BSNL भारत संचार निगम लिमिटेड
BHARAT SANCHAR NIGAM LIMITED

BHARAT SANCHAR NIGAM LIMITED
(Recruitment Branch BSNL CO)

File No. **BSNLCO-11/12(11)/1/2025-RECTT-CO** Dated. **27.10.2025**

Bharat Sanchar Nigam Limited (BSNL) invites applications for the following posts under the Direct Recruitment (DR) scheme through written competitive Examination (Computer Based - Multiple Choice Objective Type Test). Details of the vacancies are as follows: -

Name of the Post	Total Number of Posts to be filled
Senior Executive Trainee (DR)-Telecom Stream	95* (Tentative)
Senior Executive Trainee (DR)-Finance Stream	25* (Tentative)

*Note: - Reservation for candidates belonging to SC/ST/OBC/PwBD/Ex-Servicemen categories etc. shall be applicable as per the instructions issued by the Government of India for direct recruitment.

2. Pay Scale: - IDA Pay Scale E3 (Rs. 24900 - Rs. 50500/-)

3. Age: - Minimum 21 Years and Maximum 30 Years as on crucial date (will be notified later)

4. Educational Qualification: -

Functional Stream	Educational Qualification
Telecom Operations	Bachelor of Engineering / Bachelor o Technology degree or equivalent engineering degree with minimum 60% marks on a regular full-time basis in any of the following discipline: 1. Electronics and Telecommunications 2. Electronics 3. Computer Science 4. Information Technology 5. Electrical 6. Instrumentation or combination of these disciplines as core with other associated emerging branches

Finance	Chartered Accountant (CA)/ Cost & Management Accountancy (CMA)
The candidates applying for SET (DR) should be Indian National and should possess the requisite educational qualification from an Indian Institute / University established by/under Act of the Central/State Government in India or other educational institute established by an act of Parliament or declared to be deemed University under Section 3 of UGC Act, 1956 and should have completed the course as on the closing date of receipt of application.	

5. The schedule of application, scheme of exam, exam fee and link for online registration, exam date etc. will be published on the official BSNL websites: - **www.bsnl.co.in and / or www.externalexam.bsnl.co.in**

6. Eligible candidates are advised to regularly check the BSNL website for updates regarding registration, examination schedule, exam fee and other relevant information.

प्रवीण कु० अग्रवाल
AGM (Rectt.)
BSNL CO

Scheme and Syllabus for Direct Recruitment to the post of Senior Executive Trainee [SET (DR)] of Telecom Stream

1. Scheme of Examination:

The examination (Computer based-Multiple choice-Objective type test) will consist of one paper as given below:

Paper	Particulars	Maximum Marks	Duration
Part-I (Common)	Written Test (Aptitude)	40 Marks (40 Questions)	180 Minutes
Part-II (Core)	Written Test (Technical)	160 Marks (160 Questions)	
Total		200 Marks (200 Questions)	

Note:

(a) The examination will be conducted in one shift comprising of Part-I (Common)-Written Test (Aptitude) and Part-II (Core) - Written Test (Technical) for 180 Minutes duration.

(b) The examination will be objective type with negative marking. For each correct answer 01 Mark will be awarded and for each wrong answer (-)0.25 Marks will be awarded.

1.1 **Minimum qualifying Marks**: Minimum qualifying marks in Part-I (Common) & Part-II (Core) shall be 40% in each part and overall minimum qualifying Marks in both Part-I & Part-II combined shall be 50%. For SC/ST, OBC, PwBD and EWS candidates, there shall be relaxation in Qualifying Marks and the minimum Qualifying Marks in each Part shall be 35% and overall minimum Qualifying Marks in both the Parts combined shall be 45%.

1.2 Determination **of Final Merit List**: Final merit list will be prepared based on Total Marks obtained in Part-I (Common) & Part-II (Core) provided the candidate has secured minimum qualifying Marks as prescribed above.

2. Syllabus for Part-I (Common) – Written Test (Aptitude)

(40 marks)

Part-I (Common)	Aptitude Test	1. Quantitative ability and data sufficiency 2. Reasoning (e.g. analytical, logical and critical reasoning) 3. Verbal ability, reading comprehension and analysis

3. Syllabus for Part-II (Core) – Written Test (Technical) - Telecom Stream:

As given in Annexure.

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Annexure

Syllabus of SET(DR) for Written Test- Technical Core-Telecom Stream

(160 Marks)

Sl. No.	Topic	Topic Sub-heading	Weightage in %
1	Basic Telecommunications Concepts	• Signal Processing • Modulation and Demodulation Techniques • Multiplexing techniques • Spectrum Management	15
2	Wireless Telecommunication Technologies	• Wireless Communication principles • Mobile Antenna System (Basics, Azimuth, Tilt, VSWR) • Fundamentals of GSM (2G/3G) • Fundamentals of LTE • Fundamentals of IP Multimedia Subsystem(IMS) • Fundamentals of 5G & Industrial applications (5G Use Cases & captive Network etc.) • KPIs of 2G/3G/4G & 5G mobile network for voice & data quality • Satellite Communications (LEO, MEO) • Fundamentals of Telco-Cloud • Mobile Radio Back Haul (M/W, UBR, E-Band etc.) • Spectrum Management • Fixed Wireless Access • Fundamentals of USIM/ESIM/ISIM and Network access security • Fundamentals of Network Management System (NMS) • Standardization in wireless communication • Fundamental of Signaling (SS7, SIGTRAN) & various protocols (SIP, Megaco, H.248, MGCP,RTP,RTCP etc.) • Disaster management & mitigation through ICT.	15
3	Wireline Telecommunication Technologies	• NGN Switches, Soft Switches • Telecommunication Call Routing and Switching concepts • Broadband Internet Technologies. • FTTxTechnology • Signaling in PSTN and SSTP • C4 & C5 NGN Architecture and Call flow	15

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		• NGN PROTOCOLS (SIP/ H.248/RTP/SIGTRAN) • IMS Network Architecture • ISDN (PRI/BRI), EPABX, SIP SERVICES • WI-FI Services and Encrypted HOTSPOT, Enterprises HOTSPOT Solution	
4	Telecom Transmission Infrastructure	• Fundamentals of Transmission Systems • Optical Fiber Technology • Optical Fiber Systems (DWDM,OTN, FTTH, GPON, EPON)	15
5	IP/Data Networks	• Network Elements • Routing Concept And Protocols • OSI and TCP/IP Model • Caching & Peering • Secured IP network • Fundamental concept of IPv4 Addressing , sub netting, super netting • IPv6 Addressing: Scheme, type of IPv6 Addresses, IPv6 Routing, Tunneling. • Fundamentals of MPLS • Network Design for Next Generation IP Cloud Network. • IP Network QoS. • Proxy Services, DNS Services • Cyber Security and Firewall	15

6	Emerging Technologies	• Fundamentals of
		  ○ Internet of Things (IoT) & M2M
		  ○ Block chain
		  ○ Software Defined Networks
		  ○ Cloud Computing and Data Centers
		  ○ Artificial Intelligence and Telecom Network
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7	Project Management	• Introduction to project management and project selection, • Project planning and implementation. • Project Management Tools- Bar Chart, Gantt Chart, PERT, CPM	10

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Scheme and Syllabus for Direct Recruitment to the post of Senior Executive Trainee [SET (DR)] of Finance Stream

1. Scheme of Examination:

The examination (Computer based-Multiple choice-Objective type test) will consist of one paper as given below:

Paper	Particulars	Maximum Marks	Duration
Part-I (Common)	Written Test (Aptitude)	40 Marks (40 Questions)	180 Minutes
Part-II (Core)	Written Test (Technical)	160 Marks (160 Questions)	
	Total	200 Marks (200 Questions)	

Note:

(a) The examination will be conducted in one shift comprising of Part-I (Common)-Written Test (Aptitude) and Part-II (Core)-Written Test (Technical) for 180 minutes duration.

(b) The examination will be objective type with negative marking. For each correct answer 01 Mark will be awarded and for each wrong answer (-)0.25 Marks will be awarded.

1.1 **Minimum qualifying Marks**: Minimum qualifying Marks in Part-I (Common) & Part-II (Core) shall be 40% in each Part and overall minimum qualifying Marks in both Part-I & Part-II combined shall be 50%. For SC/ST, OBC, PwBD and EWS candidates, there shall be relaxation in Qualifying Marks and the minimum Qualifying Marks in each Part shall be 35% and overall minimum Qualifying Marks in both the Parts combined shall be 45%.

1.2 **Determination of Final Merit List**: Final merit list will be prepared based on Total Marks obtained in Part-I (Common) & Part-II (Core), provided the candidate has secured minimum qualifying Marks as prescribed above.

2. Syllabus for Part-I (Common) – Written Test (Aptitude):

(40 Marks)

Part-I (Common)	Aptitude Test	1. Quantitative ability and data sufficiency 2. Reasoning (e.g. analytical, logical and critical reasoning) 3. Verbal ability, reading comprehension and analysis

3. Syllabus for Part-II (Core) – Written Test (Technical) - Finance Stream:

As given in Annexure.

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Annexure

Syllabus of SET(DR) - Written Test Technical (Core) – Finance Stream

(160 Marks)

Sl. No.	Topic	Topic sub heading	Weightage (in %)
1	Advanced Accounting	• Preparation of Financial Statements – BS, P&L • Financial Ratios, EBITDA • Consolidation of Financial Statements – Branch Offices & Subsidiaries • Financial Projections – projected BS , P&L, Break Even Point, Net Present Value, Internal Rate of Return, payback period etc. • Disclosure of Accounting Policies • Valuation of Inventories • Cash Flow Statements • Depreciation Accounting • Revenue Recognition • Accounting for Fixed Assets • Merger of Public holding Corporation • Alteration of Share Capital • Equity Shares with differential rights • Under writing of shares and debentures • Redemption of Debentures, Debenture Redemption Reserve • Buyback of Securities • Acquisition, Amalgamation & Reconstruction • Accounting in computerized environment SAP • Compliance with Accounting Standards – Indian GAAP and IND AS	15
2	Taxation Rules	• Indirect Tax – ○ GST Laws, Computation of GST liability, GST TDS ○ Tax invoice, Credit / Debit Notes, e-way bill, Input Tax Credit, GST Returns ○ Levy & Collection of CGST and IGST ○ Exemption from Tax, Composition Levy • Direct Tax ○ Computation of Income ○ Aggregation, Set off, Carry forward of losses ○ Advance Tax, Self Assessment ○ Deduction and collection of tax at source	15
3	Cost Accounting	• Cost elements, preparation of cost sheets • Cost accounting system: Material / employee / direct expenses / overheads / ABC analysis • Break Even Analysis • Process / operation costing • Costing of service sector • Cost Controls: standard / marginal costing • Budgetary controls	15

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4	Financial Management	• Financial management functions & ratios, Ratios analysis in the area of performance, profitability, liquidity, financing, shareholder investment etc. • Budgeting and budgetary controls – Fixed & Flexible Budgets, Zero Base Budgeting, Capital Expenditure budget, variance analysis etc. • Source of finance – Short Term, Long Term, International - External Commercial Borrowings, Open Market - Debentures / Bonds, Lease financing, Cost of capital, Bond Pricing, Capital structure decisions, Leverages, Debt Service Coverage Ratio • Borrowing compliances – Banks / Stock Exchange / SEBI/ Debenture Trustee • Fund Management • Capital Investment decisions • Management of working capital– Operating cycle period, estimation of working capital requirements, source of working capital etc. • Treasury Management • Forex Management • Fundamentals of money market	15
5	Corporate & Other Laws	• Incorporation of companies • Prospectus and allotment of securities • Share capital & debentures • SEBI regulations for fund raising from open market • Declaration and payment of dividend • Appointment of Auditors	15
6	Audit & Assurance	• Audit concepts • Internal controls • Engagement standards • Documentations & evidence • Risk assessment & Internal control • Fraud and responsibilities of Auditor in this regard • Audit in automated environment • Audit Report	15
7	Accounts Receivable Management	• Objectives & benefits of Receivable Management • Credit Policy and Credit Analysis • Best Practices in Receivable Management • Accounts Receivable Turnover Ratio • Importance of Dunning in Receivable Management	10

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