

इलेक्ट्रॉनिक्स कॉर्पोरेशन ऑफ इंडिया लिमिटेड

Electronics Corporation of India Limited

भारत सरकार (परमाणु ऊर्जा विभाग) का उद्यम/ A Govt. of India (Dept. of Atomic Energy) Enterprise

हैदराबाद Hyderabad- 500 062, तेलंगाना, भारत Telangana State, INDIA- 500 062

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Dated: 02.09.2023

**I. COMPANY PROFILE**

Electronics Corporation of India Limited is a leading Schedule-A Public Sector Enterprise (A Unit of Department of Atomic Energy) engaged in the area of Strategic Electronics with thrust on innovation & indigenization. Electronics Corporation of India Limited has diversified into strategic sector such as Nuclear, Defence, Aerospace, Information Technology, Telecom, network & Homeland Security, CBRN and e-Governance. ECIL pioneered a number of products and technologies including Solid State Television, Digital Computer, Cockpit Voice Recorders, Electronic Voting Machines, Programmable Logic Controllers, Earth Station and Deep Space Network Antennas. ECIL has close collaboration with national R&D laboratories as well as Academic Institutes and has been involved in the projects of national importance.

Electronics Corporation of India Limited is looking for dynamic, experienced and result oriented Officers at Headquarters in Hyderabad, various Zonal Offices and Project sites spread across India. The details of the posts are as follows:

Sno	Name of the Post	No of Posts	Upper Age Limit(Years)	Post-qualification experience (Years)	Pay Scale
1	Sr Manager-HR	1	42	14	70,000-2,00,000
2	Sr Manager-Law	1			
3	Dy Manager-Technical	32	32	05	50,000-1,60,000
4	Dy Manager HR	5			

**II. ELIGIBILITY, QUALIFICATION, EXPERIENCE, PAY SCALE****1.1. JOB DESCRIPTION AND RESPONSIBILITIES FOR SR MANAGER (HR)-1 POST**

Incumbent shall be responsible for HR Functions such as Employee Relations, Establishment, Recruitment, Performance management system, Conduct, Discipline Rules, Policy etc and manage a team of talented HR Professionals. Plan ERP applications in line with requirements of HR function. Ensure efficient design and delivery of HR policies and aligning with best industry practices. Make right people available at right time by recruiting, training and developing talent. Administer the human resources policies, procedures and programs in the area of benefits, compensation, employee relations, performance management and organizational development.

**1.2 QUALIFICATION:**

The applicant should be a first-class Graduate with MBA/PG Degree/ 2 Yrs PG Diploma in HR/PMIR from a recognized University / Institute. Degree in Law will be preferred.

**1.3 EXPERIENCE:**

The applicant should have relevant executive experience in the area of HR/P&A in a Govt./Public Sector Undertaking or Private company of repute.

**2.1.JOB DESCRIPTION AND RESPONSIBILITIES FOR SR MANAGER –LAW (1 POST)**

Incumbent shall be responsible to handle all kind of litigations, arbitrations, service matters, drafting/finalizing & vetting different type of documents like pleading, agreement, bond, undertaking affidavits and other documents relating to commercial/contractual matters. Handling of cases relating to ECIL before various judicial and quasi-judicial forums. Regular monitoring and follow-up of specific legal issues and case matters. The Candidate should be required to attend court hearings, liaise with empanelled lawyers and prepare legal briefs and render legal views on issues relating to the organisation etc

## **2.2.QUALIFICATION:**

The candidate should be a First-Class Graduate with 3 Yrs Bachelor Degree in Law(LLB) or First Class 5 Yrs integrated LLB Degree. Master Degree in Law (LLM) will be preferred.

## **2.3. EXPERIENCE:**

The applicant should have experience as Law officer in any Government/ State PSU/ Central PSU/ other Corporate House of repute or any other incorporated Company.

## **II(A). PAY SCALE APPLICABLE FOR SR MANAGER –HR AND SR MANAGER-LAW:**

### **Eligible Scale of Pay**

- a) Applicants from CPSEs should have worked in the following or a higher pay scale for minimum ONE year:-
  - i. Rs 24,900 – 50,500 (IDA) Post 01/01/2007 (Pre-revised pay scale).
  - ii. Rs 60,000 – 1,80,000 (IDA) Post 01/01/2017 (Revised pay scale).
  - iii. Rs 56,100 - 1,77,500 (Level 10) (Revised).
- b) Applicants from Central Govt./All India Services should be holding equivalent post or carrying equivalent scale of pay for minimum ONE year;
- c) Applicants from Armed Forces of the Union should be holding a post of the level of Captain in the Army or equivalent rank in Navy/ Air Force for minimum ONE year;
- d) Applicants from State Govt. should be working in equivalent pay scale as mentioned above at SI No II (A)(a) for minimum ONE year;

## **3.1 QUALIFICATION FOR DY MANAGER-TECH [EMBEDDED SYSTEMS (HARDWARE)]:4 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in ECE. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage.

### **3.2 EXPERIENCE**

- i. Design/ Development/ System Integration and Testing.
- ii. Electronic design development and simulation tools
- iii. Schematics design & PCB verification using EDA tools like OrCAD/ PADS / Allegro / CADSTAR / Altium etc.
- iv. Design, Development & Testing experience in Processor/ Microcontroller / FPGA/ DSP based boards.
- v. Board level testing, debugging, System Integration & Testing as per the ATP documents.
- vi. RTL coding in Verilog/ VHDL for IDE Platforms.
- vii. Certification in Embedded systems or VLSI would be preferred

## **4.1 QUALIFICATION FOR DY MANAGER-TECH [EMBEDDED SYSTEMS (SOFTWARE)]:3 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in CSE. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

### **4.2 EXPERIENCE -**

- i. Embedded Firmware/ Software development & system software testing projects.
- ii. Windows.NET framework, Linux & Qt platforms.
- iii. Embedded software IDE tools
- iv. RTOS Board Support packages and device drivers development.
- v. Matlab/Simulink/Labview tools.
- vi. TCP/IP network programming.
- vii. UML tools based design.
- viii. System level testing, automatic Test case generation using software tools.
- ix. Certification in Embedded system software would be preferred

## **5.1 QUALIFICATION FOR DY MANAGER-TECH [(POWER ELECTRONICS)]: 2 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Power Electronics. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage.

### **5.2 EXPERIENCE -**

- i. Design development of power electronic devices/ Systems.

- ii. LTspice, Matlab/Simulink, PLECS and Cadence Design Systems (OrCAD / Allegro).
- iii. Rectifiers, Converters, Inverters based on power electronics.
- iv. Design, integration and complete validation of power electronics modules.
- v. Domain knowledge of battery chargers, solar and Variable Frequency Drives

### **6.1 QUALIFICATION FOR DY MANAGER-TECH[ (MECHANICAL DESIGN)]-5 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Mechanical Engineering. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

#### **6.2 EXPERIENCE -**

- i. Design of Mechanical Systems/ Sub Systems using 3D Modelling Parametric Design Tool like, CATIA/ Solidworks
- ii. Generation of Detailed Engineering drawings including assembly and part drawings, BoM generation using CAD software.
- iii. Manufacturing process and generation of engineering estimates for Fabrication and assembly of various assemblies and sub-assemblies.
- iv. FEM and related design optimisation tools.
- v. Knowledge of Dynamic Analysis tools is desirable

### **7.1 QUALIFICATION FOR DY MANAGER-TECH (RF)-6 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Electronics/ Electronics & Communication/ Communication /Electronics &Telecommunication. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

#### **7.2 EXPERIENCE -**

- i. RF Domain, RF & Microwave Circuit Design, Antenna Design
- ii. MMIC based Circuit Design
- iii. Testing of RF modules including LNAs, RF Front Ends, Filters, Synthesizers, Power Amplifiers etc
- iv. Microwave Design Tools including ADS, System Vue, Microwave Office etc
- v. Electromagnetic Simulation Tools like HFSS (Ansys), CST Microwave Studio, FEKO, IE3D.
- vi. Signal Generators, Spectrum Analyzers, Network Analyzers etc.
- vii. Radar System and Subsystem Design.
- viii. Selection of Drives, Actuators, Automation using Electrohydraulic and pneumatic systems

### **8.1 QUALIFICATION FOR DY MANAGER –TECH (ELECTRONICS AND INSTRUMENTATION)-2 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Instrumentation Engineering / Electronics/ Electronics and Communication. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

#### **8.2 EXPERIENCE**

- i. Design, preparation of drawings and data sheets according to the project requirements for electrical, instrumentation and control systems.
- ii. Programmable Logic Controllers(PLC) and Distributed Control Systems(DCS)
- iii. Knowledge of applicable Instrumentation engineering codes, standards and acceptable industry practices

### **9.1 QUALIFICATION FOR DY MANAGER-TECH[ COMPUTER SCIENCE (AI/ML)]- 4 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Computer Science/ Computer Science & Engineering. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

#### **9.2 EXPERIENCE**

- I. AI / Machine learning systems
- II. Software development in Python, Java
- iv. Databases SQL / NoSQL, PL/SQL, Shell-Script.
- v. Application program interfaces (APIs) for applying AI / ML models in cloud or hybrid environments
- vi. AI / ML modelling techniques & algorithms

- vii. Natural Language Processing, Information Retrieval, Machine Comprehension, Conversational AI, Reinforcement Learning, Knowledge Graph
- viii. Data Structures and Algorithms, and Mathematical Aptitude

#### **10.1 QUALIFICATION FOR DY MANAGER- TECH [COMPUTER SCIENCE (CYBER SECURITY)]-4 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Computer Science/ Computer Science & Engineering. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

##### **10.2 EXPERIENCE**

- i. Cyber Analyst
- ii. Programming skills in C/C++, Python, Bash, Java Script, Database Technologies
- iii. Cyber Security Certification such as CISSP, CISM, CEH, CCS.
- iv. Certified Security Analyst with knowledge of Cyber Security Compliance and regulations

#### **11.1 QUALIFICATION FOR DY MANAGER- TECH [COMPUTER SCIENCE (IBM BPM)]- 2 POSTS**

First Class Engg. Graduate OR Engg Post Graduate in Computer Science/ Computer Science & Engineering. Applicants holding MBA/Post Graduate Diploma in Management will have added advantage

##### **11.2 EXPERIENCE**

- i. IBM BPM, BPM Administration, FileNet, LDAP, Linux administration, SQL Server, My SQL, JAVA.
- ii. Node JS, Angular, C# and .Net

#### **12.1 JOB DESCRIPTION AND RESPONSIBILITIES FOR DY MANAGER – HR (5 POSTS)**

The incumbent shall be responsible for the key functions encompassing transformational and core areas of HR in Talent Acquisition, Performance Management, Employee Engagement, Learning and Development, Industrial Relations, Disciplinary and grievance handling, Statutory & legal compliance, administration and Welfare Matters, CSR etc. The candidate will be required to work in a team of talented HR Professionals towards execution excellence of key HR metrics.

##### **12.2.QUALIFICATION:**

The applicant should be a first-class Graduate with MBA/PG Degree/ 2 Yrs PG Diploma in HR/PMIR from a recognized University / Institute. Degree in Law will be preferred.

##### **12.3. EXPERIENCE:**

The applicant should have experience in the area of HR in large reputed organization.

#### **II (B): PAY SCALE APPLICABLE FOR DY MANAGER –TECHNICAL AND DY MANAGER-HR:**

##### **Eligible Scale of Pay**

a) Applicants from CPSEs should have worked in the following or a higher pay scale for minimum ONE year:-

- i) Rs 16,400 – 40,500 (IDA) Post 01/01/2007 (pre-revised pay scale).
- ii) Rs 40,000 – 1,40,000 (IDA) Post 01/01/2017 (Revised pay scale).
- iii) Rs 47,600 - 1,51,100 (Level 8) (Revised).

b) Applicants from Central Govt./All India Services should be holding equivalent post or carrying equivalent scale of pay for minimum ONE year;

c) Applicants from State Govt. should be working in equivalent pay scale as mentioned above at SI No II (B) (a) for minimum ONE year;

#### **III.APPLICABLE FOR ALL THE POSTS**

a) Age of superannuation is 60 years. However, internal Candidates will be allowed one year age relaxation in Residual service w.r.t to the date of superannuation.

##### **b) EMPLOYMENT STATUS:**

The applicant must, on the last date of submission of application, on the date of interview as well as on the date of joining ECIL should be employed in regular capacity, and NOT in a contractual/ ad-hoc capacity in one of the followings:-

- a. Central Public Sector Enterprises (CPSEs).
- b. Central Govt. including the Armed Forces of the Union and All India Services.

- c. State Public Sector Enterprises (SPSEs) where the annual turnover of Rs 1000 Cr or more
- d. Private Sector in Company where the annual turnover of Rs 1000 Cr or more. Preference would be given to the candidates from listed companies.

\*The average audited annual turnover of last 03 financial years i.e 2020-21, 2021-22 & 2022-23 of the current working company shall be considered for verifying the approved limits.

**c) 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, will be eligible for consideration only on immediate absorption basis. Pay Protection in respect of Central Government Officers, including those of the Armed Forces of the Union and the All India Services shall be done as per DPE/DoPT Guidelines or both as applicable.

**d) EMOLUMENTS AND BENEFITS:**

The selected candidates will be eligible for emoluments and benefits as per the Company's rules/ policies and DPE guidelines as applicable from time to time.

**IV.RELAXATIONS & EXEMPTIONS:**

- a) Age: Upper age limit is relaxable by 5 years for SC/ST and 3 years for OBC candidates. The upper age limit is further relaxable by 5 years for Persons with Disabilities (degree of disability 40% or above) and 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01/01/1980 to 31/12/1989. **However, the upper age limit with all relaxations shall not exceed 58 years.**

**V.APPLICABLE RESERVATION:**

- a) Reservations for SC/ST/OBC (NCL)/EWS and ExSM & PwD will be as per Government of India Guidelines.
- b) The reservations for SC, ST, OBC [Non-creamy layer], EWS & UR will be applicable as under:-

Sno.	Name of the Post(s)	No. of post (s)	UR	EWS	OBC	SC	ST
1	Sr Manager- HR & Law	2	1	0	1	0	0
2	Dy Manager- Technical & HR	37	18	3	12	3	1

**VI.MODE OF SELECTION:**

The eligible candidates shall be invited for Personal Interview.

The date, time and venue of Personal interview will be intimated by e-mail. The candidates called for interview shall mandatorily submit all the relevant documents for verification at the time of interview.

**VII.GENERAL CONDITIONS:**

- a. Before applying, candidate should read the complete advertisement carefully and ensure that he / she fulfills eligibility criteria in all respects for post being applied for.
- b. The crucial date for determining the age limit and Post qualification experience will be the last date for on-line registration of application.
- c. A non-refundable Application Fee of **Rs.500/-** is applicable for General, EWS and OBC candidates. Candidates belonging to SC, ST PWD & Officers from Defence & Internal Employees are exempted from payment of Application Fee.
- d. Candidates belonging to SC / ST/ OBC / Persons with Disabilities (PwD)/EWS categories shall be mandatorily required to produce original certificates Issued by the Competent Authority, in the format as prescribed by Govt. of India, along with photo copy of the same, at the time of Document Verification. Candidates belonging to OBC (Non-Creamy Layer) category only, shall be eligible to apply against OBC category. OBC candidates seeking reservation should submit certificate (not older than 06 months) issued by the Competent Authority in the format prescribed by Govt. India.
- e. Specialization mentioned in the degree certificate does not tally with the branch mentioned in the application will not be considered for selection. In case there is no mention of specialization in the qualifying degree as required in the minimum essential qualification, candidates are required to submit a certificate at the time of submission of application from their university/ institution/ college with a clear mention of their specialization in the qualifying degree.

- f. All qualifications mentioned by the candidate should have been acquired from recognized Indian University / Statutory Authority.
- g. Proof of norms for CGPA/DGPA/OGPA or letter grade/document for percentage/class issued by University/Institution/College to be produced while submission of documents.
- h. The Experience letter should be on company's letterhead and contain the Certificate No and Date of issue of the certificate. The certificate should be issued by the officer not below the rank of General Manager & its equivalent in both Government and Private Sector which includes Full Name of the Employee as per the official Record, Employee Number, position or Designation, Period of Employment, Description of duties and responsibilities.
- i. Teaching/Academic/Research work will not be considered as relevant post qualification experience, experience from non-profit organizations and internship placements which are a part of academic curriculum will not be considered as experience.
- j. Merely fulfilling the minimum requirement of qualification and experience will not vest any right on the candidates to be called for the Interview.
- k. If an applicant is eligible to apply for more than one post and wish to apply in multiple posts, She/he must submit separate application for each post and must remit separate application fees for each post.
- l. **Only on-line applications shall be accepted.**
- m. Selected candidates can be posted to any of the locations across India to serve the company.
- n. The candidates working in CPSE, Central Government including the Armed Forces of the Union and all India services, and State Public Sector Enterprises should route their application through proper channel. The candidate shall be required to submit a 'No Objection Certificate' issued by the present employer at the time of interview invariably.
- o. To & Fro travel fare shall be reimbursed only to outstation candidates appearing for an interview by the shortest route to the Place of Interview. This shall be as per the address for correspondence (within India) mentioned in the On-line Application subject to production of documentary proof, as per rules & eligibility.
- p. The candidature / application is liable to be rejected at any stage of the recruitment process in case of suppression /furnishing of false information, without enclosing necessary documents, Fee remittance receipt (if applicable), Un-signed application and received after closing date of receipt of hard copy by post.
- q. Electronics Corporation of India Limited will not be responsible for any postal delay / loss in transit in submission of documents within specified time.
- r. For queries if any, candidates are advised to visit the link <https://careers.ecil.co.in> and refer the Frequently Asked Questions (FAQ) section.
- s. The candidate should note down his/her system generated online application number allotted and mention the same for all future correspondence.
- t. All correspondence shall only be made through E-mail ID, as furnished by the applicant in the on-line application-form.
- u. Depending on the response and requirements, Electronics Corporation of India Limited reserves the right to cancel / restrict / enlarge/ modify/alter the recruitment process (Shortlisting and Selection) as well as the number of vacancies for all the notified posts, if the need so arises, without assigning any reason thereof.
- v. Any Legal proceeding in respect of any matter / claim or dispute arising out of this advertisement and / or any application in response thereto can be instituted limited to the Courts at GHMC (Kapra Circle) which alone shall have exclusive jurisdiction.
- w. In case of any ambiguity/dispute on account of interpretation of advertisement in the version other than English, English version shall prevail.
- x. Canvassing in any form will result into disqualification.
- y. Only Indian Nationals are eligible to apply.
- z. The following documents shall be required to produce in original with a set of self-attested photo copies for documents verification. Failure to do so will result in to rejection of candidature.
  - a) Duly signed registered on-line application form affixed with recent colour passport size photo.
  - b) All original certificates in support of his / her date of birth, identity (Aadhar/ Driving License/ Passport/Voter ID), qualification, post qualification experience, Proof of Service in the eligible pay scale, Turnover of the company for last 3 years if applicable, latest caste & disability (PwD)

certificate, no objection certificate from employer, copy of fee remittance(if applicable), domicile certificate from J&K, if applicable issued by competent authority in the format as prescribed by the Govt. India.

### **VIII. PROCEDURE TO PAY APPLICATION FEE THROUGH SBI-COLLECT**

a) General candidates (UR)/EWS/OBC are required to pay a fee of ₹ 500/- (Rupees Five hundred only) as Application Fee.

b) In case of any mistake made by the candidate on payment, Application Fee will not be paid back under any circumstances.

c) Non-refundable application fee of Rs 500/- is required to be paid by the candidates at the time of submission of online application. No other mode of payment of application fee would be accepted. The application fee should be remitted through SBI Collect (through online mode or through SBI Branch). Click on the below Payment link or payment of online application fees for Advt No 13/2023 :

<https://www.onlinesbi.sbi/sbicollect/icollecthome.htm?corpID=20904>

d) Candidates can also make the payment in offline by approaching SBI branch by selecting SBI branch in the payment option and download pre-printed challan generated through SBI Collect and deposit the application fee (as applicable) plus applicable bank charges in any SBI Branch. Candidates have to enter the "SBI Collect reference No." generated after payment, in the Application Form.

### **IX. HOW TO APPLY:**

- a) Eligible candidates **including Internal Employees** have to apply 'ON-LINE' through our website <https://careers.ecil.co.in>, alternatively, follow [www.ecil.co.in](http://www.ecil.co.in) > Careers > e-Recruitment for advertisement details. The on-line application process will be operational from **02.09.2023 (14.00 hrs.) to 23.09.2023 (14.00 hrs.)**.
- b) After completing on-line application process, the candidate is assigned a system generated application number to be used for any future reference.
- c) Candidate is required to take the printout of registered on-line application form which will be available up to last date for On-line registration.
- d) The candidate has to sign on print-out of on-line registered application form by affixing the recent colour passport size photograph (4X3 cm) and enclose the self-attested copies of date of birth, qualification, post qualification experience, Pen-Picture (one page of specific achievements) Proof of Service in the eligible pay scale, Turnover of the company for last 3 years if applicable, latest caste & disability (PwD) certificate, no objection certificate from employer, copy of fee remittance(if applicable), domicile certificate from J&K, if applicable issued by competent authority in the format as prescribed by the Govt. India invariably.
- e) The candidate should write Advertisement No. 13/2023, post number & on-line registration number on the top of the envelope and send the duly filled in application form along with enclosures as indicated at S.No. IX(d) to the following address **on or before 30.09.2023 (1400 hrs.)**.

Deputy General Manager  
Human Resources (Recruitment Section),  
Administrative Building, Corporate Office,  
Electronics Corporation of India Limited,  
ECIL (Post), Hyderabad – 500 062, Telangana.

- f) **No application will be received by hand.**
- g) Internal Employees are also required to forward all above documents (through proper channel) on or before the due date i.e. 30.09.2023 (1400 hrs.). **Personnel Circular** with regard to eligibility & other details of the posts is available on our website: <https://careers.ecil.co.in>.
- h) Candidate must upload Photo & Signature (both are in 'jpeg' format only) as per the following specifications:
  - Photograph must be a formal & recent colour passport size (4X3 Cm.) with Blue background only.

- Size of the Photograph & Signature should be less than 100kb & 50kb respectively.

**X. IMPORTANT DATES:**

a.	Commencement of On-line Registration of application by candidates	<b>02.09.2023 (1400 hrs.)</b>
b.	Last date for on-line registration of application by candidates	<b>23.09.2023 (1400 hrs.)</b>
c.	Last date of accepting registration forms (Hard copy) with required documents from candidates	<b>30.09.2023 (1400 hrs.)</b>
d.	Interview date	Will be communicated by e-mail to eligible candidates only

**CAUTION TO ALL CANDIDATES:**

**Some unscrupulous elements may approach you with the assurance of appointment for you in ECIL through illegal gratification. You must not fall prey to such assurances or Exploitations and must not entertain or encourage such elements in any way; it is emphasized and re-assured that the selection exercise will be done on the basis of merit only.**

Corrigendum/Extension, if any, shall be published on our website <https://careers.ecil.co.in> only. Also, for career opportunities in Electronics Corporation of India Limited, please visit our website regularly.

**Advt. No.: 13/2023**

**DGM-HR(Rectt)**