



Advertisement No: - BSNLCO-11/12/1/2021-RECTT Dated 04-01-2022

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

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

1.	Name of the Post	Fulltime Young Legal Professionals in Bharat Sanchar Nigam Limited (BSNL) Corporate Office, New Delhi (on fixed short term contract basis).
2.	Number of Posts	• 02 (Two)
3.	Place of Posting	• Bharat Sanchar Nigam Limited, Corporate Office (BSNL), New Delhi
4.	Period of fixed short-term Contract	The initial engagement shall be for 1 (one) year. Extension for the 2 nd & 3 rd year can be considered based on performance and need basis. The same will be with an annual increase of 5% after the 1 st & 2 nd year with approval of the Competent Authority of BSNL.
5.	Age Limit	• The age of the Candidate shall not be more than 32 years on last date of receipt of online applications. 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.	Qualifications / Essential Criteria	• Nationality: Only Indian Nationals shall be eligible to apply. • Mandatory criteria <ul style="list-style-type: none">• The candidate should have graduated with LLB (either 3 years or 5 years integrated course).• The institute should be approved by Bar Council of India (BCI).• Minimum Marks: The candidate must have scored at least 60 per cent marks in aggregate in LLB.• The candidate should have post qualification experience of three years. • Desirable <ul style="list-style-type: none">• Advantage shall be given to candidates completing their five-year integrated LLB course from any of the National Law Universities in India.• Advantage shall be given to candidates with good PGCLAT 2021 Score. • Experience: - 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.

		<p>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 analyzing various legal/ commercial documents.</p> <p>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.</p> <p>iv. Net-savvy with good exposure and ability to work in the computerized environment.</p> <ul style="list-style-type: none"> • Disqualifications: - No person shall be eligible for engagement: - <ul style="list-style-type: none"> i. Who has entered in to or contracted a marriage with a person having a spouse living, <ul style="list-style-type: none"> or ii. Who, having a spouse living, has entered into or contracted marriage with any person; 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.
7.	Fee entitlements	<ul style="list-style-type: none"> • The Fulltime Young Legal Professionals shall be paid fixed monthly Fee of Rs.75,000/- (Rupees Seventy Five thousand only) per month. He /She shall not be entitled to any allowances such as conveyance allowances, dearness allowances, residential phone, transport facility, residential accommodation , medical reimbursement etc.
8.	Nature of Duties of the Fulltime Young Legal Professionals	<ul style="list-style-type: none"> • The job involves dealing with service-related matters as well as other legal aspects pertaining to BSNL like Arbitration, Service Matters, Contracts, TAXATION, Company Law, NCLT, Rent dispute etc. • 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. • Defending & appearing for BSNL's legal cases in various Courts, Tribunals etc, as and when required. • They may also be required to brief the Senior Law Officers, Central Government Standing Counsels and Senior/Panel Advocates. • Regular monitoring and follow up of specific legal issues entrusted to the Young Legal Professionals. • Attend Court hearings and arbitration, liaise with lawyers and prepare legal briefs. • Analyze legal issues and recommend course of action in the legal issues assigned to the Young Legal Professionals. • Working Hours: - Fulltime Young Legal Professionals in BSNL Corporate Office, New Delhi (on fixed short term contract basis)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.
9.	How to apply/ Registration process (Online)	<ul style="list-style-type: none"> • Online through www.bsnl.co.in • Link https://www.bsnl.co.in/opencms/bsnl/BSNL/about_us/hrd/jobs.html <p>The online registration shall commence from 10-01-2022 and shall close on 09-02-2022. The registration fee of 500/- (Rupees Five Hundred only) shall be paid by the candidate through online mode.</p> <p>The amount of the fee shall not be accepted in any other form. Fee once paid shall</p>

		<p>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>Registration forms complete in every respect must be submitted Online on or before the closing date. <u>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 www.bsnl.co.in. 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.</u></p> <p>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 be cancelled and no correspondence in this regard shall be entertained.</p> <p>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>
10.	Terms and condition for engagement of Full Time Young Legal Professionals	As per Annexure-A .
11.	Selection Procedure	<p>Process of Selection shall be as under: -</p> <ol style="list-style-type: none"> i. Evaluation of applications will be done as per the information/documents provided by the applicants during online registration. 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. iii. After the interview, a score card of the candidates, based on scores of Screening Committee and that of Evaluation Committee, shall be prepared. Accordingly, from the prepared list top 2 (two) candidates shall be informed/contacted for submission of their original documents etc. for verification to complete pre-engagement formalities. iv. After completion of all the norms, selected candidates shall be got engaged in BSNL as per the terms & conditions agreed upon. v. 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). vi. 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. vii. BSNL reserves the right to change the number of posts vacancies as per

		<p>requirement. Also BSNL reserves the right to select more candidates from the waitlist as per requirement.</p>
12.	General Terms	<ul style="list-style-type: none"> • 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 fulfill 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 fulfill 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 solely subject to the fulfillment 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) from time to time for any further instruction/information. • For any query, the applicant may contact during office hours on following:- • Tel.no.: 011-23352491; • email id: bsnlrectt@bsnl.co.in

Detailed Terms of Conditions (T&C)

1. The initial engagement shall be for 1 (one) year.
Extension for the 2nd & 3rd year can be considered based on performance and need basis. The same will be with an annual increase of 5% after the 1st & 2nd year with approval of the Competent Authority of BSNL.
2. The Fulltime Young Legal Professionals engaged would not be permitted to take up any other assignment during the period of engagement with BSNL.
3. The Young Legal Professionals, once engaged on contract, shall adhere to the office timings and shall abide by the work ethics and discipline norms as are applicable to BSNL employees.
4. The engagement of Fulltime Legal Consultant is of a temporary nature. BSNL Corporate Office, New Delhi can cancel the engagement at any stage without providing any reason for it, either on 30 days' notice period or immediately after paying Fee of 30 days.
5. Fee entitlements of the Candidate: -
 - (I) The Young Legal Professionals shall be paid fixed monthly fee of Rs.75000/- per month. He /She shall not be entitled to any allowances such as conveyance allowances, dearness allowances, residential phone, transport facility, residential accommodation, medical reimbursement etc.
 - (II) The extension for the 2nd & 3rd year can be considered based on performance and need basis. The same will be with an annual increase of 5% after the 1st & 2nd year with approval of the Competent Authority of BSNL.
 - (III) The Fulltime Young Legal Professional 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.
 - (IV) The Fulltime Young Legal Professional shall be entitled to Casual Leave of 12 days on prorata basis in a single year. The leave shall accrue on completed calendar monthly basis, calculated from the date of joining. Un-availed leave on tenure of single year shall not be carried forward to next tenure of one year. Additional leave, without pay would be permitted upon approval by the Reporting Officer.
6. Conflict of Interest:

The Fulltime Young Legal Professional shall be expected to follow all the rules and regulations of the Govt. of India & BSNL as applicable to its Officers. The engaged Fulltime Young Legal Professional 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 with the 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:
 - (I) BSNL can cancel the engagement of Fulltime Young Legal Professional at any time without providing any reason for it. However, in the normal course it will provide one month's notice to the Consultant. The Consultant can also seek for termination of the Contract upon giving one month's notice to BSNL.
 - (II) 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 shall be entertained. Also, BSNL may debar such Fulltime Young Legal Professional from future engagement.

(III) If any declaration given or information furnished by the candidate proves to be false 'or' of the candidate is found to have wilfully suppressed any material information his/her contract with BSNL shall stand terminated forthwith without any notice, in addition to any other administrative and 'or' legal action as BSNL may deem fit.

(IV) Without prejudice and in addition to the Legal remedies available to BSNL, breach of contract shall be considered a sufficient ground for termination of the contract

8. Confidentiality :

- During the period of engagement with the BSNL, the Legal consultant shall not divulge any information that he/she may have come across during the period of his/her engagement in BSNL to anyone who is not authorized to have the same.
- Legal consultant shall maintain absolute integrity, devotion to duty, confidentiality and secrecy of information handled by him/her. The secrecy and confidentiality shall be maintained even after the termination of the contract.
- Legal consultant shall, in no case, work for or represent in court or before any other legal authority, tribunal etc. or give opinion/advice to any person other than BSNL on any matter during the period of his/her engagement with the BSNL.
- The 'Young Legal Professionals' on having accepted the offer shall adhere to the norms for secrecy as per the Official Secret Act, 1923 and shall give a declaration of Fidelity & Secrecy. He/She shall be responsible for security of the sensitive data /information.
- The Young Legal Professionals shall not indulge in 'or' disclose to any person, any details of office operational process, technical know-how, security arrangements and administrative/organisational matters which are of confidential/ secret nature.
- The Young Legal Professionals shall not, except with the prior sanction of BSNL or in the bonafide discharge of his/her duties, publish a book or a compilation of articles or participate in radio 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.

9. Undertaking: A self-undertaking shall be required from the candidate to the effect that he/she has no criminal record or criminal case is pending against him/her in any court.

10. Relaxation:

Under exceptional circumstances and in the case of meritorious candidates the above guidelines may be relaxed.

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



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