

**Filling up 1 (one) post of Director (CEO) in Telecom Centers of  
Excellence (TCoE) India  
(Location: New Delhi)**

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**Advertisement No. – Rectt/01-2025 dated 20-03-2025**

1. Applications are invited for filling up the 1 (one) post of Director (CEO) TCOE India (Level 13/14 of 7<sup>th</sup> CPC) at Telecom Centers of Excellence (TCoE) India at New Delhi from Indian Citizens.
2. TCoE India, established in 2007 by the Department of Telecommunications as a Public-Private Partnership (PPP), is a registered society under the Societies Registration Act, 1860. This Society works under the Governing Council of TCOE India chaired by Additional Secretary/ Special Secretary, DoT. The Governing Council appoints the Director (CEO) of TCOE India to undertake all administrative functions of the Society on behalf of the Governing Council.
3. TCoE India fosters innovation, entrepreneurship, and research in the digital communication sector by bringing together academia, industry, and government for achieving technological excellence in digital communications. It focuses on generating intellectual property and supporting startups through initiatives like hackathons and incubation programs.
4. TCOE India undertakes the management of R&D Projects funded by DoT in addition to taking up projects from other government organizations. Further, TCOE India also manages the Centres of Excellence set up in various institutes to develop Communication Technology.
5. Currently, TCOE India is exploring to revamp itself into a more dynamic and self-reliant organization for promoting Digital Communication and ICT sector technologies through investments in products and solutions, across all stages of development. To do this, it would utilize the funding provided as part of Telecom Technology Development Fund (TTDF) under Digital Bharat Nidhi (DBN) and, funds and grants from the industry.
6. The key objectives TCOE India is looking to meet are as follows:
  - a) Innovation and research and development – To promote innovation and R&D in the digital communication sector in both public and private sectors by bringing together academia, industry, and government.
  - b) Bridge the digital divide – To support ideas, technologies, entrepreneurs, and startups aimed at bridging the digital divide by enabling access to high-quality digital communication services.
  - c) Telecom components and equipment manufacturing, and technologies and solutions development – To support entrepreneurs and startups build the pathway for the scaling of innovative ideas.
  - d) Market catalysis enablers – To support the removal of constraints and the creation of enablers to catalyze a broad-based and globally competitive domestic manufacturing and solutions development ecosystem.
  - e) Support government initiatives like hackathons, incubation programs, and technology commercialization and as implementation agency for government funded projects.

- f) Capabilities and skills development – To support in building the human resource capabilities and skills that are required to realize the Company’s vision.
  - g) De-risk and crowd-in private capital – To de-risk and crowd-in private capital into investing in telecom component and equipment manufacturing, and technologies and solutions development.
7. To achieve this, TCOE India would need to perform the following non-exhaustive activities:
- a) Engage with multiple stakeholders including Industry, Academia, Government entities, Investors and Civil society organizations.
  - b) Raise funds through grants and equity investments from industry and private investors.
  - c) Implement end to end funding process from inviting proposals, coordinating with multiple committees for evaluation, selecting projects to managing disbursements.
  - d) Facilitate the filing, protecting, and managing of useful intellectual property rights, and to access and utilize national and international SEPs (Standard Essential Patents).
8. **Position Overview:** The Director(CEO) TCOE India will be the acting Head of TCOE India under the guidance of Governing Council. Director(CEO) TCOE India will spearhead the organization's strategic and operational efforts of the company. He/ She will play a pivotal role in leading investments in projects, drive research and development, support patent creation and commercialization, and foster deep collaboration between government, academia, and industry. He/she would need to oversee the operations across multiple aspects mentioned above. The position is proposed to continue as a CEO of Section 8 company as and when the TCOE India as a Society converts into a Section 8 company.
- This role requires a visionary leader who can translate ambitious goals into tangible outcomes and align the organization’s activities with national priorities in the digital communication sector.
9. **Key Responsibilities:** The key responsibilities would be to: Lead the development and execution of TCOE India’s long-term strategy, aligning the organization’s objectives with the Department of Telecommunications (DoT) and national priorities, including indigenous technology development and reducing reliance on imports
- i. Oversee the TCOE India’s day-to-day operations, ensuring that projects are executed efficiently and in accordance with the strategic priorities.
  - ii. Ensure exploration of multiple revenue sources for the company to have self-sustainable capital and operational expenditures.
  - iii. Build and maintain strategic relationships with key stakeholders, including government agencies, private sector partners, academia, and investors.
  - iv. Secure funding from a mix of government grants, venture capital, and private equity to fuel pipeline.
  - v. The Director(CEO) TCOE India will report directly to the Governing Council of TCOE India and work in close collaboration with the Department of Telecommunications to ensure alignment with government policies and industry goals.
10. **Qualifications and experience:** A person being considered for appointment as Director (CEO) TCOE shall possess:
- i. **Qualifications:**

- 1) Essential
  - a) A bachelor's degree in engineering/ technology in the field of ICT (electrical/ electronics/ digital communications/ computer/ IT, etc.).
- 2) Desirable:
  - a) A master's degree in management
  - b) Holding master's/ doctorate degree in ICT related field.

ii. **Experience:**

**a. Essential -**

- a) A minimum of 15 years of senior managerial level, preferably in telecom/ digital communications, ICT innovation-driven organizations

**b. Desirable -**

- a) Five years of experience in managing research and development programmes or projects
- b) Expertise in managing large-scale public-private partnerships and scaling organizations focused on investing in start-up ecosystems.
- c) Global experience of dealing with stakeholders in innovation, R&D or technology development.
- d) Leading a team/ project/ company of more than 25 employees, preferably in government entities/ societies/ Section 8 companies.

iii. **Skills & Competencies in following fields are desirable:**

- a) Visionary Leadership
- b) Innovation Focus
- c) Stakeholder Management
- d) Financial Acumen
- e) Knowledge of global trends

11. **Appointment:** The Director(CEO) will be appointed by the Governing Council (GC) of TCoE India, which provides oversight to achieve TCoE India's purpose. The appointment will be based on the recommendations of as per GC on applicant's profile and interview.
12. **Age limit:** A person considered for appointment shall not exceed sixty-three years of age at the time of initial appointment.
13. **Term of office:** The Director(CEO) TCOE India shall hold office for two years from the date of assumption of charge and shall be subject for extension on such terms and conditions which may be determined from time to time by the GC. Provided that no person above the age of sixty-five years shall occupy the office of the Director(CEO). The GC has full powers on pre-mature termination of the tenure of Director(CEO) TCOE India.
14. **Conditions of Service of Director(CEO) TCOE India:** The person appointed as the Director(CEO) TCOE India shall be paid as below:
  - i. Person from the Central Government or State Government or universities or recognized research institutions or Semi Government or statutory or autonomous Organisations in India, appointed as the Director(CEO) TCOE India on deputation shall be paid a salary, allowances, increments, etc., as was being drawn by the applicant in its parent organization. Terms and conditions of such appointment shall be as per the extant rules applicable to deputation or as determined by the GC. The CGHS facility and Government accommodation are not available.

- ii. Person from industry or private sector or Non-Government Organisation, or any other person not covered under para (i) of Conditions of service of Director(CEO), shall be given a competitive salary with performance-based incentives, aligned with the scale of the responsibilities and the experience, in the range of INR 75 lakhs to 1 Cr. (fixed) per which may be revised by the GC.
- iii. The person shall be eligible for allowances and perks as per rules of TCOE India, as applicable from time to time.
- iv. The person who is in receipt of any pension from the Central Government or State Government, the pay of such person shall be reduced by the gross amount of pension drawn by him.

**15. How to Apply:**

- i. The attached application form along with relevant enclosures should be submitted latest by **19<sup>th</sup> April 2025** in a sealed cover super scribed with "Application for the post of Director(CEO) TCOE India", to

**Director (TTDF-II)**  
**Department of Telecom**  
**Room No. 1204, Sanchar Bhawan, Ashoka road**  
**New Delhi-110 001**

- ii. Candidates may also submit their applications along with relevant enclosures via e-mail to [recruitment@tcoe.in](mailto:recruitment@tcoe.in) with subject titled as "Application for the post of Director(CEO) TCOE India- Name of the applicant", by **19<sup>th</sup> April 2025**.
- iii. A serving government employee can apply either on deputation basis or on absorption basis.
- iv. Candidates working in Central Government/State Governments/ other government organizations, must apply through proper channels.
- v. Incomplete applications will not be considered.
- vi. In case of any issue or more information please contact [recruitment@tcoe.in](mailto:recruitment@tcoe.in).

## Application Form for the Position of Director(CEO), TCoE India

### i. Applicant Type

Please select the category under which you are applying:

- Government - Deputation Candidate
- Government – Absorption Basis
- Private Sector/External Applicant

Passport Size  
photograph duly  
attested

### ii. Personal Information

- Full Name (in block letters): \_\_\_\_\_
- Date of Birth (DD/MM/YYYY): \_\_\_\_\_
- Age as of [Closing Date]: \_\_\_\_\_
- Gender:  Male  Female  Other
- Nationality: \_\_\_\_\_
- Current Address:  
Address Line 1: \_\_\_\_\_  
Address Line 2: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ PIN: \_\_\_\_\_
- Permanent Address:  
Address Line 1: \_\_\_\_\_  
Address Line 2: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ PIN: \_\_\_\_\_
- Contact Details:  
Mobile Number: \_\_\_\_\_  
Alternate Phone Number: \_\_\_\_\_  
Email Address: \_\_\_\_\_

### iii. Educational Qualifications

Attach self-attested copies of certificates.

Degree	Discipline	Institution/University	Year of Completion	Grade/Percentage

### iv. Employment Details

#### a. For Government/Deputation Candidates

Provide details of your current and previous appointments:

Organization/Department	Designation/ Post held	Duration (From-To)	Scale of Pay and Basic Pay	Key Responsibilities (Max 100 words)

i. Date of Retirement (as per rules): \_\_\_\_\_

ii. Are you currently receiving a government pension?  Yes  No

**b. For Private Sector/External Candidates**

Provide details of your professional experience:

Organization/Company	Designation	Duration (From-To)	Key Responsibilities (Max 100 words)

Are you currently affiliated with any telecom-related organization?  Yes  No

If yes, provide details: \_\_\_\_\_

**v. Specific Expertise**

S. No.	Area of Experience	Brief Details of Working Experience (Max 100 words)
1	Digital communications and ICT Technologies	
2	Startups and Incubation Programs	
3	Technology Commercialization	
4	Public-Private Partnerships (PPPs)	
5	National or International Telecom Policies	
6	Telecom and cyber security, and emerging telecom technologies	
7	Strategic Revenue Generation Models	

**vi. Statement of Purpose**

Attach a typed Statement of Purpose (max 500 words) explaining:

- a. Your vision for TCoE India
- b. How your expertise and experience align with the CEO role
- c. Your plans to contribute to innovation and growth in the telecom sector

**vii. References**

Provide details of two professional references:

Name	Designation	Organization	Contact (Email/Phone)

**viii. Additional information, if any, which you would like to mention. Also, enclose your resume.**

**ix. Declaration**

I, the undersigned, declare that the information provided in this application is true and complete to the best of my knowledge. I understand that providing false information may result in disqualification or termination of the recruitment process.

Date: \_\_\_\_\_

Place: \_\_\_\_\_

Signature of the Applicant: \_\_\_\_\_