



ITI LIMITED

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

ITI Limited, the Country's multi-unit Central Public Sector Undertaking under the Department of Telecommunications, Ministry of Communications is all set to scale greater heights and reach unexplored realms. The company has vast expertise and experience of manufacturing legacy as well as new generation telecom products. From the digital switches to the GSM BTS, ITI has the state of the art infrastructure to manufacture any telecom & electronics product. The Company is one of the country's leading total solutions provider in telecommunications. The company offers complete range of telecom products including the optical broadband network elements, both active & passive. The company has also diversified in the manufacture of Solar Panels, Smart Cards, 3D printing etc. Besides manufacturing, company also offers the latest telecom solutions and customized support to a variety of business including testing facilities (EMI/EMC, Safety, Security, SAR) at its Bengaluru unit.

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. In line with the prevailing technology trend ITI has plans to make strides in the emerging Technology areas like 5G, IoT, M2M, AI etc. **The Company is looking for creative and talented Officers at Middle/Senior Levels in the following positions:-**

Position	Vacancy	Mandatory Qualification	Preferable Qualification	Experience	Terms of Appointment
Chief Manager/Dy. General Manager/Addl General Manager (R&D) (Grade VI/VII/VIII)	One	ME/M Tech (E&C/Telecommunication/CS).	Ph.D in relevant area.	Post Qualification executive experience of minimum of 12 years for CM, 15 years for DGM and 18 years for AGM in Embedded system design and programming involving μ C, FPGA and project execution with embedded design, computer applications etc.	Tenure for a period of 5 Years with provision for absorption in the regular rolls of the Company.

CMR/Dy. General Manager/Addl General Manager (Legal) (Grade VI/VII/VIII)	One	Post Graduate in Law	Post Graduation with specialization in Taxation/Final Pass in ACS/CA.	Post Qualification executive experience of minimum of 12 years in the Legal Department of medium /large industry or legal associate /legal consultant in an Advocate's or Solicitor's office or in the Legal Department of Central/State Government for CMR, 15 years for DGM and 18 years for AGM.	Tenure for a period of 5 Years with provision for absorption in the regular rolls of the Company
Manager/Chief Manager/Dy. General Manager (HR) (Grade. V/VI/VII)	8	MBA-HR/MSW-HR or its equivalent from a recognized university/ Institute	LLB/LLM from a recognized university/ Institute	Post Qualification executive experience of minimum of 9 years for Manager, 12 years for Chief Manager and 15 years for Dy. General Manager in the relevant area.	
Manager/Chief Manager/Dy. General Manager (FINANCE) (Grade. V/VI/VII)	8	Final Pass in CA/ICWA			
Manager/Chief Manager/Dy. General Manager (TECHNICAL) (Grade. V/VI/VII)	8	BE/B Tech in Electronics/E&C/CS/Civil/IT/Telecommunication	ME/M Tech in Electronics/E&C/CS/Civil/IT/Telecommunication		
Dy. Manager/Manager (Technical Assistant to CMD) (Grade. IV/V)	One	BE/B Tech in Electronics/E&C/CS/IT/Telecommunication	MBA	Post Qualification executive experience of minimum of 6 year for DM and 9 years for Manager in the relevant area.	

<p>Manager/Chief Manager/Dy. General Manager (R&D) (Grade. V/VI/VII)</p>	4	<p>B.E / B.Tech (E&C / Telecom / Computer Science)</p>	<p>ME/M Tech (E&C / Telecommunicatio ns / CS or M.Sc - Maths with M.Tech (E&C / Telecommunicatio ns / CS</p>	<p>Post Qualification executive experience of minimum of 9 years in R&D and other related Organizations for MR, 12 years for CMR, 15 years for DGM in the following areas. µC/FPGA based Harware design, VHDL/Verilong programming to handle IP and PDH/SDH traffic, Embedded C Programming, Project execution of embedded systems with hardware &S/W, Algorithm development and analysis, implementation S/W</p>	<p>Tenure for a period of 5 Years with provision for absorption in the regular rolls of the Company</p>
<p>Dy. General Manager/ Additional General Manager (PR) (Grade. VII/VIII)</p>	One	<p>Post Graduate Degree in Public Relations, Journalism, Mass Communica tion/Advert ising from a recognized University</p>		<p>Post Qualification executive experience of minimum of 15 years for DGM, 18 years for AGM in the relevant area.</p>	

Note: In case of practicing advocates (i) copy of the Bar Council Registration Certificate and (ii) a certificate from Bar Association of which the candidate is a member or a certificate issued by the presiding officer of a Court before which the candidate has practised for the required period should be produced at the time of interview

1. CHIEF MANAGER/ DEPUTY GENERAL MANAGER/ADDL GENERAL MANAGER(R&D)

JOB DESCRIPTION

- The Candidate shall be responsible for guiding the Crypto Product team in the area of Research & Development of Hardware and Software based Crypto products.
- To identify the emerging technologies in the area of Cryptology.
- Liaison with Production in Productionisation of the products developed.
- Responsible for resolving the field integration problems in the networks.
- Liaison with various Govt. agencies in evaluation of the Crypto product and also with users like Defence and paramilitary forces.
- The Candidates should also be responsible for guiding the Engineers / Scientists of Hardware development in design using state of the art techniques using FPGA, Micro controller etc.

2. CHIEF MANAGER/ DEPUTY GENERAL MANAGER/ ADDL. GENERAL MANAGER(LEGAL)

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, Taxation, 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 the job.

3. MANAGER/CHIEF MANAGER/DY.GENRAL MANAGER(R&D)

JOB DESCRIPTION

- To be well versed in communication networks with protocol knowledge of various Multiplexed streams like E1, E3, STM1, STm4, IP to guide the team in Hardware design.
- Responsible for development of Crypto Logarithms along with key scheduling essentially required for all Crypto products with Mathematics and Software team.
- To guide the team in Software development for implementation of various Crypto Algorithm and Key generation in Hardware.
- Resolve Field integration issues and production related issues.
- The candidate should design of digital circuits both in Hardware using state of the art techniques using FPGA, Micro controller etc.
- Should have sound knowledge various Programming languages like C, C++, Verilog, VHDL, Embedded C etc., for software Engineers

- Experience in knowledge of Crypto techniques would be

4. MANAGER/CHIEF MANAGER/DY.GENRAL MANAGER(FINANCE)

JOB DESCRIPTION

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

5. MANAGER/CHIEF MANAGER/DY.GENRAL MANAGER(HR)

JOB DESCRIPTION

- 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.

6. DY. MANAGER/MANAGER (Technical Assistant to CMD)

JOB DESCRIPTION

- Attend meetings with the CMD, whenever necessary responding to technical inquiries as appropriate.
- Brief CMD on technical knowledge and information on projects and services, providing answers and translating the technical capabilities of all services.
- Evaluate, review, and interpret technical inquiries, and be able to provide recommendations at the appropriate level from both existing and potential clients, as may be directed by the CMD.
- Co-operate with Unit Heads/HOD's as may be necessary to follow up operational matters with report to the CMD.
- Assist the CMD on a wide range of issues which includes collecting, analyzing and summarizing all relevant data that will aid decision making.
- Demonstrate problem solving ability, excellent, analytical, and strong communication (verbal and written) skills, and hands on –can do attitude.
- Documentation, technical assistance and preparation of the CMD's presentations, write analyses, summaries and reports for the office.
- Draft minutes of all meetings of CMD and ensure follow up with the concerned with regard to the action taken and submit a periodical report to CMD.
- Act with professionalism at all time to reflect an appropriate image of the CMD.
- Perform any other duties as assigned by the CMD.

7. **DY. GENERAL MANAGER/ADDL. GENERAL MANAGER(PR)**

JOB DESCRIPTION

- Guide the communication efforts of the organization in all aspects of maintaining the image of the organization.
- As head of Corporate PR, calls for ability to interact at all levels and inclination towards visualizing, creative communication / conceptual skills with a flair for writing, designing etc., for various media-print, electronic & digital journals / publications; advertising / promotions;
- Conducting Exhibitions / Trade Fairs; Films/Audio-Visuals / Multimedia and other related areas of Public Relations.
- Maintain the protocol while VIP Visits, ensuring no laps in communication and to maintain good relations with Senior Officers, Government Departments and with the Customers.

POSITION AND PAY SCALE

AGM : Total emoluments at Rs.86196 (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.18500-450-23900 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules.
CTC : Rs.17.76 Lakhs

DGM : Total emoluments at Rs. 81553 (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.17500-400-22300 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules.
CTC : Rs.16.80 Lakhs

CMR :Total emoluments at Rs. 74588 (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.16000-400-20800 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules.
CTC : Rs.15.37 Lakhs

MANAGER: Total emoluments at Rs. 67624 (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.14500-350-18700 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules. CTC : Rs. 13.94

Dy. MANAGER: Total emoluments at Rs. 60659 (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.13000-350-18250 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules. CTC : Rs. 12.51

UPPER AGE LIMIT

Below 50 for AGM and DGM, 45 years for CMR, 42 for MR and 40 for DM (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.

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), EWS and Persons with disabilities (PWD) / Ex Servicemen category exists as per Government of India Guidelines. Candidates belonging to OBC-Non Creamy Layer Category are required to submit latest OBC Non Creamy layer certificate from a competent authority in the prescribed format.
3. Educational Qualification, Age and Experience limit prescribed is as on the date of Advertisement.
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 2nd A/c for candidates shortlisted for Manager Post, CMR, DGM and Air Fare (Economy class) for AGM will be reimbursed to outstation candidates.
12. 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 for submission of on line application is on 20.03.2020 and receipt of hard copies of application along with copies of certificates is on 25.03.2020 **No application fee required.**

ADDL. GENERAL MANAGER-HR
ITI LIMITED, REGD & CORPORATE OFFICE
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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 valid OBC NCL certificate issued by the Competent Authority in the prescribed format. Originals should be produced for verification at the time of interview.
- (IV) EWS Candidates should attach self attested photocopy of valid Income and Asset certificate issued by the Competent Authority in the prescribed format as per Annexure – 1 of DoPT Circular No.36039/1/2019-Esst(Res) dated 31.01.2019.
- (V) 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.
- (VI) Ex-Service Category candidates should attach self attested copy of Service Certificate. Original should be produced at the time of interview for verification.
- (VII) 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.