



# Bharat Sanchar Nigam Limited

(A Government of India Enterprise)  
Janpath, New Delhi-110001.

**Advertisement No: - BSNLCO-11/12(11)/2/2024-RECTT-CO Dated 14.02.2025**

**Engaging Dynamic, Motivated and Experienced 'Fulltime Legal Professionals' in Bharat Sanchar Nigam Limited (BSNL) on fixed short term contract basis.**

Online Applications, in prescribed format are invited for engagement of Fulltime Legal Professionals in Bharat Sanchar Nigam Limited, Corporate Office, New Delhi (on fixed short term contract basis), as per details given below:

1.	<b>Name of the Post</b>	Legal Consultant
2.	<b>Number of Posts</b>	Three (03)
3.	<b>Place of Posting</b>	Legal Cell, BSNL Corporate Office, New Delhi
4.	<b>Period of Contract/ Engagement</b>	Total three (3) years from the date of joining on (1+1+1) Year basis, as explained below :  i. The initial tenure of engagement for a person as Legal Consultant would be one year from the date of joining and maximum upto three years. ii. Performance of the Legal Consultant will be reviewed at the end of 1 <sup>st</sup> Year and 2 <sup>nd</sup> 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.
5.	<b>Age Limit</b>	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.
6.	<b>Qualifications/ Essential Criteria</b>	Nationality: Only Indian National would be eligible to apply.  <b>Mandatory Criteria :</b>  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.

		<p><b>Desirable :</b></p> <ol style="list-style-type: none"> <li>i. Advantage shall be given to candidates completing their five-year integrated LLB course from any of the National Law Universities in India.</li> <li>ii. Advantage shall be given to candidates with good PG CLAT Score of the respective year.</li> </ol>
7	<b>Experience: -</b>	<ol style="list-style-type: none"> <li>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.</li> <li>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 analysing various legal/commercial documents.</li> <li>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, 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.</li> <li>iv. Net-savvy with good exposure and ability to work in the computerized environment.</li> </ol>
8.	<b>Disqualifications:</b>	<p>No person shall be eligible for engagement :-</p> <ol style="list-style-type: none"> <li>i. Who has entered into or contracted a marriage with a person having a spouse living, or</li> <li>ii. Who, having a spouse living, has entered into or contracted marriage with any person;</li> <li>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.</li> </ol>
9.	<b>Remuneration /Entitlements</b>	<ol style="list-style-type: none"> <li>i. Legal Consultants will be paid a monthly consolidated remuneration of Rs. 75,000/- with an increment of 5% per annum.</li> <li>ii. No Dearness Allowances or any other allowances are admissible. Other terms and conditions shall be notified at the time of appointment.</li> </ol>
10.	<b>Nature of Duties of the Legal Consultant</b>	<ol style="list-style-type: none"> <li>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.;</li> <li>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 and finalization of various Agreements, Contracts, and MOUs etc.</li> <li>iii. Preparing Writ Petitions, Review Petitions, SLPs, Counter</li> </ol>

		<p>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 Legal Consultant</p> <p>vii. Attend Court hearings and Arbitration proceedings, liaise with Lawyers and prepare legal briefs</p> <p>viii. Analyse legal issues and recommend course of action in the legal issues assigned to the Legal Consultant</p> <p>ix. Legal 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>
11.	<p><b>How to apply /Registration process (Online)</b></p>	<ul style="list-style-type: none"> <li>• Online through <a href="http://www.bsnl.co.in">www.bsnl.co.in</a></li> </ul> <p>Link: <a href="https://portal2.bsnl.in/myportal/ExamHome.jsp">https://portal2.bsnl.in/myportal/ExamHome.jsp</a></p> <p>i. <b>The online registration shall commence from 18.02.2025, at 14.00 hours and shall close on 14.03.2025, at 14.00 hours. The registration fee of 500/- (Rupees Five Hundred only) shall be paid by the candidate through online mode.</b></p> <p>ii. 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. BSNL shall not be responsible for multiple/wrong etc. registrations by any candidate.</p> <p>iii. 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 <a href="http://www.bsnl.co.in">www.bsnl.co.in</a>. 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>iv. 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</p>

		<p>be cancelled and no correspondence in this regard shall be entertained.</p> <p>v. 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.</p>
<b>12.</b>	<b>Selection Procedure</b>	<p>Process of Selection 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 interview/interaction before an evaluation committee constituted by BSNL.</p> <p>iii. After the interview, a score card of the candidates, based on scores of Screening Committee and that of Evaluation Committee, shall be prepared.</p> <p>iv. Accordingly, from the prepared list top 3 (three) candidates shall be informed/contacted for submission of their original documents etc. for verification to complete pre-engagement formalities.</p> <p>v. After completion of all the norms, selected candidates shall be got engaged in BSNL as per the terms &amp; conditions agreed upon.</p> <p>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).</p> <p>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.</p> <p>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.</p>
<b>13.</b>	<b>Detail Terms &amp; Conditions</b>	Detail Terms & Conditions has been attached as <b>Annexure</b>
<b>14.</b>	<b>General Terms</b>	<ul style="list-style-type: none"> <li>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. Candidature Registration in BSNL will NOT confer any right for any engagement. Sought engagement will be</li> </ul>

solely subject to the fulfilment of all eligibility conditions.

- 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.
- Candidates in their interest are advised to refer to the BSNL website ([www.bsnl.co.in](http://www.bsnl.co.in)) from time to time for any further instruction/information.
- For any query, the applicant may communicate through following email id: [bsnlrectt@bsnl.co.in](mailto:bsnlrectt@bsnl.co.in)



**(Pravin Kumar Jha)**  
**Assistant General Manager**  
**BSNL, Corporate Office, New Delhi.**

**CONTD.....**

**Detailed Terms & Conditions (T&C) for shortlisting and finalizing registered candidates for hiring Legal Consultants**

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 Legal Consultant would be one year from the date of joining and maximum upto three years. Performance of the Legal Consultant will be reviewed at the end of 1<sup>st</sup> Year and 2<sup>nd</sup> 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.

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

3. The engagement of Legal 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.

4. Emolument of the Candidate :-

(A) Legal 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 Legal 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 Legal 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 :-

Process of Selection shall be as under:-

(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 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 Legal 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 Legal Consultant will be expected to display utmost honesty, secrecy of Office and sincerity while discharging duties. In case the services of the Legal 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.

7. Disqualification/Termination Notice : -

(A) BSNL can cancel the engagement of Legal 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 Legal 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.

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 Legal 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. BSNL reserves the right to modify/amend any of the terms & conditions of this engagement at any point of time.