



(A Government of India Enterprise)
Bharat Sanchar Nigam Limited
Janpath, New Delhi-110001.

Advertisement No: - BSNLCO-11/12(11)/2/2026-RECTT-CO Dated: 07.07.2026

NOTIFICATION YEAR-2026

Subject: - Invitation of Applications for engagement on fixed short term contract basis in Bharat Sanchar Nigam Limited (BSNL).

Bharat Sanchar Nigam Limited invites Online Applications for engagement on fixed short term contract basis. Candidates fulfilling the prescribed eligibility conditions & possessing requisite qualification, work experience, etc. as detailed below are eligible to apply.

Name of the Post	Legal Consultant	Real Estate Legal Consultant	Real Estate Consultant	AI & Data Analytics Consultant
Number of Posts	Four (04)	One (01)	One (01)	One (01)
Place of Posting	Legal Cell, BSNL Corporate Office, New Delhi	Building Works (Civil), BSNL Corporate Office, New Delhi	Building Works (Civil), BSNL Corporate Office, New Delhi	BSNL Corporate Office New Delhi
Educational Qualification/ Essential Criteria/ Nationality: Only Indian National would be eligible to apply.	Mandatory Criteria: i) The candidate should have graduated with LLB (either 3 years or 5 years integrated course). ii) The Institute should be approved by Bar Council of India (BCI). iii) The candidate must have scored at least 60 per cent marks in aggregate in LLB. iv. The candidate should have post qualification experience of three years. Desirable Criteria: i) Advantage shall be given to candidates completing their five-year integrated LLB course from any of the National Law Universities in	Candidate should possess Bachelor's Degree in Law (LLB) (either 3-year or 5-year integrated course) from a recognized University/ Institution.	Candidate should possess Bachelor's Degree in <ul style="list-style-type: none"> • Engineering • Architecture • Planning • Management • Commerce • Economics • Finance • Real Estate • Valuation • or equivalent from a recognized University/ Institution. 	i) Candidate must possess a full-time Graduate Degree with minimum 60% marks from a Central Government University/Institution in a relevant discipline such as <ul style="list-style-type: none"> • Economics, • Statistics/Applied Statistics, • Mathematical Statistics, • .Data Science, • Business Analytics, • Mathematics, • Computer Science • Information Technology, or an equivalent quantitative/analytical discipline. ii) The candidate must also possess a full-time Postgraduate Degree with minimum 60% marks from IITs, IIMs or NITs, with demonstrated academic exposure to statistical and analytical tools such as R, SPSS, STATA, Python or SQL through coursework, dissertation or research projects.

	<p>India.</p> <p>ii) Advantage shall be given to candidates with good PG CLAT Score of the respective years 2023, 2024 or 2025.</p>			<p>iii) Preference shall be given to candidates having exposure to statistical modelling, predictive analytics, quantitative research methods and application of Generative AI for reporting, automation and data-driven decision making.</p>
Experience	<p>i) Post qualification Executive Experience of Three Years, preferably in Legal Division of Central Govt./PSU, State Govt./PSU, Registered Company/ Law Firm engaged in the business of Advocates and Solicitors for more than 20 years.</p> <p>ii) Possessing hands on experience in Drafting/Vetting/ Execution of Legal Documents, Agreements, Contracts, MOUs etc., with legal due diligence. Must have core competence in areas of analyzing various legal/commercial documents.</p> <p>iii) In depth knowledge and expertise of applicable Corporate/Commercial Legislations, Company Law, Consumer Protection Act, Security Laws including Merger/Acquisition/ Take-over Laws,</p>	<p>i) The candidate should have minimum 7 years of post-qualification experience in handling land, revenue and immovable property related matters.</p> <p>ii) The candidate should possess working knowledge of examination and verification of land title documents; revenue records such as Khasra, Khatauni, Jamabandi, mutation etc.; registration and conveyancing procedures; land acquisition and compensation matters; encumbrance verification and property due diligence.</p> <p>iii) The candidate should be proficient in drafting/vetting of legal documents, agreements, conveyance deeds, legal notices, opinions and related property documentation.</p>	<p>i) The candidate should have minimum 10 years of post-qualification experience in real estate development, land monetization, valuation, transaction advisory or related fields.</p> <p>ii) Out of the above experience, the candidate should have minimum 5 years of work experience in an International Property Consultant (IPC) firm or reputed real estate advisory/consultancy firm engaged in valuation, transaction advisory, land monetization or real estate consultancy services.</p> <p>iii) The candidate should possess working knowledge of: land use and zoning regulations; land monetization models including outright sale, lease, redevelopment and joint development; real estate valuation methodologies and market assessment; due diligence of land/property related documents; procedures relating to approvals from development authorities and local bodies.</p>	<p>i) Candidate should have minimum 3 (three) years of relevant experience in AI/Gen AI projects, telecom analytics, business intelligence, digital transformation, advanced MIS systems, automation workflows or data-driven consulting assignments in Government Departments, PSUs, Telecom Sector, Consulting Firms or reputed technology organizations.</p> <p>ii) Preference shall be given to candidates having experience in Telecom/Digital Communication sector, exposure to Agentic AI workflows, LLM-based automation or AI copilots, and experience in AI/analytics projects within Government/PSU ecosystem.</p> <p>iii) Candidate should possess excellent working knowledge of MS Excel, MS Word, MS PowerPoint or equivalent software along with working knowledge of at least one analytics platform such as R, SPSS, STATA, Python, SQL, Power BI or Tableau. Preference shall be given to candidates having hands-on experience in AI-enabled analytics systems, dashboards, KPI monitoring, executive reporting, API integrations and workflow automation.</p> <p>iv) Candidate should possess</p>

	<p>Cyber Laws, IPR Legislations, Telecom Regulatory and Licensing Laws/Rules including the Indian Telegraph Act, Conveyancing, Civil/Criminal matters, Administrative and Service matters, Labour issues, Taxation issues, Arbitration matters both domestic and international, International Laws and litigation and administrative and RTI Act.</p> <p>iv) Net-savvy with good exposure and ability to work in the computerized environment.</p>		<p>iv) The candidate should have experience in preparation/review of feasibility studies, valuation reports, monetization strategies, transaction structures, redevelopment proposals or related real estate advisory assignments.</p> <p>v) The candidate should be proficient in preparation of reports, presentations and analysis relating to land/property monetization and should possess good exposure and ability to work in computerized environment.</p>	<p>working knowledge of advanced Excel functions such as Pivot Tables, Lookup Functions, Logical Functions, Conditional Formatting, Sorting, Filtering, Data Validation and Chart Preparation. Exposure to statistical analysis, predictive analytics, forecasting, predictive modelling and AI-assisted data interpretation tools shall be desirable.</p> <p>v) Candidate should possess strong analytical, documentation, presentation and stakeholder communication skills with the ability to work efficiently in a computerized office environment and support management decision-making through data-driven insights.</p>
<p>Nature of Duties</p>	<p>i) The job involves dealing with the issues pertaining to BSNL like Arbitration, Commercial, Contracts, Tenders, Taxation, Company Law, NCLT, Civil Law, Rent Disputes, Labour Laws, Land Matters, Service Matters, etc.;</p> <p>ii) Handling all day-to-day legal matters arising in connection with business of BSNL, inter-alia, rendering legal advice, drafting and vetting of legal deeds and documents, Tenders, EOIs, negotiation</p>	<p>i) Scrutiny of title verification/legal due diligence reports relating to BSNL properties and advising BSNL regarding deficiencies, legal risks, additional documentation and corrective measures required for ensuring and safeguarding ownership rights.</p> <p>ii) Examination of legal issues relating to land and immovable properties including land acquisition, compensation, mutation, revenue records, property tax, notices issued by authorities and related matters, and advising appropriate legal course of action.</p>	<p>i) Examination of feasibility studies, valuation reports, monetization models, transaction structures and related reports pertaining to BSNL properties and advising BSNL regarding deficiencies, risks and appropriate monetization strategy/action.</p> <p>ii) Analysis of land use/zoning regulations, valuation methodologies, market conditions and monetization options for maximizing returns from BSNL land/property assets, including guidance in obtaining approvals/clearances from development</p>	<p>i) Development and implementation of AI/Gen AI-enabled analytics and automation initiatives within BSNL</p> <p>ii) Preparation of analytical dashboards, management reports, predictive business insights, revenue growth analysis and support to management decision-making</p> <p>iii) Telecom data analysis, PI monitoring, customer/business performance assessment and analysis of high-value pecuniary transactions and revenue streams</p> <p>iv) Supporting AI-enabled decision support systems and digital transformation initiatives</p>

<p>and finalization of various Agreements, Contracts, and MOUs etc.</p> <p>iii) Preparing Writ Petitions, Review Petitions, SLPs, Counter Affidavits, Rejoinders, Statement of Defence (SOD), Statement of Claims (SOC), etc. in respect of various Courts, Tribunals, and Arbitrators etc.</p> <p>iv) Examining judgements as well as Arbitration Awards pronounced by various Courts and Arbitrator etc. and suggesting further course of action on these.</p> <p>v) They may also be required to brief the Senior Law Officers, Central Government Standing Counsels and Senior/Panel Advocates of BSNL</p> <p>vi) Regular monitoring and follow up of specific legal issues entrusted to the Consultant.</p> <p>vii) Attend Court hearings and Arbitration proceedings, liaise with Lawyers and prepare legal briefs.</p> <p>viii) Analyze legal</p>	<p>iii) Drafting/vetting of agreements, conveyance deeds, legal notices, opinions and other property-related legal documents, and examination of judgments/court orders/arbitration awards relating to land/property matters.</p> <p>iv) Assisting/accompanying BSNL in meetings with DoT, DPE, NLMC and other Government authorities/agencies as domain expert and rendering legal/professional advice on property-related matters.</p> <p>v) Rendering written legal/professional opinions to BSNL on any matter referred to the Consultant relating to immovable properties and allied matters.</p> <p>vi) Consultants shall follow prescribed working hours. However, depending upon administrative exigencies and time-bound work requirements, the Consultant may be required to work beyond normal office hours and on weekends/holidays, without any additional remuneration.</p>	<p>authorities and other Government agencies.</p> <p>iii) Preparation/review of reports, presentations, feasibility assessments and analysis relating to land/property monetization and redevelopment activities, and assisting/accompanying BSNL in meetings with DoT, DPE, NLMC and other Government authorities/agencies as domain expert.</p> <p>iv) Rendering written professional opinions to BSNL on matters relating to land, buildings and immovable assets referred to the Consultant.</p> <p>v) Consultants shall follow prescribed working hours. However, depending upon administrative exigencies and time-bound work requirements, the Consultant may be required to work beyond normal office hours and on weekends/holidays, without any additional remuneration.</p>	<p>v) Coordination with internal teams and technology partners for implementation of analytics and AI projects</p> <p>vi) Monitoring automation workflows and digital engagement metrics to improve operational efficiency, customer experience and business growth.</p>
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	<p>issues and recommend course of action in the legal issues assigned to the Consultant.</p> <p>ix) Consultants shall follow the normal working hours as prescribed i.e. 09:30 AM to 06:00 PM. However, as per the exigency one shall have to sit to complete the time bound work. Attendance would be made through Biometric Attendance System/Computerized Attendance System.</p> <p>x) The Consultant may be required to work beyond normal working hours and on weekends/holidays depending upon administrative exigencies and work requirements, without any additional remuneration.</p>			
Period of Contract	<p>Total three (3) years from the date of joining on (1+1+1) Year basis, as explained below:</p> <p>i) The initial tenure of engagement for a person as Consultant would be one year from the date of joining and maximum upto three years.</p> <p>ii) Performance of the Consultant will be reviewed at the end of 1st Year and 2nd Year. Extension after each year will be considered on performance basis and as per need basis with the approval of the Director (HR) of BSNL.</p>			
Age Limit	<p>The age of the Candidate shall not be more than 32 years as on the last date of receipt of applications/registration Note: - The date of birth entered in matriculation or Secondary School Leaving Certificate or in a Certificate recognized by an Indian University as equivalent to Matriculation or in an extract from a Register of Matriculates maintained by a university, which must be certified by the proper authority of the University or in the Higher Secondary or an equivalent examination certificate. The certificates are required to be submitted only at the time of document verification. No other document relating to age like horoscopes, affidavit, birth extracts from Municipal Corporation, Service records and the like will be accepted.</p>			

Disqualification	<p>No person shall be eligible for engagement: -</p> <p>i) Who has entered into or contracted a marriage with a person having a spouse living, or</p> <p>ii) Who, having a spouse living, has entered into or contracted marriage with any person;</p> <p>iii) Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.</p>								
Remuneration/ Entitlement	<p>i) The Consultants engaged, will be paid a monthly consolidated remuneration of Rs. 75,000/- with an increment of 5% per annum.</p> <p>ii) No Dearness Allowances or any other allowances are admissible. Other terms and conditions shall be notified at the time of appointment.</p>								
How to apply/ Registration process (Online)	<p>i) Link for online registration shall be provided on www.bsnl.co.in. Details of online registration schedule is as given below:</p> <table border="1" data-bbox="272 701 1321 961"> <tr> <td>Date & Time of Start of On-Line Registration</td> <td>11.00 Hrs. of 09.07.2026</td> </tr> <tr> <td>Date & Time of End of On-Line Registration</td> <td>11.00 Hrs. of 08.08.2026</td> </tr> <tr> <td>Date & Time of Start of Application Editing Period</td> <td>11.00 Hrs. of 09.08.2026</td> </tr> <tr> <td>Date & Time of End of Application Editing Period</td> <td>11.00 Hrs. of 16.08.2026</td> </tr> </table> <p>ii) The registration fee of 500/- (Rupees Five Hundred only) shall be paid by the candidate through online mode. 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 examination or selection or otherwise.</p> <p>iii) BSNL shall not be responsible for multiple/wrong etc. registrations by any candidate.</p> <p>iv) Registration forms complete in every respect must be submitted Online on or before the closing date. Candidates are advised to complete their registration process well before the last date to avoid last minute rush/unforeseen reasons while logging in to the website www.bsnl.co.in. BSNL shall not accept any responsibility of the candidates for not being able to submit their application within the due date on account of aforesaid reasons or any other reasons.</p> <p>v) The candidature shall be considered on the basis of the information furnished by the candidates in the registration form. All are, therefore, advised to ensure to fulfil all the eligibility conditions before applying. In case it is found at a later stage that the information furnished by an applicant is false/misleading or an applicant does not fulfil any of the eligibility conditions, the candidature of such applicants shall be cancelled and no correspondence in this regard shall be entertained</p> <p>vi) Candidature Registration in BSNL will not confer any right for any engagement. The engagement shall be solely subject to fulfilment of all eligibility conditions. No request for withdrawal of candidature shall be entertained under any circumstances. BSNL reserves the right to cancel candidature at any stage in case of false or incomplete information.</p>	Date & Time of Start of On-Line Registration	11.00 Hrs. of 09.07.2026	Date & Time of End of On-Line Registration	11.00 Hrs. of 08.08.2026	Date & Time of Start of Application Editing Period	11.00 Hrs. of 09.08.2026	Date & Time of End of Application Editing Period	11.00 Hrs. of 16.08.2026
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Selection Procedure	<p>Process of Selection for all the four posts mentioned above shall be as under: -</p> <p>i) Evaluation of applications will be done as per the information/documents provided by the applicants during online registration.</p> <p>ii) The applications, complete in all aspects, received from eligible candidates shall be placed before a Screening Committee. The Screening Committee will short-list the applications on the basis of criteria mentioned in the advertisement. The requisite no. of shortlisted candidates shall be called for</p>								



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interview/interaction before an evaluation committee constituted by BSNL.

iii) After the interview, a score card of the candidates, based on scores of Screening Committee and that of Evaluation Committee, shall be prepared.

iv) Accordingly, from the prepared list, top candidates as per table below shall be informed for submission of their original documents etc. for verification to complete pre-engagement formalities.

Name of post	Legal Consultant	Real Estate Legal Consultant	Real Estate Consultant	AI & Data Analytics Consultant
No. of post/candidates	04	01	01	01

v) After completion of all the norms, selected candidates shall be got engaged in BSNL as per the terms & conditions agreed upon.

vi) A waitlist shall be prepared to fill in any unfilled posts. In case the selected candidate does not join or leaves the Organization during the contract period or for any reasons the post(s) need to be refilled, then BSNL shall operate the waiting list to fill in unfilled post(s).

vii) The appearance of the name in BSNL's "Final Merit List" does/will not confer any right on the candidate for engagement. A final offer letter will be issued to the candidate after completion of all other formalities.

viii) BSNL reserves the right to change the number of posts vacancies as per requirement. Also BSNL reserves the right to select more candidates from the waitlist as per requirement.

Detail Terms & Conditions

Detail Terms & Conditions has been attached as Annexure - A

General Terms

i) The candidature shall be considered on the basis of the information furnished by the candidates in the online registration form. All are, therefore, advised to ensure to fulfil all the eligibility conditions before applying. In case it is found at a later stage that the information furnished by an applicant is/are false/misleading or an applicant does not fulfil any of the eligibility conditions, the candidature of such applicants would be cancelled.

ii) Candidature Registration in BSNL will NOT confer any right for any engagement. Sought engagement will be solely subject to the fulfilment of all eligibility conditions.

iii) No request for withdrawal of Candidature/Refund of Fees received from a candidate will be entertained under any circumstances. Any dispute in regard to the engagement of Young Legal Professionals on fulltime basis in BSNL Corporate Office, New Delhi (on fixed short term contract basis) will be subject to the Courts/Tribunals having jurisdiction at New Delhi.

iv) Candidates in their interest are advised to refer to the BSNL website www.bsnl.co.in from time to time for any further instruction/information. For any query regarding registration/application link, the applicant may communicate on email address:- bsnlrectt@bsnl.co.in

प्रवीण कुमार

Assistant General Manager
BSNL, Corporate Office, New Delhi



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Annexure - A

Detailed Terms & Conditions (T&C) for shortlisting and finalizing registered candidates for engagement of Consultants

(Legal Consultants=04, Real Estate Legal Consultant=01, Real Estate Consultant =01, AI & Data Analytics Consultant =01)

Modalities/Terms & Conditions (T&C) for engagement of Legal Consultants in BSNL Corporate Office, New Delhi are as under :-

1. The initial tenure of engagement for a person as Consultant would be one year from the date of joining and maximum upto three years. Performance of the Consultant will be reviewed at the end of 1st Year and 2nd Year. Extension after each year will be considered on performance basis and as per need basis with the approval of the Competent Authority {Director (HR)} of BSNL.

1.1 The Consultant shall be required to serve a minimum lock-in period of one (01) year from the date of joining. In the event the Consultant seeks to discontinue the engagement during the lock-in period, he/she shall be liable to pay to BSNL an amount equivalent to three (03) months' consolidated remuneration, in addition to serving the prescribed notice period or payment in lieu thereof, unless waived by BSNL in exceptional circumstances

2. The Consultant engaged would not be permitted to take up any other assignment during the period of engagement with BSNL.

3. The engagement of Consultant is of a temporary nature. BSNL Corporate Office can cancel the engagement at any stage without providing any reason for it, either on 30 days' notice period or immediately after paying remuneration of 30 days. The engagement is purely contractual in nature and shall not confer any right for regular appointment/absorption in BSNL.

4. Emolument of the Candidate:-

- A. Consultant will be paid a monthly consolidated remuneration of Rs. 75,000. No Dearness Allowances or any other Allowances are admissible.
- B. If extension of tenure is granted after first year, consolidated remuneration shall be increased at the rate of 5% of initial remuneration. If extension of tenure is granted after second year, consolidated remuneration shall be increased at the rate of 5% of remuneration received in second year.
- C. The Consultant shall be allowed to undertake domestic tours as required for their duties for which TA/DA and Hotel accommodation/BSNL IQ shall be paid as admissible to the Officers of the BSNL of SDE equivalent status and rank.
- D. The Consultant shall be entitled to Casual Leave of 12 days on pro rata basis. Additional Leave, without pay would be permitted upon approval by the Reporting Officer.

5. Procedure for Selection:-

- A. Evaluation of applications will be done as per the information/documents provided by the applicants during registration.
- B. The applications, complete in all aspects, received from eligible candidates shall be placed before a Screening Committee. The Screening Committee will short-list the applications on the basis of criteria mentioned in the advertisement. The short-listed applicants shall be called for Interview/Interaction before an Evaluation Committee constituted by BSNL.
- C. After the Interview/Interaction, a Score Card of the Candidates, based on the Scores of the Screening Committee and that of Evaluation Committee, shall be prepared. Accordingly, from the prepared list, top candidates shall be informed/contacted for submission of their original documents etc. for verification to



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complete pre-engagement formalities.

- D. After completion of all the norms, selected candidates shall be got engaged in BSNL as per the terms & conditions agreed upon.
- E. A Waiting List shall be prepared to fill in any unfilled posts. In case the selected candidates does not join or leaves the Organization during the contract period or for any reasons the post (s) would need to be refilled, then BSNL shall operate the Waiting List to fill in unfilled post (s).
- F. The appearance of the name in BSNL's "Final Merit List" does/will not confer any right on the candidate for engagement. A final offer letter will be issued to the candidate after completion of all other formalities.
- G. BSNL reserves the right to change the number of posts as per requirement. Also BSNL reserves the right to select more candidates from the Waiting List as per requirement with due approval of CMD, BSNL.

6. Conflict of Interest: -

The Consultant shall be expected to follow all the rules and regulations of the Govt. of India and BSNL as applicable to its Officers and any situation of conflict of interest shall be discussed. The engaged Consultant will be expected to display utmost honesty, secrecy of Office and sincerity while discharging duties. In case the services of the Consultant are not found satisfactory or found in conflict of interests of the Govt. Of India/BSNL, their services will be liable for discontinuation without assigning any reason and no correspondence in this regard shall be entertained. The Consultant shall not undertake any activity or assignment which may give rise to a conflict with the interests of BSNL.

6.1. The Consultant shall maintain strict confidentiality of all official information, records, data and documents accessed during the course of engagement and shall not disclose the same to any third party without prior approval of BSNL. This obligation shall survive the termination of engagement.

7. Disqualification/Termination Notice: -

- A. BSNL can cancel the engagement of Consultant at any time without assigning any reason for it. However, in the normal course it will issue one month's notice to the Legal Consultant. The Consultant can also seek for termination of the Contract upon giving one month's notice to BSNL.
- B. Violation of any of the instructions at any stage will make the candidate liable for disqualification of the candidature without assigning any reason thereof. The engaged candidates, if any, found to have violated the norms in respect of eligibility or false/misleading information etc. Shall be terminated and no correspondence in this regard would be entertained.
- C. BSNL reserves the right to verify all credentials submitted by the candidate from the issuing authorities. In case of any false or misleading information, the engagement shall be liable for termination, apart from any other action as deemed fit.

8. Relaxation: - Under exceptional circumstances and in the case of meritorious candidates the above guidelines may be relaxed with the approval of CMD, BSNL.

9. The Consultant shall not, except with the prior sanction of BSNL or in the bona-fide discharge of his/her duties, publish a book or a compilation of articles or participate in radio/television broadcast or contribute an article or write a letter in any newspapers or periodical either in his own name or anonymous or pseudonymous in the name of any other person; if such book, article broadcast or letter relates to subject matter assigned to him by BSNL.

10. All pleadings, opinions, drafts, reports or any other work produced by the Consultant during the course of engagement shall be the exclusive property of BSNL. BSNL reserves the right to modify/amend any of the terms & conditions of this engagement at any point of time.