



# ITI LIMITED

(A Govt. of India Undertaking)  
REGD & CORPORATE OFFICE  
ITI BHAVAN, DOORAVANI NAGAR  
BENGALURU – 560016

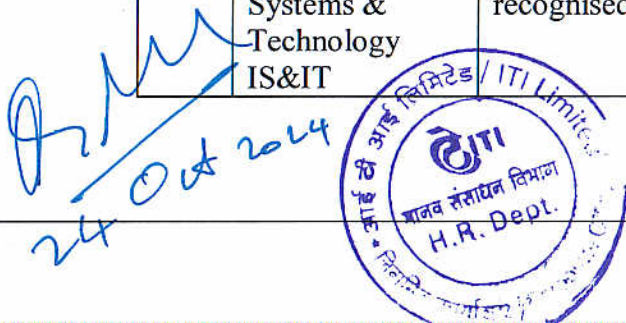
1. ITI Limited offers a diverse suite of products, solutions & services across various industry segments. ITI has modern manufacturing infrastructure, equipment & technology at its manufacturing facilities located at Bengaluru, Mankapur, Naini (Prayagraj), Palakkad & Rae Bareli, a dedicated Research and Development center in Bengaluru and Marketing Services & Projects (MSPs) units spread throughout the country. ITI has a dedicated Network System Unit for executing turnkey projects for installation and commissioning of telecommunication networks. The company intends to upgrade and invest in the technology, through the acquisition of technology from strategic partners with a specific focus on high growth industry segments. The company operates a data center at Bengaluru and currently expanding the same to offer cloud based services to government institutions/departments, banks etc. You may visit our website <https://www.itild.in> for further information.
2. The Company is looking for young talented professionals with requisite qualifications and suitable experience on a temporary/contract basis to bridge skill gaps and enhance our talent pool which enable the company to cater to the services covering a comprehensive range of solutions aligned with diverse activities and operational requirements of the Company.
3. **Name of the Post & Age limit**

Sl. No.	Name of the post	Age (Upper Age Limit)
1	Young Professional	32 years

#### 4. **Educational Qualifications, Vacancies & Posting Locations:**

The requirement of various specialized posts are mentioned in the table below :-

Sl. No.	Domain	Educational Qualification	Vacancies	Posting Location
1	R&D	B.E/B.Tech in ECE from a recognised University.	2	Bengaluru
		B.E/B.Tech in Computer Science from a recognised University.	2	Bengaluru
2	“Full Stack Web Developer” for Information Systems & Technology IS&IT	BE/B Tech in Computer Science/ Information Technology/ Information science/MCA from a recognised University	2	Bengaluru



Sl. No.	Domain	Educational Qualification	Vacancies	Posting Location
3	Data Centre	<b>IT:</b> B.E/B.Tech in ECE/IT/Computer Science from a recognised University. Certification in networking such as CCNA / Data Base admin. is preferable	2	Bengaluru
		<b>Non-IT:</b> B.E/B.Tech in EEE/Mech from a recognised University, with Professional engineering license in assessing technical systems and infrastructure of Data Center. Certification in Project Management is preferable.	2	
4	Legal Cell	LLB/BL from a recognised University	4	Bengaluru (2)/ Palakkad (1)/ Naini(1)
5	Civil	B.E/B.Tech in Civil from a recognised University	3	Bengaluru
6	HR	Any degree with MSW/ MBA / equivalent PGDM in HR from a recognised University	2	Bengaluru
7	Finance	Final Pass in CA/CMA OR Any Degree+ MBA (Finance)/ equivalent PGDM in Finance from a recognised University/Institute	8	Bengaluru (2)/ Raebareli (1)/ Naini(1)/ Mankapur(1)/ Palakkad(1)/ Lucknow(1)/ Kolkata(1)
8	Marketing	Any Degree with MBA or equivalent PGDM in Marketing from a recognised University	7	Bengaluru -3 Delhi -2 Hyderabad -1 Guwahati- 1
9	Projects (NSU)	B.E/B.Tech in ECE/E&T/Computer Science from a recognised University	10	Bikaner – 1 Jodhpur – 1 Jalandhar – 1 Srinagar – 1 Delhi – 1 Kolkata – 1 Mumbai – 1 Ahmadabad – 2 Bareli – 1

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Sl. No.	Domain	Educational Qualification	Vacancies	Posting Location
10	Production / Manufacturing	B.E/B.Tech in Computer Science from a recognised University	2	Palakkad
		B.E/B.Tech in Mechanical from a recognised University	1	
		B.E/B.Tech in ECE from a recognised University	2	Mankapur
		B.E/B.Tech in Mechanical from a recognised University	1	
		<b>Total</b>	<b>50</b>	

## 5. Job Description :

### a) Technical:

#### i) R&D:

- Design and development of digital circuits using Microcontroller, FPGA & associated peripherals.
- Proficiency in embedded C, VHDL/Verilog, & expertise in KEIL, ISE, VIVADO, Quartus, etc.,
- Proficiency in C, C++, C# and WPF, Web programming, MFC, MSQl & MySQL.
- Experience in the above areas is desirable.

#### ii) IS & IT :

- Design & developing of Web portals with knowledge of HTML, CSS, and JavaScript, server-side programming languages such as PHP, Python or Java.
- Working on Databases (e.g., MySQL, PostgreSQL) and database integration, hands on APIs and Web Services.
- Building responsive Design, Web Performance Optimization, Security Awareness (e.g., SQL injection, XSS, and CSRF prevention).
- Web Hosting & Deployment, Version Control and creating and maintaining clear documentation for code, APIs, and system architecture.

#### iii) Data Centre:

##### IT:

- Network/security, Cloud support, storage /server /OS/DB management.

##### Non IT:

- Non IT Infra management
- Professional engineering license in assessing technical systems and infrastructure of Data Center.
- Knowledge/Specialization in the design and assessment of mechanical and electrical systems within data centers, such as cooling, power distribution, and safety system.

iv) Civil: New civil construction works, upgradation/maintenance of building & industrial hangars including, estimation, costing, tendering, preparation of BoQ & Land Asset Management.

v) Projects: Installation & Commissioning of Communication equipment/ Electronics equipment/ Networking equipment.

vi) Production & Manufacturing: Working in areas of production and manufacturing of industrial products.



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b) **HR:** Working in HR areas like IR, ER, Staffing, establishment, etc.

c) **Finance:** Working in various areas such as Financial Management, Costing, Audit, Budgetary controls, Treasury Management, Finalization of Accounts, Taxation, Capital expenditure control.

d) **Marketing:** Working in Marketing/Sales/ Business Development

e) **Legal:**

- Matters relating to Labor laws, Land Laws, Contract drafting, etc.
- Practice & Procedure in Civil and Criminal proceedings;
- Drafting: Preparing, reviewing, vetting of statements/ various Agreements / Contracts such as Technical Collaboration Agreement, End User License Agreement, Technology Transfer Agreement, Lease deed, Sale Deed, Service Agreement, Security bond, Indemnity bond, Guarantee Bond, Non-Disclosure Agreement; Memorandum of Understanding, etc;
- Negotiation and Liaising with external/Govt agents.

## 6. General Terms & Conditions

a) **Engagement & Duration:**

- The contract period of Young Professional is for a fixed period, will be initially for a period of 1 year, extendable on year to year basis but not exceeding additional 2 years. However, their continuation in their respective position beyond the first and subsequent years, could be contingent on a satisfactory Annual Performance.
- Professionals with requisite qualification and experience if any, would be hired as Young Professional.
- Young Professionals do not include direct engagement of retired Government servants.

b) **Place of Posting:**

Anywhere PAN India, based on the requirement of Company.

c) **Rotation:**

Depending on the requirements of the Company and candidate's personal skills, Young Professionals can be rotated to other Units of ITI Limited.

## 7. Other Entitlements/Conditions

a) **Remuneration:** The remuneration Young Professionals would be Rs. 60,000/- per month (Consolidated)

b) The consolidated remuneration provided will be inclusive of all applicable Taxes and no other facility or allowance such as DA, accommodation, residential phone/ conveyance/ transport, foreign travel, personal staff, medical reimbursement etc. would be admissible to the Young Professionals.

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**c) Tough Location Allowance:**

In the event of posting Young Professionals in Tough Locations are entitled to the benefits under Tough Location Policy of ITI.

**8. Attendance & Working Hours:**

- a) The working hours of the Young professionals will be same as other employees of ITI Limited.
- b) No extra remuneration shall be allowed for working beyond office hours or on Saturdays/ Sundays/ Gazetted holidays

**9. Leave:**

- a) The Young Professional shall be entitled for 12 days of Casual Leave in a year on prorata basis.
- b) Apart from this the women YPs are be eligible for maternity leave as per the Maternity Benefit act amended from time to time.

**10. Service Conditions:**

- i. The appointment of Young Professional would be on full time basis for providing professional services in specific spheres as per requirement of the ITI Limited.
- ii. The appointment of Young Professionals is of a purely ad hoc (non-official) nature and the appointment can be cancelled at any time without assigning any reason.
- iii. They would not be permitted to take up any other assignment during the period of contract.
- iv. The contract need to be executed to this effect.

**11. Contractual terms and conditions**

**a) Legal Status:**

- i. The Young Professional shall have the legal status of an Independent Consultant temporary (Non Official) vis-à-vis, ITI Limited and shall not be regarded for any purposes, as being either a staff member" of ITI Limited, or an official" of ITI Limited.
- ii. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between ITI Limited and the Individual Young Professional.
- iii. The Young Professional shall comply with all laws, ordinances, rules and regulations bearing upon the performance of his/her obligations under the Contract.

**b) Probationary period:**

- i. The Probationary period shall be from the first 3 months from the date of Joining in the Company. It is not mandatory for ITI Limited to absorb or offer regular contract after completion of 3 months/ completion of probationary period. Probationary period can be increased or decreased based up on the performance.
- ii. After successful completion of probation continuation of services on contract basis will be confirmed.



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**c) Termination:**

- i. ITI Limited can terminate the contract at any time without prior notice and without providing any reason for it. However, in the normal course it will provide one month's notice to the individual Young Professional.
- ii. In case an YP wishes to resign from his/her position, he/she shall furnish at least one month's notice period or salary in lieu thereof.
- iii. ITI Limited shall have powers to terminate any or all the professionals at any time without assigning any reason, with the approval of the Management.
- iv. Absence from duty for a continuous period of 08 days, without any information or any valid reason, may lead to automatic termination of contractual engagement.

**12. Selection Process:**

**Selection Process involves the following stages:** The selection of candidates will be done through a two-stage process i.e.,

**Stage 1: Shortlisting stage:**

This will be done through a quantifiable point based methodology derived via a component weightage system.

**Stage 2: Assessment stage:**

The shortlisted candidates would be invited to appear in the selection process. The selection process will comprise of following 2 components, which will be held at corporate office ITI Limited, Bangalore.

- i) Group Discussion (GD)
- ii) Personal Interview (PI)

**13. GENERAL CONDITIONS:**

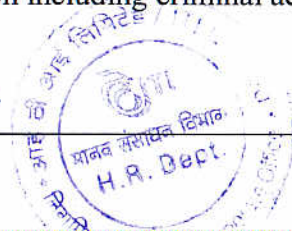
- a) Only Indian Nationals need to apply. Mere submission of application will not entail right for claiming appointment.
- b) All qualifications should have been acquired from the Indian Universities/ Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India.
- c) Documentary proof in support of the candidates' Post Qualification experience as mentioned in application should be uploaded in the appropriate time.
- d) Educational Qualification and Maximum Age Limit prescribed is as on the Date of Advertisement.
- e) Experience limit prescribed is as on the last date of the submission of application.
- f) The company reserves the right to consider only those candidates for interview who according to its decision rank high in terms of eligibility criteria.
- g) 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.
- h) Canvassing in any form will disqualify the candidature.
- i) 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.

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- j) Applications in which the essential qualification / experience cannot be fully ascertained will be liable for rejection. Accordingly, it is the responsibility of candidate to satisfy that she / he meets the eligibility criteria (as mentioned in this advertisement) fully before applying, to properly fill the application and uploading necessary documents.
- k) Percentage of marks in the essential qualification as indicated shall be aggregate of all semesters to be calculated taking the average of all semesters/years, irrespective of the weightage given to any particular semester/year/subject by the Institute/University.
- Aggregate percentage of marks shall not be rounded off (For Example: 69.99% not to be rounded off to 70.00%)
- l) Wherever CGPA / OGPA / DGPA or Letter Grade in a degree / diploma is awarded, its equivalent percentage of marks in aggregate must be indicated in the application form as per the norms for conversion of Grade into percentage adopted by the University / Institute. Documents in this regard is to be uploaded in the appropriate time.
- m) If in case, no such formula is prescribed by the University, the equivalence in percentage of marks will be established by multiplying the CGPA/OGPA/Grade by a factor of 10 subject to the condition that the candidates has to submit documentary proof that the university doesn't have any formula for conversion of CGPA/OGPA/Grade to corresponding percentage.
- n) Engineering degree can be B.E/B.Tech/B.Sc Engineering (04 years course).
- o) Candidates having five years BE/B.Tech + ME/M.Tech integrated dual degree in engineering in relevant discipline shall also be considered at par with B.E /B.Tech/B.Sc. Engineering.
- p) Candidates pursuing/completed M.Tech in any disciplines, other than those mentioned above, for being eligible, must have completed BE/B.Tech/B.Sc. Engineering in one of the above mentioned qualifying degree examination are eligible to apply.
- q) If a candidate pursues integrated ME/ M.Tech Programmes and is awarded two separate degrees i.e. BE/B.Tech and ME/M/Tech, then the % of marks/CGPA obtained by the candidates in BE/B.Tech will be considered to determine the eligibility of the candidates.
- r) If a single degree i.e. ME/M.Tech is awarded to the candidates at the end of integrated ME/M.Tech programme, then the consolidated marks obtained by the candidate at the end of integrated ME/M.Tech programme will be reckoned for deciding the eligibility.
- s) Applications should be submitted through online mode only.
- t) Candidates can submit only one application. In case multiple applications are submitted for a post, the latest application will be considered.
- u) Candidature are liable to be rejected at any stage of selection process without notice or if joined are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or if ITI Limited comes across any evidence / knowledge that the qualification / experience and any other particulars indicated in the application / personal resumes / other forms / formats are not recognized / false/ misleading and / or amounts to suppression of information / particulars which should have been brought to the notice of ITI Limited or that the candidate has been shortlisted /selected in ITI Limited though or adopting any unfair means.
- v) ITI has transparent selection process where the selection criteria are purely based on merit of the candidate. ITI does not demand or charge any fee or request for money deposits at any stage of the selection process. We urge job seekers not to be misled by any communication made by fraudsters purporting to be representatives of our Company and demanding payment in lieu of employment in ITI. The Company is not liable for any loss that may ensue from such fraudulent actions. ITI reserves its right to take legal action including criminal action against such fraudsters.

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- w) Court of Jurisdiction for any dispute / cause will be at Bangalore.
- x) Any corrigendum/Addendum, if any, will be hosted/published on ITI website. Candidates are requested to visit the website regularly for updates.
- y) Applications with insufficient information/ incomplete will be rejected.
- z) Non uploading of required / legible documents in the appropriate time, will be treated as incomplete application and is liable for rejection.
- aa) Any relaxation/interpretation of Job Notification w.r.t the eligibility criteria and other Terms and conditions in the Notification will be at the sole discretion of the management.
- bb) NO TA/DA will be given for attending the interview/ Initial joining of the candidates if selected. Candidates have to bear the expenses on their own

#### **14. HOW TO APPLY AND IMPORTANT INSTRUCTIONS FOR CANDIDATES**

- a) Candidates satisfying the conditions of eligibility criteria shall fill in the application form available in the ITI Limited Website – Career Page – Notification – Application format.
- b) Candidates should make a choice of preference for initial Posting location, however, the decision regarding the posting location will be at the discretion of the Management based on the requirement of the Company.
- c) Candidates may fill up details in the online application very carefully. Please take care while filling out the e-mail /alternative e-mail fields, since all important communication shall be through emails only.
- d) A valid e-mail ID is essential for submission of the online application. ITI Limited will not be responsible for bouncing of any e-mail or delivery of an e-mail to junk/spam mail folder of candidates.
- e) A valid mobile number to be entered in the application.
- f) The Last date of receipt of submitted application is **18.11.2024 at 23:59 HRS**
- g) If for any queries/ technical issues email at : **manpower\_crp@itiltd.co.in**

Advertisement Ref No.: ITI/CRP/HR/2024/1393

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