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

Advertisement No. – Rectt./02-2026 dated 27-10-2026

1. Applications are invited from Indian Citizens for filling up 1 (one) post of Director at Telecom Centers of Excellence, India (TCOE India) at New Delhi.
2. TCoE India, established in 2007, 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 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. **The key objectives of TCOE India are as follows:**
   a) Innovation and Research & 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) Bridging 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 & equipment manufacturing, 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 & 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, technologies and solutions development.

6. 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 & management of useful intellectual property rights, to access and utilize national & international SEPs (Standard Essential Patents).
7. **Position Overview:** The Director TCOE India will be the Head of TCOE India under the overall supervision and guidance of Governing Council. Director TCOE India will spearhead the organization's strategic and operational efforts of the organisation. He/ She will play a pivotal role in leading investments in projects, drive research & 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.

   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.
8. **Key Responsibilities:** The key responsibilities would be to:
   (i) 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
   (ii) Oversee the TCOE India's day-to-day operations, ensuring that projects and programs are executed efficiently and in accordance with the strategic priorities.
   (iii) Ensure exploration of multiple revenue sources for the organisation to have self-sustainable capital and operational expenditures.
   (iv) Build and maintain strategic relationships with key stakeholders, including government agencies, private sector partners, academia, and investors.
   (v) Secure funding from a mix of government grants, venture capital, and private equity to fuel the pipeline.
   (vi) The Director 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.
9. **Qualifications and experience:** A person being considered for appointment as Director 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:**

1) Essential -
   a) A minimum of 15 years of senior managerial level, preferably in telecom/ digital communications, ICT innovation-driven organizations
2) Desirable -
   a) Five years of experience in managing research & 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

10. **Appointment:** The Director 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 GC on applicant's profile and interview.

11. **Age limit:** A person considered for appointment shall not exceed sixty-three years of age at the time of closing date of application.

12. **Term of office:** The Director 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. The GC has full powers on pre-mature termination of the tenure of Director TCOE India.

13. **Conditions of Service of Director TCOE India:** The person appointed as the Director TCOE India shall be paid as below:

i. For person retired from the Central Government or State Government or universities or recognized research institutions or Semi Government or statutory or autonomous Organisations in India and who is,
   a. not in receipt of any kind of pension, shall be paid a salary, as was being last drawn by the applicant in its parent organization, along-with performance-based incentives, etc.
   b. in receipt of any pension from the Central Government or State Government, the remuneration and allowances for engagement would be governed by the Department of Expenditure's Office Memorandum No. 3-25/2020-E.IIIA dated 09.12.2020.

ii. For person from industry or private sector or Non-Government Organisation, or any

other person not covered under para (i) above, the Director shall be given a competitive salary with performance-based incentives, aligned with the scale of the responsibilities and the experience of the candidate.

iii. Terms and conditions of appointment shall be as per the extant rules applicable as determined by the GC.

14. **How to Apply:**

i. The attached application form along with relevant enclosures should be submitted latest by **16-11-1026** in a sealed cover super scribed with "Application for the post of Director TCOE India", to

Chief Financial Officer,
Telecom Centres of Excellence, India,
C DoT Campus, Mandi Road, Mehrauli,
New Delhi-110030
Mobile No: 9811780573

ii. Candidates may also submit their applications along with relevant enclosures via e-mail to recruitment@tcoe.in with subject titled as "Application for the post of Director TCOE India- Name of the applicant", by **16-11-2026.**

iii. Incomplete applications will not be considered.

iv. In case of any issue, please contact recruitment@tcoe.in.

Application Form for the Position of Director, TCoE India

i. Applicant Type

Passport Size photograph duly attested

Please select the category under which you are applying:

☐ Government Retired Applicant
☐ Private Sector/External Applicant

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 Retired Applicants

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 Applicants

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 role of Director TCOE India.

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.**

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.

Date: _____
Place: _____

Signature of the Applicant: _____