



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL BRANCH

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi 110 001

PUBLISHED BY PERSONNEL-I SECTION OF BSNL CORPORATE OFFICE

Recruitment Rules of DM [Legal]

No.314-36/2008 -Pers.I

Dated: 01st MAY 2009 at New Delhi

1. **SHORT TITLE AND COMMENCEMENT:** With the approval of Management Committee of BSNL Board, the following rules relating to recruitment of DM [Legal] in BSNL are hereby made:
 - 1.1 These rules may be called the 'BSNL DM [Legal]' Recruitment Rules, 2009;
 - 1.2 They shall come into force on the date of their publication by the BSNL.
 - 1.3 Powers for relaxation/ modification/ amendment to these rules will vest with the Director [HRD] BSNL, BSNL Board.
2. **DEFINITION:** In these rules unless the context otherwise requires,
 - 2.1 **Government:** Means Government of India.
 - 2.2 **Department:** Means Department of Telecom.
 - 2.3 **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.
 - 2.4 **Board:** Means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board/ Management or any Officer of the Undertaking to whom the Board delegates any of its powers.


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3. **Appointing Authority:** Appointing Authority will be Director [HRD], Bharat Sanchar Nigam Limited.

4. **DM [Legal]** shall be appointed in the IDA pay scale of Rs. 20,600-46,500/-

5. **Number of post:** Two

6. **EDUCATIONAL QUALIFICATIONS, EXPERIENCE AND OTHER RECRUITMENT NORMS FOR THE DM[LEGAL] TO BE RECRUITED DIRECTLY ARE SUMMARISED IN THE ANNEXED SCHEDULE AND ARE ALSO DETAILED HEREUNDER:-**

[a] **Educational qualifications:**

DM Legal [Provisional IDA Scale of Rs.20, 600-46, 500/-, final scale will be notified later]: Degree in Law – LLB 3 years or 5 years integrated course in Law – with first class or First Division from a recognized University/Institution. Additional Qualification in company Secretaryship or LLM will be of advantage.

[b] **Job Description:**

The job involves assisting the ACS & DGM (Legal) and CS & GM (Legal) in 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, negotiation and finalization of various agreements, contracts, MoUs etc.

The Secretariat and legal Division works on the desk pattern, wherein, an Executive handles multi faceted tasks, with minimal clerical support. The candidate for the post of Deputy Manager [Legal] should have passion to perform and commitment to achieve the assigned targets, with minimal supervision.

[c] **Age:**

Not more than 30 years as on 01.01.2010 relaxable to SC/ST Candidates for 5 years.

[d] **Experience:**

- i. Post qualification Executive Experience of Three Years, preferably in Legal Division of Central PSU/State PSU/Reputed Company/Law Firm of repute engaged in the business of Advocates and Solicitors for more than 20 years.
- ii. Possessing hand on experience in Drafting /Vetting/Execution of Legal Documents, Agreements, Contracts, MOUs etc. and Legal due diligence. Must have core competence in areas of analyzing various legal/commercial documents.
- iii. In depth knowledge and expertise of applicable Corporate/Commercial legislations, Company Law, consumer Protection Act, Security Laws including Merger/acquisition/Take-over Laws, Cyber Laws, IPR Legislations, Telecom regulatory and Licensing Laws/Rules including the Indian Telegraph Act, Conveyancing,


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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

iv. Net –savvy with good exposure and ability to work in the computerized environment and good drafting skills.

[e] **Mode of Recruitment:**

Direct Recruitment by open advertisement.

[f] **Method of Selection:**

By interview

[g] **Nationality:** Indian

[h] **Transfer:-** All India transfer liability.

[i] **Promotions** of DM [Legal] will be governed by the Executive Promotion Policy as followed by BSNL and modified from time to time.

[j] **Disqualification:** No person –

Who has entered into or contracted a marriage with a person having a spouse living

OR

Who, having a spouse living, has entered into or contracted marriage with any person.

Shall be eligible for appointment

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 on this rule.



(A. K. Chaudhary)
Deputy General Manager (Pers.)
Telephone:-011-23738070

SCHEDULE

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Name of Post	Number of posts	Classification	Scale of Pay	Age Limit for Direct Recruitment	Educational and other qualifications
1	2	3	4	5	6
DM Legal	2	Executive	Provisional IDA Scale of Rs.20,600-46,500/-, final scale will be notified later	Not exceeding 30 years as on 01.01.2010 Relaxable to SC/ST Candidates for 5 years.	Degree in Law – LLB 3 years or 5 years integrated course in Law – with first class or First Division from a recognized University/Institution Additional Qualification in company Secretary ship or LLM will be of advantage.

Method of recruitment	Period of Probation	BSNL confirmation/ promotion committee & its composition
7	8	9
Direct Recruitment (Selection by interview)	Two years	[a] For confirmation on completion of probation, the committee may consist of the following executives: - 1. PGM [HRD] - Chairman 2. GM Level [HRD] - Member 3. GM [Legal] - Member 4. GM Level [Finance] - Member Accepting Authority - Director [HRD]


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