

No. E-1-6/2018-PSA
Government of India
Ministry of Communications
Department of Telecommunications

20 Ashoka Road,
Sanchar Bhawan,
New Delhi-110001

Dated 24th June, 2026

Sub.: Appointment to the post of Chairman & Managing Director (CMD), Bharat Sanchar Nigam Limited (BSNL) on immediate absorption basis through Search-cum-Selection process - Schedule "A" CPSE.

The Government of India has constituted a Search-cum-Selection Committee (SCSC) under the Chairpersonship of Chairman, PESB for appointment on immediate absorption basis to the post of CMD, BSNL in the scale of pay of the post Rs. 80000-125000. A copy of the job description for the post is enclosed.

2. BSNL is a schedule 'A'/Miniratna CPSE under the administrative control of Department of Telecommunication, Ministry of Communications and it is providing telecom services throughout the country.

3. The Job Description (JD) including eligibility details and format of application for the post can be downloaded from DoT's Website i.e. <http://www.dot.gov.in>.

4. It is requested that names of candidate [seniority-wise] who are found suitable for the said post as per the requirement indicated in the job description along with copies of relevant documents are sent to the following address so as to reach this office **latest by 15:00 hours on 22.07.2026:**

**Secretary (Telecom),
Department of Telecommunications,
2nd Floor, Sanchar Bhawan,
20, Ashoka Road, New Delhi.
Tel.: 011-23719898, 23372309**

5. For convenience, scanned copy of the same may also be sent at **e-Mail: amitkundan-upsc@gov.in**.

6. The applicant should **submit the application through their respective cadre controlling authority** and should mandatorily ensure that application reaches DoT before the expiry of the **last date/time of submission i.e. by 15.00 hrs on 22.07.2026.**

7. It is also requested that advance action may be taken to keep the ACRs for the last 10 years, of those candidates ready along with their 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 selection meeting is scheduled.

8. In case the relevant details are not received within the stipulated time/date, it will be assumed that there are no eligible candidates to be sponsored for the post.

Amit
24/6/26

(Amit Kundan)

Under Secretary to the Govt. of India

Ph: 2303 6884

1. All Ministries/Departments of the Govt. of India.
2. Chief Secretaries of State/UTs.
3. PSO to Secretary (T), DoT, Sanchar Bhawan, New Delhi.
4. Sr. PPS to Member(s), Digital Communications Commission, DoT.
5. Sr. PPS to Administrator (USOF), DoT, Sanchar Bhawan, New Delhi.
6. PPS to Advisor(s) DoT.
7. PPS to all Sr. DDGs, DoT.
8. Wireless Advisor, WPC, DoT.
9. PPS to JS (T)/JS (A), DoT.
10. CMD(s), ITI/BSNL/MTNL/TCIL & BBNL
11. PPS to Secretary (PESB), Block No. 14 CGO Complex, Lodhi Road, New Delhi with the request to upload a copy of the communication on the website of PESB.
12. PS to Director(ACC), DoPT(ACC), O/o Establishment Officer, North Block, New Delhi with the request to upload a copy of the communication on the website of DoP&T.
13. Web Administrator, DoT for uploading on the website of DoT.
14. Guard File and O/o Folder.

NAME OF THE CPSE	: Bharat Sanchar Nigam Limited (BSNL)
NAME OF THE POST	: Chairman and Managing Director
CLOSING DATE OF RECEIPT OF APPLICATION	: 22.07.2026
SCHEDULE OF THE CPSE	: Schedule A
SCALE OF THE POST	: ₹80,000-1,25,000

I. COMPANY PROFILE

Bharat Sanchar Nigam Limited (BSNL) was incorporated in September 2000 under the Companies Act, 1956 with the objective to take over the business of providing telecom services and network of the erstwhile Department of Telecom Services and Department of Telecom Operation of the Department of Telecommunications with effect from 1st October, 2000. The Company is providing Telecom Services throughout the country. BSNL is a Schedule 'A' / Miniratna Central Public Sector Enterprises (CPSEs) under the administrative jurisdiction of the Department of Telecommunications.

The company employed 52183 regular employees (Executives 28968 and Non-executives 23215) as on 31.03.2026.

Its registered and corporate offices are at New Delhi.

The authorized and paid up capital of the Company were Rs. 2,10,000 crore and Rs. 1,71,516,68,58,270/- respectively as on 31.03.2026 (including 750,00,00,000 9% non-cumulative preference share of ₹ Rs. 7500 crore).

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

II. JOB DESCRIPTION AND RESPONSIBILITIES

The Chairman and Managing Director of BSNL is the chief executive of the company and accountable to its Board of Directors and the Government of India.

His/her overall responsibility is to manage the company successfully, which includes strategy formulation, planning, development and operations of its network, as well as management of its personnel, finance, commercial and marketing activities with emphasis on continuous improvement of the company's performance by encouraging performance-oriented work culture within the organisation. He/she is also responsible for achieving its corporate objectives and performance parameters, including strategic, operational and financial parameters, while driving the revenue growth from various segments, viz., Operations of Consumer Fixed Access, Consumer Mobility and Enterprise Business. Further, his/her job profile also covers successful execution of government projects as well as achieving the objectives of revival package approved by the Government of India.

III. ELIGIBILITY

1. MINIMUM AND MAXIMUM AGE AS ON THE CLOSING DATE OF RECEIPT OF APPLICATION

For all applicants, the minimum age will be 45 years and maximum age will be 59 years.

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 following:

- (a) CPSE (including a full-time functional Director on the Board of a CPSE);
- (b) Central Government Group A officers, including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/Autonomous Bodies etc.;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is ***₹2,000 crore or more;**
- (d) Private Sector company where the annual turnover is ***₹2,000 crore or more.**

Applicants who retired from Board level position on whole-time basis from private sector company where annual turnover is Rs. 2,000 crore or more, shall also be eligible.

Preference would be given to candidates from listed entities.

*(*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 limit)*

*(*For retired Private Sector applicants, the average audited annual turnover of three financial years preceding the calendar year in which the applicant retire, shall be considered for applying the approved limit)*

3. QUALIFICATION

The applicant should be an Engineering graduate/Chartered Accountant/Cost Accountant / Post Graduate/Graduate with MBA/Post Graduate Diploma in Management from a leading institute.

4. EXPERIENCE

- i. The applicant should possess cumulative experience/exposure for at least five years during the last ten years in Finance/Business Development/Production/Operations/Marketing/Project Management in a large organisation of repute.

Or

- ii. The applicants should possess cumulative experience of at least 5 years in core HR/IR/Personnel Management along with at least 3 years cumulative experience during last 10 years in Finance or Business Development or Production or Operations or Marketing or Project management in a large organization of repute.

Overall managerial and leadership experience in the telecom sector would be preferred.

5. PAY SCALE

A. Central Public Sector Enterprises

Eligible scale of pay

- (i) ₹8,250-9,250 (IDA) Pre 1.1.1992
- (ii) ₹11,500-13,500 (IDA) Post 1.1.1992
- (iii) ₹23,750-28,550 (IDA) Post 1.1.1997
- (iv) ₹62,000-80,000 (IDA) Post 1.1.2007
- (v) ₹1,50,000-3,00,000 (IDA) Post 1.1.2017
- (vi) ₹22,400-24,500 (CDA) Pre-revised
- (vii) ₹67,000-79,000 (CDA) Post 1.1.2006
- (viii) ₹1,82,200-2,24,100 (Level 15) CDA

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the closing date of receipt of application.

B.

- (i) **Applicants from Central Government, including All India Services (AIS) and Autonomous Bodies etc.,** should be holding a post of the level of Additional Secretary in the Government of India or carrying equivalent scale of pay on substantive basis on the date of application.
- (ii) **Applicants from Public Sector Bank/Financial Institutions** should be holding at Board level or at least a post of the level immediately below the Board level for one year on the date of application.
- (iii) **Applicants from the Armed forces of the Union** should be holding a post of the level of Lieutenant General in the Army or equivalent rank in the Navy/Air Force on the date of application.

C. Applicants from State Public Sector Enterprises should be working at Board level position on whole-time basis on the date of application.

D. Applicants from Private Sector should have worked or be working at Board level position on whole-time basis on the date of application.

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 and officers from Public Sector Banks/Financial Institutions/Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

IV. TERMS OF APPOINTMENT

The term of appointment shall be for a period of three years from the date of joining, or until further orders, whichever is earlier, subject to the condition that continuation of approved

tenure beyond the age of 60 years, wherever required, shall be on a re-employment on contract basis.

V. SUBMISSION OF APPLICATIONS

All applicants should submit 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) Officers from Public Sector Banks/Financial Institutions/Autonomous Bodies etc. Through their Administrative Ministry/Department of the Government of India;
 - (c) CMDs/MDs/Functional Directors in CPSEs: Through the concerned administrative Ministry;
 - (d) Below Board level in CPSEs: Through the concerned CPSE;
 - (e) CMDs/MDs/Functional Directors in State PSEs: Through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;
 - (f) Private Sector: Directly to the Department of Telecommunications.
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 three financial years preceding the calendar year in which the post is advertised (**please provide URL or attach/enclose copies**);
 - (b) Annual reports of the company in which worked for the three financial years preceding the calendar year in which the applicant retired (**please provide URL or attach/enclose copies**);
 - (c) Whether the company is listed or not; if yes, documentary proof thereof (**please provide URL or attach/enclose copies**);
 - (d) Evidence of working or having worked at Board level on whole-time basis;
 - (e) Self-attested copies of documents in support of age and qualifications;
 - (f) Relevant jobs handled in the past, with details.

VI. UNDERTAKING BY THE APPLICANT

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

1. **For candidates from Central Government, including the Armed Forces of the Union and All India Services and officers from Public Sector Banks / Financial Institutions / Autonomous Bodies etc.**
 - (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 CPSEs

- (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 SPSEs / 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.

VII. Total timeline for receipt of applications in Department of Telecommunications is 28 days from the date of publication of advertisement in leading national dailies. Last date for submission of applications by the applicants is by 3:00 p.m. on 22.07.2026. Last date for nodal officers to forward applications to the Department of Telecommunications is by 3:00 p.m. on 01.08.2026 (10 days). Format may be downloaded from the website of the Department of Telecommunications. No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications received after the stipulated date shall be rejected.

Search cum Selection Committee reserves the right to shortlist applicants for interview.

Applications are to be addressed to:

**Secretary to Government of India
Department of Telecommunications
Sanchar Bhawan, 20, Ashoka Road
New Delhi
Tel.: 011-23719898, 23372309**

ALL OTHER CORRESPONDENCE SHOULD BE ADDRESSED TO SECRETARY TO GOVERNMENT OF INDIA, DEPARTMENT OF TELECOMMUNICATIONS ONLY.

**CENTRAL PUBLIC SECTOR ENTERPRISES (CPSEs)/CENTRAL GOVERNMENT
(INCLUDING ARMED FORCES OF THE UNION/ALL INDIA SERVICES)/STATE
PUBLIC SECTOR ENTERPRISES (SPSE)/PRIVATE SECTOR**

(Through Proper Channel, except candidates from the Private Sector)

Please refer to the Job Description for the post at DoT's website
(<https://www.dot.gov.in>)

Paste Photo

1.	Name of the post applied for	
2.	(a) Applicant's Name (as per official records Mr./Mrs./Ms.)	
	(b) Designation of the Applicant (in full)	
	(c) Name of the company	
	(d) Category as per Employment Status (Please tick as applicable)	Officer of a CPSE/Central government/Armed Forces of the Union/All India Services/Public Sector Banks/Financial Institutions/Autonomous Bodies/SPSE/Private Sector
	(e) Office Address	
	(f) Address for Communication	
3.	Telephone No. Office Residence: Mobile No. E-Mail id	
4.	Date of Birth (DD/MM/YYYY) Age as on closing date for receipt of application (Years/Months/Days)	

5. (i) Educational/Professional Qualifications

Sl. No	Qualification*	Name of Institution	Period of Study		Tick the relevant			Tick the relevant			Self-Declaration Whether meets the eligibility qualification requirement			
			From	To	Part time	Full time	Correspondence	Degree	Diploma	Certificate	Mandatory	Desirable	Other	
1	2	3	4	5			6			7				
			From	To	Part time	Full time	Correspondence	Degree	Diploma	Certificate	Mandatory	Desirable	Other	

*Should be exactly as per Degree/Certificate issued by the university.

(ii) Positions held during the last ten years, from the date of uploading the vacancy circular on the DoT's website.

Sl.No.	Complete Designation & Place of Posting*	Name of Organization	Pay scale**	Period		Reporting to Designation*	Self-Declaration whether meets the mandatory experience requirement		If yes, nature of duties in support of the declaration
				From	To		Yes	No	
1	2	3	4	5		6	7		8
				From	To		Yes	No	

* Should be exactly as per specific office order issued by the CPSE/Ministry/SPSE/Employer.

** Private Sector- CTC/remuneration/emoluments drawn.

NB: (i) The positions should be indicated in order of the most recent assignments.

(ii) The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity.

Note: 1. Please attach a write-up, **not exceeding 2000 characters**, in support of your candidature, for reference at the time of interview. The full form of all abbreviation used must be given in the prescribed limit of characters.

6. (a) Do you hold lien in any organization other than where currently working?

Yes	No
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If yes:

- i. Name of the organisation in which the lien is held:
- ii. Date from which the lien is held:

(b) Are you on deputation?

Yes	No
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If yes:

- i. Name of parent organisation:
- ii. Date from which on deputation:

7. (a) Whether any penalty/punishment was awarded to the applicant during the last 10 years.

Yes	No
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If yes, the details thereof i) Civil/Criminal ii) Departmental Inquiry

(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his/her knowledge goes

Yes	No
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If yes, the details thereof i) Civil/Criminal ii) Departmental Inquiry

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

STATE PUBLIC SECTOR ENTERPRISES

8. Year wise Audited Annual Turnover of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised (e.g.: 2022-23, 2023-24 and 2024-25 for a post advertised in the calendar year 2026).

Company in which candidate is currently serving	Since when working	Annual Turnover of the company (in Rupees Crores)

- i. Please provide URL of company website & CIN (Corporate Identity Number) of company
 - a. URL (Company Website address) _____
 - b. CIN (Corporate Identity Number) _____
- ii. I certify that I am
 - a. Working at Board level position

Yes	No
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If yes: Please provide your DIN (Director Identification Number) _____

- b. Holding a post at the Board level or at most two level immediately below the Board.

Yes	No
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I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

PRIVATE SECTOR

8. Year wise Audited Annual Turnover (ATO) of the **Company in which currently working**
** for 3 financial years preceding the calendar year in which the post has been advertised (e.g.:
2022-23, 2023-24 and 2024-25 for a post advertised in the calendar year 2026).

Company in which candidate is currently serving/retired	Since when working/date of retirement	Annual Turnover of the company (in Rupees Crores) *

*If Annual Turnover (ATO) is in foreign currency, the exchange rate as on the date of advertisement on the DoT's website may be used.

- i. Please provide URL of company website & CIN (Corporate Identity Number) of company
 - a. URL (Company Website address) _____
 - b. CIN (Corporate Identity Number) _____
- ii. I certify that I am
 - a. Working/retired at Board level position

Yes	No
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If yes: Please provide your DIN (Director Identification Number) _____

- b. Holding a post at the Board level or at most two level immediately below the Board.
- iii. Whether the Company in which I worked/working is listed on the stock exchange.

Yes	No
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Yes	No
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Stock Exchange _____

Proof of listing may be accessed over ____ (please provide URL)

- iv. Self certified copies for proof of age and educational qualifications (enclosed)

I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge & belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

****For retired private sector applicants, the average audited annual turnover of three financial years preceding the calendar year in which the applicant retire, shall be considered.**

Declaration

ISon/Daughter ofhereby certify that I have not been disqualified to act as a Director under Section 164 or any other relevant sections of the Indian Companies Act, 2013.

(Name & Signature of the Applicant)

UNDERTAKINGS (as applicable)

For candidates from Central Government/Armed Forces of the Union/All India Services/SPSE

The appointment is on immediate absorption basis. I hereby undertake to join the post, if selected. I understand that:

- a. If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I 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 I convey my unwillingness to join after the issue of offer of appointment I 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.

Date:

(Name & Signature of the Applicant)

For candidates from CPSE

I hereby undertake to join the post, if selected. I understand that:

- a. If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I 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 I belong.
- b. Further, if I convey my unwillingness to join after the issue of offer of appointment I 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 I belong.

Date:

(Name & Signature of the Applicant)

For candidates fro Private Sector

I hereby undertake to join the post, if selected. I understand that:

- a. If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I 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 I convey my unwillingness to join after the issue of offer of appointment I 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.

Date:

(Name & Signature of the Applicant)

Verification

(To be filled in by the designated officer for CPSE/Central Government/Armed Forces of the Union/All India Services/SPSE)

It is certified that the particular furnished above have been scrutinized and found to be correct as per official records.

(Signature & Designation of the
Competent Authority)
With Telephone No. & e-Mail address

Write-Up :

A : Achievements during the career so far (2000 characters) :

B : Vision for the post applied for (2000 characters) :

