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निगम कार्यालय
भर्ती अनुभाग, ईस्टर्न कोर्ट,
जनपथ, नई दिल्ली-110001
ई-मेल : bsnlrectt@bsnl.co.in

BSNL भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

Advertisement No: - BSNLCO-11/12(13)/1/2026-RECTT-CO **Dated 04.06.2026**

NOTIFICATION YEAR-2026

Subject: - Invitation of Applications for engagement of General Managers in Finance & Accounts streams in Bharat Sanchar Nigam Limited (BSNL) on contractual basis.

Bharat Sanchar Nigam Limited (BSNL) invites applications for Engagement of General Managers in Finance & Accounts Streams in BSNL on contractual basis from open market. Candidates fulfilling the prescribed eligibility conditions & possessing requisite qualification, work experience, etc. as detailed in following enclosures are eligible to apply.

- Rules / Terms &Conditions - ANNEXURE-A
- Eligibility Criteria - SCHEDULE-I
- The proposed place of posting/location- SCHEDULE-II

2. The schedule for online registration shall be as given below:-

DATE & TIME OF START OF ON-LINE REGISTRATION	10.00 Hrs. of 09.06.2026
DATE & TIME OF END OF ON-LINE REGISTRATION	10.00 Hrs. of 24.06.2026
DATE & TIME OF START OF APPLICATION EDITING PERIOD	10.00 Hrs. of 25.06.2026
DATE & TIME OF END OF APPLICATION EDITING PERIOD	10.00 Hrs. of 28.06.2026

3. Registration and Examination fee:

i. Candidates applying for the said post are required to apply on the link provided on BSNL web site www.bsnl.co.in, only [https://bsnl.co.in/aboutus/careers]. Candidates are required to take print-out of the computer generated registration form for their record and future purposes.

ii. The prescribed examination fee Rs.1000/- (Rupees One Thousand only) shall be paid through online mode only (i.e. Internet Banking, Credit Card, Debit Card only) on BSNL website.

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iii. 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 selection.

iv. The candidates are advised to fulfill all eligibility conditions before applying. In case any information is found false/misleading at a later stage or otherwise, the candidature of such applicants would be cancelled and no correspondence in this regard would be entertained.

v. In case of multiple applications/registrations from the candidate, the latest application/registration number shall be considered as final and older applications shall be rejected.

4. BSNL Management reserves the right to cancel the engagement exercise fully/ partially at any stage at its discretion. It may also be noted that BSNL does not seek payments of any kind other than the registration fee.

5. Candidates in their interest are advised to check the BSNL website www.bsnl.co.in regularly for updates and other relevant information. For any query related to terms & conditions, etc., the applicants may contact BSNL Corporate Office, New Delhi at email address: **bsnlseaco@gmail.com.**

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(Pravin Kumar Jha)
AGM (Recruitment)
BSNL CO

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ANNEXURE-A

Engagement of General Managers in Finance & Accounts Stream in BSNL

On Contractual Basis from Open Market

:: Rules/Terms &Conditions ::

1	Objective	The objective is to engage qualified and experienced Finance & Accounts personnel on contractual basis in BSNL, to help in achieving profitability through revenue generation, control functions, support financial management, audit compliance and policy advisory functions within the organization. It is aimed at utilizing their expertise in handling complex financial matters and ensuring robust financial governance within BSNL. Their contribution is expected to aid the organization in improving efficiency, compliance and strategic financial decision-making.
2	Mode of engagement	The mode of engagement shall be initial screening based on age, qualification, experience and other criteria followed by interview by the Interview Board. The process shall be documented and based on objective criteria as detailed in Clause-11.
3	Place of Posting	3.1 The selected candidates may be posted either in Corporate Office or in any Circle or in any Unit of BSNL depending on company's requirement. 3.2 The proposed place of posting/location as per Schedule II. 3.3 Proposed place of posting is indicative. BSNL reserves the right to post or transfer the services to any of the offices of BSNL depending upon the exigencies of service.

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4	Number of Posts	4.1 No. of Posts – 15 (Tentative) 4.2 The number of Posts mentioned above are provisional. BSNL shall reserve the right to decrease or increase the number of posts to be filled depending on the requirement of the organization. 4.3 BSNL reserves the right to cancel/restrict/enlarge/ modify/alter/close/re-open the engagement process fully or partly at any stage with reasons to be recorded in writing. 4.4 Corrigendum or Addendum or Cancellation to the advertisement/notification, if any, shall be published only on the websites of BSNL and will not be published in the newspapers. Therefore, the candidates are advised to check the websites of BSNL regularly. 4.5 A panel of suitable candidates from the applicants shall be prepared based on age, qualification, experience and other criteria and the selected candidates shall be engaged on contractual basis as per the requirement of the Company. The panel so prepared shall remain valid for the period specified under Clause 11.7. 4.6 The selected candidates will be assigned the duties of General Manager in any branch or branches of Finance & Accounts stream, viz. Finance, Telecom Revenue, Taxation, Establishment Finance, Corporate Accounts, Internal Audit, and Corporate Banking & Budget etc. and will be designated accordingly.

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5	Job Profile	The General Manager will be responsible for financial stability, efficiency and strategic support for telecom operations including supporting top management in decision-making, ensuring financial discipline in operations and aligning finance with business growth and telecom expansion. Key Functions: Financial Planning: Budgeting, forecasting and strategic financial decisions Cost Control: Monitoring CAPEX/OPEX and ensuring efficient utilization Reporting & Compliance: Financial statements, audits, and regulatory compliance Revenue generation strategies, billing and receivables management Revenue Assurance: Ensuring accurate billing and preventing revenue leakage Project Finance: Evaluating telecom projects (network expansion, Turnkey projects, IT systems etc.) Treasury Management: Managing cash flow, funds and banking relationship.
6	Age	The maximum age limit of the applicant is 50 years as on the closing date of submission of application.
7	Educational Qualification	7.1 The candidate must possess any one of the following qualifications : Chartered Accountant (CA) Cost & Management Accountant (CMA) MBA (Finance) from a recognized university/ institution PG Diploma in Management (Finance) from a recognized university/ institution 7.2 All qualifications must have been acquired from Indian or Global Institutes/Universities, recognized by UGC or AICTE (whichever is applicable) or any other appropriate statutory authority in India or abroad.

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8	Experience	8.1 The candidates should have more than 15 years of post-qualification work experience in Executive/ Management grade in the Finance and Accounts domain including at least 5 years in Senior Executive/Managerial level of DGM and above, in listed companies or high-turnover firms with 3 years average turnover of Rs.3000 Crores or above supported by audited financial statements or credible documentary evidence. 8.2 The experience should be specifically in accounts and finance arena including : Finance & Accounts Financial Planning & Budgeting Audit & Assurance Taxation (Direct & Indirect) Statutory and Internal Compliance Capital and Revenue Expenditure Monitoring ERP and Financial MIS Telecom/Consumer market related financial frameworks 8.3 Strong analytical and problem solving skills are essential. 8.4 Excellent communication and interpersonal skills are necessary for interacting with various stakeholders. 8.5 Prior consultancy assignments with government bodies, PSUs or telecom sector entities will be an advantage. 8.6 Knowledge of BSNL's operational and financial environment (preferred, but not mandatory).

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9	Period/Terms of Engagement	The Engagement to the post of General Manager in Finance & Accounts stream shall be regulated as under : 9.1 The person shall be engaged as General Manager in Finance & Accounts stream on contract basis initially for a period of one (01) year (from the date of joining) which may be extended up to maximum period of five (05) years (i.e. 1+4 pattern) subject to performance review. 9.2 The Maximum period of contract will be five (05) years. Extension beyond five years, in deserving cases under exceptional circumstances, may be granted with the approval of the BSNL Board. 9.3 The performance of the General Manager in the Finance & Accounts stream shall be evaluated through a structured review mechanism to ensure accountability, continuity and alignment with organizational objectives. On completion of one year contract, the performance evaluation shall be carried out by a designated Committee, focusing on the achievement of assigned responsibilities and key performance indicators (KPIs) as communicated therein. 9.4 Based on the Committee's report, the tenure of the contract may be curtailed/terminated or extended for another 4 years, depending upon the performance against the assigned KPIs and the requirements of the Company, subject to the approval of the CMD, BSNL. 9.5 The engagement under this policy is purely on a contractual basis for a fixed term and shall not confer any right, title, interest or claim, whether express or implied, for regular Engagement, absorption, seniority, continuity of service or extension of engagement in BSNL or any organization under the Government of India. 9.6 The relationship with BSNL shall be strictly contractual in nature, and shall not be construed as creating an employer-employee relationship under service rules, except to the limited extent necessary for administrative control, discipline and discharge of contractual obligations as specified in this agreement. 9.7 The engagement under this policy does not create any expectation of future employment or confer any preferential right in any recruitment process of BSNL.

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10	Remuneration/ Entitlements	10.1 Initially a monthly remuneration of Rs. 2,25,000/- (Rupees Two Lakh Twenty Five Thousand only). This compensation is subject to statutory Tax Deducted at Source (TDS) and other applicable government levies. 10.2 An annual increment of 5% (five percent) shall be granted. 10.3 The remuneration is consolidated. No Dearness Allowance or other additional allowances shall be admissible, except as expressly stated herein. 10.4 The engagement is entitled to a residential Service Telephone Connection and a vehicle for official purposes, strictly in accordance with General Manager grade entitlements. He/she would be ineligible for further facilities, including residential accommodation or medical reimbursement. 10.5 This position does not carry any entitlement to pensionary benefits or post-retirement medical facilities available to regular employees. 10.6 This engagement is strictly on a contractual basis. It does not constitute a permanent employer-employee relationship beyond the specific terms defined in this agreement. 10.7 The engagement is not entitled to additional benefits, allowances or service-related perks except those mandated by law, such as EPF, Gratuity or any other statutory benefits as per prevailing Government of India regulations and BSNL notifications issued from time to time.

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11	Selection Procedure	Selection for engagement to the post of General Manager on a contractual basis shall be made through a structured evaluation process based on the following criteria and weightages : 11.1 Stage-I: In first stage of selection, the prospective candidates shall be shortlisted based on age, length of experience in relevant field and qualifications possessed as per benchmark/criteria. The process of short-listing will be provisional and without verification of documents. Candidature will be subject to verification of all details/ documents with the original when a candidate reports for interview (if called). 11.2 Stage-II: The candidates shortlisted during Stage-I shall be called for Group Discussion and Presentation followed by interview for final selection. Date, venue for interaction & other details shall be intimated to shortlisted candidates in due course of time through email. At the time of interview, the shortlisted candidates shall have to produce their bio-data and certificates, in original for verification.

11.3 Criteria and weightage

Sr.	Selection Criteria		Weightage
i	Relevant Post-Qualification Experience	Experience in Core Finance & Accounts	10 %
		Experience in Government/ PSU	10%
		Experience in TSP organization	15%
		Roles with higher responsibility (Director and above in Government, E-6 and above in PSU and AVP/GM in Private sector)	15%
ii	Group Discussion	Evaluation of communication skills, analytical ability, teamwork, and clarity of thought through participation in group discussion	10%
iii.	Presentation	Assessment of ability to present ideas clearly, structure content and demonstrate subject knowledge effectively	10%
iv	Personal Interview	Comprehensive evaluation covering Finance, Accounts & Regulatory knowledge along with managerial and leadership capabilities	30%
	Total		100%

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11.4 The selection shall be based on the aggregate marks obtained by the candidates across all components.

11.5 Candidates shall be required to secure minimum qualifying marks, as prescribed by the Competent Authority, in the Group Discussion and Presentation to be called for Interview for empanelment. Mere fulfillment of eligibility criteria shall not confer any right to selection.

11.6 An empanelment of 30 candidates shall be prepared in order of merit for carrying out further necessary action, as required by the organization.

11.7 The empanelment of candidates shall remain valid for a period of 6 months from the date of approval of the panel. Engagement to the post of GM Finance on contractual basis shall be made from the empaneled list as and when vacancies arise during the validity period.

11.8 The Competent Authority reserves the right to modify the selection criteria, including weightages and qualifying marks, at any stage, if deemed necessary in the interest of the organization prior to commencement of selection process.

11.9 The decision of BSNL regarding scrutiny of application and short-listing shall be final and binding and no correspondence on this subject will be entertained from any candidate.

11.10 The offer of engagement shall be issued to the suitable candidates on the basis of requirement.

11.11 Engagement of General Manager shall be subject to Medical fitness to be obtained by the candidate from any registered medical practitioner or from Government Hospital / authorized medical authority, which must state that the candidate is "Medically FIT for office duties".

11.12 Candidature is liable to be rejected at any stage of selection process or after engagement, if any information provided by the candidate is not found in conformity with the eligibility criteria or if BSNL comes across any evidence/knowledge that the qualification/experience and any other particulars indicated in application/other forms/formats are not recognized/false/misleading and/or amounts to suppression of information/particulars which should have been brought to the notice of BSNL.

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12	Disqualifications & Exemption	12.1 A candidate shall be disqualified from engagement under this policy on the following grounds: (a) If the candidate has been dismissed or removed from service of the Central/State Government, PSU, or any autonomous body; (b) If the candidate has been convicted by a court of law for an offence involving moral turpitude; (c) If the candidate is found to have furnished false information or suppressed material facts; (d) If the candidate is declared medically unfit for the assignment; (e) In respect of marriage, only such disqualifications as are applicable to Central Government employees under applicable rules/instructions issued by the Government of India from time to time shall apply. 12.2 Provided that no candidate shall be disqualified solely on the basis of marital status, except where specifically provided under applicable Government rules.

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13	Integrity & Vigilance Clearance	13.1 The candidate must not have any criminal background. 13.2 There should be no pending police case, vigilance case or criminal proceedings against the candidate. 13.3 The candidate should not have been found guilty of financial irregularities, fraud or misconduct in any previous assignment. 13.4 A self-undertaking shall be required from the candidate to the effect that he/she has no criminal record or no criminal case is pending against him/her in any court.
14	Documents required	14.1 Following documents are required to be submitted along with the application : CV/Resume Passport size photograph Copy of Proof of Date of Birth Copy of PAN Copy of Qualification Certificates Copy of Experience Certificates No Objection Certificate and Vigilance Clearance, if employed in Government Department/PSU. Copy of Salary Certificate Undertaking that there is no conflict of interest with BSNL operations or other clients Undertaking that he/she has no criminal record or no criminal case is pending against him/her in any court 14.2 All photocopies of documents submitted along with the application should be self-attested by the candidate.

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		14.3 Candidates will have to produce the original documents for verification at the time of interview/joining/when asked for.
15	Attendance and working days	15.1 The working hours shall be as per BSNL working hours. The General Manager, once engaged on contract, shall adhere to the office timings and shall abide by the work ethics and discipline norms applicable to BSNL employees. 15.2 The General Manager engaged on contract can be called for work on any Holiday or Saturdays or Sundays on need basis without any payment for overtime. Compensatory leave in such cases shall be allowed by the competent authority.

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16	Indemnity Bond	16.1 An Indemnity Bond shall be executed in favor of Bharat Sanchar Nigam Limited (BSNL) for an amount of Rs.10,00,000/- (Rupees Ten Lacs only), on non-judicial stamp paper of appropriate value, prior to assumption of charge of the post. 16.2 The Indemnity Bond shall, inter-alia, provide that the selectee shall indemnify and keep indemnified BSNL against any loss, damage, financial liability or claims arising out of any act of omission, commission, negligence, misconduct, breach of contractual terms or violation of statutory provisions attributable to the selectee during the course of contractual engagement. 16.3 In the event of such loss or liability being established, BSNL shall have the right to invoke the Indemnity Bond and recover the amount up to Rs. 10,00,000/- (Rupees Ten Lacs), without prejudice to any other administrative, civil or legal remedies available to BSNL under applicable rules or law. 16.4 Invocation of indemnity shall be preceded by a due determination of liability after giving opportunity to the selectee to submit explanation.
17	Exercise of Administrative & Financial Powers	General Manager engaged on contractual basis shall be authorized to exercise such administrative and financial powers as are delegated to the post from time to time, in accordance with the Delegation of Powers approved by the BSNL Board. The exercise of such powers shall be subject to the terms and conditions of the contract and any instructions or guidelines issued by BSNL from time to time.
18	Mandatory Cessation of Previous Employment and Non-admissibility of Pay Protection	18.1 The employee engaged under this policy shall not undertake or continue any other full-time employment or other assignment in any other organization during the period of engagement, and shall

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		draw remuneration (CTC) from this organization only. 18.2 No pay protection, financial benefit or service-related advantage from the previous employment shall be admissible for the contractual Engagement as GM. 18.3 Applicants currently serving in Government Departments, Quasi-Government Organizations or Public Sector Undertakings may apply through proper channel or submit a No Objection Certificate (NOC) from their present employer at the time of interview. In case NOC is not submitted at the time of interview, the candidate shall be required to furnish the same along with Vigilance Clearance (VC) at the time of issuance of offer of engagement or prior to joining, failing which the offer shall be liable to be withdrawn."
19	Termination Clause	19.1 BSNL reserves the right to terminate the contract by giving three months' notice or payment of remuneration for three months in lieu thereof under any of the following situations: • General Manager engaged on contractual basis is unable to do the assigned work. • Quality of the assigned work is not to the satisfaction of the Company. • Absent from duty without due authorization. • Lacking in honesty and integrity or violates the confidentiality clause. • Misconduct, breach of contract or policy changes. 19.2 The General Manager engaged on contractual basis can also give three months advance notice or payment of emoluments

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		for three months in lieu thereof for termination of the contract. On receipt of notice of termination of Contract from General Manager, an exit interview shall be conducted by Reporting Officer to ascertain the reasons of termination of contract and the feedback and suggestions from Domain Expert for system improvement/associated job assignments etc. in the company. 19.3 Notwithstanding anything contained in Clause 19.1, in cases involving grave misconduct, fraud, misrepresentation, breach of confidentiality or other serious violations of contract, the Company may terminate the engagement by giving one month's notice or payment in lieu thereof, or with immediate effect in appropriate cases. 19.4 Provided that, except where immediate termination is warranted in public interest for reasons to be recorded in writing, the selectee shall be given a reasonable opportunity of being heard in accordance with the principles of natural justice before any termination is effective. 19.5 Any decision under this clause shall be based on recorded reasons by the Competent Authority.
20	Other terms & conditions	20.1 Only Indian Nationals would be eligible to apply. 20.2 No TA/DA will be paid on contractual Engagement. However, the expenses incurred on official tours, if any, shall be reimbursed as per the Company's TA/DA Policy and will be equivalent to the entitlements applicable to General Manager (GM) level executives of BSNL.

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20.3 Engaged personnel shall be eligible for 12 days CL in a calendar year @ one casual leave per month on pro-rata basis. The leave shall accrue on completed calendar monthly basis, calculated from the date of joining, un-availed leave on tenure of single year shall not be carried forward to next tenure of one year. Additional leave, without pay would be permitted upon approval by the Controlling Officer. No encashment of leave shall be admissible on completion/termination of contract.

20.4 The selectee will have no right to claim regular employment in BSNL later, by virtue of this contractual engagement.

20.5 The selectee shall keep confidential all information/ transactions/data pertaining to BSNL received by him/her directly or indirectly.

20.6 Submission of experience certificates is mandatory.

20.7 Attachment of copy of PAN card is mandatory.

20.8 The selectee must submit an undertaking that there is no conflict of interest with BSNL operations or other clients.
The selectee shall immediately disclose any actual or potential conflict of interest arising during tenure and shall not engage in any external financial advisory or consultancy assignments without prior written approval.

20.9 Notwithstanding the contractual nature of the engagement, the selectee shall be governed, mutatis mutandis, by the BSNL CDA Rules and the Code of Conduct

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		for Senior Management of BSNL, as amended from time to time, which shall apply ipso facto to the General Manager engaged on contract (Subject to amendment in BSNL CDA rules, if required). 20.10 BSNL reserves the right to modify/amend any of the terms & conditions of this engagement at any point of time. 20.11 In case of any conflict/contradiction related to this engagement, the decision of BSNL will be final and binding.
21	Residuary matters	In regard to matters not specifically covered by or under these rules, the persons engaged will be governed by the rules, regulations and orders decided upon by the Company.
22	Interpretation	Where any doubt arises as to the interpretation of any of the provisions of the rules or the regulations made there under, the matter shall be referred to BSNL Board whose decision shall be final.
23	Legal jurisdiction	Legal jurisdiction will be Delhi in case of any dispute.

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SCHEDULE-I

Eligibility Criteria

1. Age : As per Sr. No. 6 of the Rules
2. Educational Qualification : As per Sr. No. 7 of the Rules
3. Experience : As per Sr. No. 8 of the Rules

SCHEDULE-II

THE PROPOSED PLACE OF POSTING/LOCATION

Sr. No	Name of Circle/Unit	Place of Posting	Number of Post
1	BSNL Corporate Office	New Delhi	5
2	Maharashtra/West Zone	Mumbai	1
3	Gujarat	Ahmedabad	1
4	Kerala	Thiruvananthapuram	1
5	Tamil Nadu	Chennai	1
6	Karnataka/South Zone	Bangalore	1
7	Punjab	Chandigarh	1
8	West Bengal/East Zone	Kolkata	1
9	Telangana	Hyderabad	1
10	UP (East)/North Zone	Lucknow	1
11	ITPC	Pune	1
	Total		**15**

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