



# ITI LIMITED

(A Govt. of India Undertaking)

REGD & CORPORATE OFFICE, ITI BHAVAN, DOORAVANI NAGAR, BENGALURU – 560016

ITI Limited offers a diverse suite of products, solutions & services across various industry segments. ITI has modern manufacturing infrastructure, equipment & technology at its manufacturing facilities located at Bengaluru, Mankapur, Naini (Prayagraj), Palakkad & Rae Bareli, a dedicated Research and Development center in Bengaluru and Marketing Services & Projects (MSPs) units spread throughout the country in 25 states locations. You may visit our website <https://www.italtd.in> for further information.

**The Company is looking for creative and talented Officers for the following positions: -**

Position	Vacancy	Mandatory Qualification	Preferable Qualification	Experience	Terms of Appointment
<b>(A)</b> Addl. General Manager/ General Manager-Marketing <b>(Grade VIII/IX)</b>	4	Graduate in Engineering with 60% of Marks for General/OBC and 58% of marks for SC/ST/PWD in Electronics and Communication/Electronics and Electrical/Electrical/Electronics/Telecommunication from a recognized University/Institute.	MBA-Marketing	More than 21 years of relevant Post qualification executive experience for GM and 18 years for AGM, out of which minimum of last 10 years marketing experience in a senior position.	Tenure for a period of 5 years with provision for absorption in the regular rolls of the Company subject to the requirement of the organization and performance of the officer.
<b>(B)</b> Addl. General Manager/ General Manager-HR <b>(Grade VIII/IX)</b>	1	60% of Marks for General/OBC and 58% of marks for SC/ST/PWD in MBA-HR/MSW-HR or its equivalent from a recognized university/Institute	LLB/LLM from a recognized university/Institute	Post qualification Executive Experience of 21 years for GM and 18 years for AGM in the relevant area of a medium/large organization.	

Position	Vacancy	Mandatory Qualification	Experience	Terms of Appointment
<b>(C)</b> Manager/ Chief Manager/ Dy. General Manager (MM) <b>(Grade. V/VI/VII)</b>	3	Graduate in Engineering with 60% of Marks for General/OBC and 58% of marks for SC/ ST/ PWD with Diploma in Material Management/ Stores Management/ Purchase/ MBA with Materials Management from a recognized University / Institute.	Post Qualification Executive experience of minimum of 9 years for Manager, 12 years for CM, 15 years for DGM	Tenure for a period of 5 Years with provision for absorption in the regular rolls of the Company subject to the requirement of the organization and performance of the Officer.
<b>(D)</b> Manager/ Chief Manager/ Dy. General Manager (PR) <b>(Grade. V/VI/VII)</b>	1	60% of Marks for General/OBC and 58% of marks for SC/ST/PWD in Post Graduate Degree in Public Relations, Journalism, Mass Communication/ Advertising from a recognized University/ Institute.		
<b>(E)</b> Asst. Manager/ Dy. Manager (R&D) <b>(Grade- III/ IV)</b>	2	Post Graduate/ Graduate in Engineering with 60% of Marks for General/OBC and 58% of marks for SC/ST/PWD in Electronics and Communication/Electronics and Electrical/ /Electronics/Embedded systems from a recognized University/Institute.	Post Qualification Executive experience of minimum of 4 years for Asst Manager, 6 years for Dy. Manager, out of which minimum of 3 years experience is essential in (a) FPGA/Microcontroller based Hardware designs and system engineering (b) Embedded C / VHDL Programming, (c) Use of FPGA design tools and development platforms. Experience in Crypto related hardware / software design.	

Position	Vacancy	Mandatory Qualification	Experience	Terms of Appointment
<b>(F)Senior Mathematician at Grade 3 /Grade 4 level</b>	2	M.Sc. (Mathematics) with 60% of Marks for General / OBC and 58% of marks for SC/ST/PWD or M.Tech (CS) with 60% of Marks for General / OBC and 58% of marks for SC/ST/PWD. Specialization in Cryptography is preferred.	Post Qualification executive experience of minimum of 4 years for Assistant Manager, 6 years of Dy. Manager, out of which minimum of 3 years experience essential in (a) design of crypto algorithms (b) Knowledge of cryptographic security systems (c) Cryptanalysis using state –of-art tools. Preferred experience in Development of crypto simulation coding in 'C'..	Tenure for a period of 5 years with provision for absorption in the regular rolls of the Company subject to the requirement of the organization and performance of the officer.
<b>(G)Manager/ Chief Manager-R&amp;D (Grade V/VI)</b>	1	Post Graduate/ Graduate in Engineering with 60% of Marks for General/OBC and 58% of marks for SC/ST/PWD in Electronics and Communication/EI electronics and Electrical/ /Electronics/Embe dded systems from a recognized University/Institute.	Post Qualification executive experience of minimum of 9 years for Manager, 12 years for Chief Manager, out of which minimum of 6 years experience is essential in (a)FPGA/Microcontroller based hardware designs and system engineering (b)Embedded C / VHDL Programming, (c) Use of FPGA design tools and development platforms. (d) Crypto related hardware / software design. (e) Recent trends in Key Generation Management in Crypto Systems. Preferred experience of having developed one or two Crypto Products..	

### **(A) GENERAL MANAGER/ ADDL GENERAL MANAGER (MARKETING)**

#### **Desired Candidate Profile:**

Candidates should have rich experience in marketing of telecom products and services. Should be familiar with latest telecommunication technologies and Broadband technologies. Should have good understanding of the new trends in the telecom market. Should possess requisite skill for preparing and making presentation of business proposals to the customers. Must possess a deep strategic insight, sound marketing knowledge, have a good grasp of opportunities and be

persistent and patient in the face of a competitive market. The candidate should be able to demonstrate skills in analyzing the customer's decision-making process, competitive landscape. Strong track record of bidding successfully for Projects in the Telecom Sector is a must.

## **JOB DESCRIPTION**

- Conducting strategic assessment of future growth prospects and identify cross-segment opportunities.
- Develop and implement growth and new customer initiatives by framing, researching and identifying new growth ideas, advent of new products and technologies.
- Develop and determine marketing performance measurement. Identify root cause of Non-performance; suggest remedial action to execute efforts of continuous improvements.
- Responsible for formulating and implementing domestic and international marketing strategies by exploiting the existing market as well as exploring new markets.
- Support development of marketing strategy plan by performing market segment analysis to provide insight as to customer and market needs.
- Conduct market/competitive analysis and work with products and marketing managers to form shared views of the market place.
- Provide strategic focus and leadership to the marketing functions by leading a dedicated team of professionals for marketing the entire range of Telecom products and services.
- Create an effective market intelligence system so as to have knowledge base on all products in the company and to have a timely feedback system.
- Advise the top management in the process of framing corporate strategies, business policies and other commercial activities of the organization.
- Determine industry growth rates and growth potential for segments, suggesting, developing and implementing opportunity action plans.

## **(B) ADDL GENERAL MANAGER /GENERAL 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.

### **(C) MANAGER/CHIEF MANAGER/DY GENERAL MANAGER-MATERIAL MANAGEMENT**

The incumbent should have post qualification experience preferably in engineering industry preferably PSUs in the areas of Material Management functions such as purchase, stores, vendor development etc. The candidate should be capable of formulating policies and procedures in Materials Management functions. The candidate should preferably be conversant with ERP (SAP) based procurement tools like SCM, SRM etc. and also the candidate should preferably be familiar with CVC guidelines of Public Sectors/ Govt. organizations.

### **(D)MANAGER/CHIEF MANAGER/DY. 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.

### **(E) ASST. MANAGER/ DY. MANAGER-R&D**

#### **JOB DESCRIPTION**

- a) Design and Development of hardware based on latest FPGAs and Microcontrollers/Processors
- b) Software development for Embedded Systems in 'C'
- c) To manage a team of engineers on firmware development.
- d) Documentation and productionization.

#### **SKILL SET**

- a) Hands-on working with hardware test equipments like high speed DSO, Logic Analyzer, network Analyzer, traffic generators
- b) Development of software modules for Embedded Systems in 'C'
- c) FPGA implementation of the circuitry using VHDL/Verilog

## **(F) MATEMATICIANS AT THE LEVEL OF GRADE 3/ GRADE 4**

### **JOB DESCRIPTION**

- a) To design and develop robust proprietary Crypto Algorithms, both block cipher and stream cipher
- b) To design and test Random Number Generation Algorithms.
- b) Performing the tests for strength of Algorithms
- c) Cryptanalysis of Algorithms.

### **SKILL SET**

- a) Knowledge of primitive polynomials and LFSRs
- b) Design and evaluation of crypto primitives like S-Box, permutation tables
- c) Ability to develop new test suits for algorithm strength analysis
- d) Knowledge of Fiestal structure, SPN and ARX concepts
- e) Knowledge of software programming is preferred.

## **(G)MANAGER/ CHIEF MANAGER (R&D ENCRYPTION GROUP)**

### **JOB DESCRIPTION**

- e) Design and develop hardware based crypto engines for crypto products
- f) Development of hardware based on latest FPGAs and Microcontrollers/Processors
- g) Independently guide a team of engineers on firmware development.
- h) Execute enhancement procedures related to synthesis and time investigation
- i) To improve the algorithms related to the signal and information processing activities.
- j) Documentation and productionization.

### **SKILL SET**

- d) Understanding of component selection for hardware designs.
- e) Hands-on working with hardware test equipments like high speed DSO, Logic Analyzer, network Analyzer, traffic generators
- f) Development of software modules for Embedded Systems in 'C'
- g) Leading a team of hardware designers
- h) FPGA implementation of the circuitry using VHDL/Verilog
- i) Algorithm implementation in FPGA and its verification

## **POSITION AND PAY SCALE**

GM (Grade 9) : Total emoluments at Rs. 96104. (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.20500-500-26500 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules. CTC : Rs. 19.94 Lakhs

AGM : Total emoluments at Rs.86728 (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. 18.03 Lakhs

DGM : Total emoluments at Rs.82040 (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. 17.07 Lakhs

CMR: Total emoluments at Rs.75008 (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. 15.63 Lakhs

MANAGER :Total emoluments at Rs. 67976 (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. 14.20 Lakhs.

DY. MANAGER :Total emoluments at Rs.60944 (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. 12.77 Lakhs.

ASST. MANAGER :Total emoluments at Rs.49224 (Basic+DA+HRA) at the minimum of the Pay Scale of Rs.10750-300-16750 (pre-revised), plus CCA and other allowances and perks as per the Company's prevailing rules. CTC : Rs. 10.17 Lakhs.

## **UPPER AGE LIMIT**

Below 52 years for GM and 50 years for AGM, 45 years for CMR, 42 years for Manager, 40 years for Dy. Manager and 36 years for Asst. Managers (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. Defense Service personnel in accordance with guidelines.

## **GENERAL CONDITIONS:**

1. Only Indian Nationals need to 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. Experience limit prescribed is as on the last date of advertisement.
  5. Relaxation in Age / Experience / Qualification may be considered at the sole discretion of the Management.
  6. The company reserves the right to consider only those candidates for interview who according to its decision rank high in terms of eligibility criteria.
  7. 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.
  8. Canvassing in any form will disqualify the candidature.
  9. Company reserves the right to fill all or partially or not 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.
  10. 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.
  11. 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
  12. Wherever Grade System is applicable in respect of percentage of marks secured for qualifying examination, please provide a copy of document indicating the method of conversion of Grade (CGPA/OGPA etc.) into percentage followed in the university/institution from where degree has been awarded)
  13. Court of Jurisdiction for any dispute / cause will be at Bangalore
  14. Any corrigendum/Addendum, if any, will be hosted/published on ITI website. Candidates are requested to visit the website regularly for updates.
  - 15. 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 **15/01/2021** and receipt of hard copies of application along with copies of certificates is on **19/01/2021**. **No application fee required.**



**ADDL. GENERAL MANAGER-HR  
ITI LIMITED, REGD & CORPORATE OFFICE  
ITI BHAVAN, DOORAVANI NAGAR, BENGALURU – 560016**

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 containing the date of joining and date of reliving and 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 as and when requested.
- (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 as and when requested.
- (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 as and when requested.
- (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 as and when requested.
- (VI) Ex-Service Category candidates should attach self-attested copy of Service Certificate clearly mentioning Date of Joining and Date of Retirement. Original should be produced at the time of interview for verification as and when requested.
- (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.

Advertisement Ref. No. ITI/COMP/01/28/20/14.

Dated: 31/12/2020