



भारत सरकार  
Government of India  
कार्मिक एवं प्रशिक्षण विभाग  
Department of Personnel & Training  
(लोक उद्यम चयन बोर्ड)  
(Public Enterprises Selection Board)  
\*\*\*

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड  
Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली / New Delhi- 110003

सी. पी. एस. ई. का नाम NAME OF THE CPSE	: Bharat Sanchar Nigam Limited (BSNL)
पद का नाम NAME OF THE POST	: Director (Human Resources)
रिक्ति की तारीख DATE OF VACANCY	: 01/05/2019
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	: Schedule A
पद का वेतनमान SCALE OF THE POST	: Rs. 75000-100000

#### I. COMPANY PROFILE

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' Miniratna CPSE under the administrative control of Department of Telecommunications.

The authorized and paid up capital of the Company was Rs. 17,500 crore and Rs. 12,500 crore respectively as on March 31, 2017.

Its Registered and Corporate offices are at New Delhi.

The shareholding of the Government of India in the Company is 100%.

#### II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (HR) is a member of the Board of Directors and reports to Chairman and Managing Director. He/She is responsible for all matters relating to the development and effective utilization of human resources of the company and plays a key role in the formulation of human resource development policies and strategies and their implementation.

## ELIGIBILITY

### 1. AGE : On the date of occurrence of vacancy (DOV)

Age of superannuation 60 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years of residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years of residual service as on the date of vacancy w.r.t. the date of superannuation.

### 2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

- Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- Central Government including the Armed Forces of the Union and All India Services;
- State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs 2000 crore or more**;
- Private Sector in company where the annual turnover is **\*Rs 2000 crore or more**.

(\* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)

### 3. QUALIFICATION:

The applicant should be a graduate from a recognised University/ Institution with good academic record.

The Post Graduate Diploma or Degree in Personnel Management/ Human Resource Management or Masters in Business Administration (MBA)/ Post Graduate Diploma/ Programme in Management (PGDM/ PGPM) from a recognized University/ Institute, will be desirable.

### 4. EXPERIENCE:

The applicant should have at least five years of cumulative experience during the last ten years in various aspects of HR/ Personnel Management/ Industrial Relations in an organisation of repute.

### 5. PAY SCALE/ RANK/ LEVEL:

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

(a) Applicants from CPSEs should be working in the following or a higher pay scale:

#### Eligible Scale of Pay

- Rs. 7250-8250 (IDA) Pre 01/01/1992
- Rs. 9500-11500 (IDA) Post 01/01/1992
- Rs. 20500-26500 (IDA) Post 01/01/1997
- Rs. 51300-73000 (IDA) Post 01/01/2007
- Rs. 18400-22400 (CDA) Pre-revised
- Rs. 37400-67000 + GP 10000 (CDA)

(b)

(i) Applicants from Central Govt. / All India Services should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay.

(ii) Applicants from the Armed forces of the Union should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the Board level.

### 6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services, will be eligible for consideration only on immediate absorption basis.



#### **DURATION OF APPOINTMENT**

The appointment shall be for a period of five years from the date of joining or upto the date of superannation or until further orders, whichever is earlier.

#### **V. SUBMISSION OF APPLICATIONS**

All applicants should send their applications as per the format .

1. The applicants should submit their applications through proper channel as follows:

- (a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority;
- (b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;
- (c) Below Board level in CPSE: through the concerned CPSE;
- (d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;
- (e) Below Board level in SPSE: through the concerned SPSE.
- (f) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:

- (a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);
- (b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies);
- (c) Evidence of working at Board level or at least a post of the level immediately below the Board level;
- (d) Self-attested copies of documents in support of age and qualifications;
- (e) Relevant Jobs handled in the past with details.

#### **VI. UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

##### **1. For candidates from Central Government/Armed Forces of the Union/ All India Services**

- (a) The appointment is on immediate absorption basis.
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

##### **2. For candidates from CPSE**

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

##### **3. For candidates from SPSE/ Private Sector**

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

**THE APPLICANTS CAN EITHER**

(a) fill up the Application Form online against this Job Description on the website of PESB - <http://pesbonline.gov.in/> and thereafter forward it online, as specified in para V(1).

Or

(b) fill up the Application Form online against this Job Description on the website of PESB - <http://pesbonline.gov.in/>, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to PESB is by 15.00 hours on 16/07/2018. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED. Board reserves the right to shortlist applicants for interview.

Applications are to be addressed to

Smt Kimbuong Kipgen

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,

Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

**ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.**