ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi

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No:-AIBSNLEA CHQ/CMD/GM(Fin.) Rectt./2025-28/ Dated:-18.6.2026

To,

Shri A.Robert J Ravi Ji,
Chairman & Managing Director, BSNL Board
Janpath, New Delhi-110001

Subject: Request for Providing Career Progression Avenue to Internal Finance Executives for the Post of General Manager (Finance) on Regular Basis through LICE & Interview.

Respected Sir,

We would like to draw your kind attention towards the recent notification issued by BSNL inviting applications from the open market for recruitment to the post of General Manager (Finance). While we appreciate the efforts of the management to strengthen the Finance vertical by inducting experienced professionals, we respectfully submit that equal opportunity should also be extended to the talented and experienced Finance executives already serving in BSNL.

BSNL possesses a large pool of highly qualified and experienced Finance professionals working across Circles, Corporate Office and various units. Many of these officers possess qualifications such as **CA, CMA, MBA (Finance), ICWA, M.Com** and other professional certifications, besides having decades of practical experience in handling complex financial operations, budgeting, taxation, audit, ERP systems, regulatory compliance, revenue assurance, business planning and corporate finance matters.

These officers have been instrumental in managing the financial affairs of BSNL during challenging periods and have consistently demonstrated their commitment, competence and organizational knowledge. Their extensive exposure to BSNL's systems, procedures, policies and business environment provides them with a unique advantage that cannot be immediately replicated through external recruitment.

In this context, it is felt that restricting the opportunity exclusively to candidates from the open market may inadvertently overlook the vast internal talent available within the organization. Such a situation may also adversely impact employee morale and aspirations, particularly among deserving officers who have devoted their professional careers to the growth and sustainability of BSNL.

It is therefore requested that BSNL may consider introducing a suitable mechanism to enable eligible internal Finance executives to compete for appointment to the post of General Manager (Finance) on a regular basis. This may be done through:

1. Limited Internal Competitive Examination (LICE) for eligible Finance executives.
2. Selection through Interview-cum-Assessment based on qualifications, experience and performance records.
3. A combined selection process involving written examination, presentation and interview.
4. Creation of a promotional avenue by earmarking a certain percentage of vacancies for internal candidates possessing the prescribed qualifications and experience.
5. Any other transparent and merit-based mechanism deemed appropriate by the management.

Such an initiative would offer multiple advantages:

- Recognition and utilization of existing in-house talent.
- Enhanced motivation and career progression opportunities for Finance executives.
- Retention of experienced officers within the organization.
- Reduced learning curve due to familiarity with BSNL's systems and business processes.
- Strengthening of organizational commitment and employee engagement.
- Promotion of meritocracy while maintaining transparency in the selection process.

It is pertinent to mention that several Public Sector Undertakings provide avenues for their internal executives to compete for higher-level positions through departmental examinations, selection processes or accelerated promotion schemes.

Adoption of a similar approach in BSNL would be in line with best HR practices and would help foster a culture of growth and excellence.

The Finance wing of BSNL has consistently contributed towards financial discipline, regulatory compliance, cost optimization and business sustainability. The officers serving in this stream deserve an opportunity to demonstrate their capabilities for leadership positions through a fair and competitive process.

We therefore earnestly request your good-self to kindly review the recruitment policy for the post of General Manager (Finance) and allow eligible internal Finance executives possessing the requisite qualifications and experience to participate in the selection process for appointment on a regular basis.

We are confident that such a decision will not only strengthen the Finance leadership of BSNL but will also boost the confidence and morale of the entire executive fraternity.

We shall be grateful for your kind consideration and favorable intervention in this important matter.

With highest regards,

Yours faithfully,

(Abhishek Jain)
General Secretary, AIBSNLEA

Copy for kind information and necessary action to:

1. Director (HR), BSNL Board, New Delhi.
2. Director (Finance), BSNL Board, New Delhi.
3. PGM (Rectt.), BSNL Corporate Office, New Delhi.