



TALENT PULL (TELECOM- DIVISION)

JOB DESCRIPTION

DESIGNATION: Graduate Telecom Engineer

Purpose of Job:

- Our Corporate is looking for energetic & responsible engineers who can work smartly for our running & upcoming projects.
- Engineers have to perform various activities on Ground Level as well as on Projects sites for the completion of work over there.
- Our Company is working in All India locations, so you can be transferred to any location in India according to the requirement of the work,
- If you are ready to work in our Company then you should appear the Selection Procedure.

Company`s Working Domain Areas:-

- INSTALLATION & COMMISSIONING (I&C) OF BTS, E-Node B & Various Types of Antenna`s.
- INSTALLATION & COMMISSIONING (I&C) OF Microwave, CDMA, GSM Antenna`s.
- To MAINTAIN THE LINK BETWEEN TWO OR MORE MICROWAVE ANTENNA`S.
- DISMANTLING OF VARIOUS INSTRUMENTS LIKE Microwave, CDMA, GSM Antenna`s & BTS etc.
- RF/BTS/EMF/LOS/Drive Test (SCFT/SCVT/CLOT/EMF/GRID TESTING).
- END TO END INTEGRATION.
- OPERATION AND MAINTENANCE.
- AMC (Annual Maintenance Contract).



Reports to: TECHNICAL CORDINATORS /PROJECT HEAD		
Authority:		
Financial	People	Operational
As per delegated financial authority	Nil	Nil
Key Accountabilities:		
Accountability		
<ul style="list-style-type: none"> • Provide telecommunications asset management planning as part of ensuring that telecommunications services are provided to the Generation Group in a reliable and timely manner. This will include ensuring that systems are appropriately monitored and maintained and that performance issues are identified and rectified. It will also include ensuring appropriate and timely investigation is undertaken. 		
<ul style="list-style-type: none"> • Ensure that the reliability and maintainability of the telecommunications assets is supported by readily available and secure documentation and training. 		
<ul style="list-style-type: none"> • Provide relevant engineering guidance and administration in the provision of new and remedial works on Generation Systems assets. 		
<ul style="list-style-type: none"> • Maintain good working relationships with the managers to ensure their telecommunications requirements and issues are known and responded to. 		
<ul style="list-style-type: none"> • Maintain a good working relationship and coexistence with the Corporate Information Systems group to ensure synergy of companywide telecommunications. 		
<ul style="list-style-type: none"> • To ensure that all Generation telecommunications related design, installation, commissioning and operation is undertaken in a professional manner and in accordance with relevant legislation, standards And codes of practice. This to ensure telecommunications infrastructure that is fit for purpose and meets defined requirements for capacity, location, availability, resilience, longevity, security and maintainability. 		
<ul style="list-style-type: none"> • Ensures a high level of health and safety in the workplace by developing, implementing and managing H&S&E processes and systems that achieve industry best practice as well as compliance with legislative and company guidelines and requirements. 		
<ul style="list-style-type: none"> • Implementation of appropriate software backup and Disaster Recovery regimes. 		
<ul style="list-style-type: none"> • Project management of minor projects, modifications and upgrades. For larger and more complex projects, this role is to provide a Technical Authority overview to support these projects 		
<ul style="list-style-type: none"> • To develop and maintain Equipment Asset Management Plans for all Generation Telecommunications assets. This will include reviewing and enhancing the current Maintenance Strategies for these assets. 		



Functional Relationships:

<p>Internal</p> <ul style="list-style-type: none"> • Systems Group • Engineering teams • Environmental teams • Telecom management and maintenance teams • Corporate IT • Commercial • Property team • Finance 	<p>External</p> <ul style="list-style-type: none"> • Contractors – miscellaneous and specific • Service providers • Customers • External stakeholders
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Education / Professional Qualifications:

<p><u>Essential</u></p> <ul style="list-style-type: none"> • A qualification in one or more of the following: Engineering degree or equivalent qualification • National Qualification in Telecommunications Engineering or closely related qualification. 	<p><u>Preferred</u></p> <ul style="list-style-type: none"> • BE/B.TECH in ECE/EEE or equivalent tertiary qualification in telecommunications. • Tertiary qualification in management or business studies
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<p><u>JOB DESIGNATION</u></p> <p>Graduate Telecom Engineer</p>	<p><u>SALARY PACKAGE:</u></p> <p>1.80 TO 2.40 LPA</p>
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Note: This Package will be total inclusive variables like TA & Accommodation and it will be applicable after the training period which is of 30 to 60 DAYS (its total Depend upon Candidate performance in training period).

While the time of training period company will pay to trainee candidate 5000/-INR per month with Accommodation.

Work Experience

<p><u>Essential</u></p> <ul style="list-style-type: none"> • Telecommunications investigation, design and specification in a power system environment. • Telecommunications system design. • Telecommunications project estimating and Planning. 	<p><u>Preferred</u></p> <ul style="list-style-type: none"> • Experience in planning, design, maintenance, Operation and commissioning of telecommunications and data network plant in a power system environment. • Strong experience in project management.
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<ul style="list-style-type: none"> • Installation and commissioning of telecommunications and data systems in a power system environment. 	<ul style="list-style-type: none"> • Strong experience managing work in a power system environment. • Cyber Security awareness
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Special Attributes
<ul style="list-style-type: none"> • The ability to work in a team environment where teams may comprise of a broad spectrum of professional disciplines.

Behaviors:	
Behaviors/Skills	Competency Measures
<u>Customer Focus</u>	<ul style="list-style-type: none"> • Meets the expectations and requirements of customers. Keeps open channels of communication and stays informed of their needs and Concerns. • Dedicated to meeting customer commitments and incrementally improving the process. • Builds customer confidence by dealing with requests and delivering reliably.
<u>Decision Quality</u>	<p>Sorts through the available facts and opinions and uses own experience and judgment to come up with a valid course of action.</p> <p>Very good about gathering information and opinions before making an important decision. Uses other perspectives to examine and define the Situation, and is open to talking through problems with others.</p> <p>Uses knowledge and experience to determine the best long-term Solutions.</p>
<u>Drive for Results</u>	<ul style="list-style-type: none"> • A consistent and steady performer. Achieves positive and concrete Results and can be counted on to perform consistently over time. • Consistently meets deadlines. Is date-driven and can be counted on to get the job done. Once goals are sufficiently clear, stays focused and on task. Helps others produce results.



<p><u>Planning</u></p>	<p>Plans in a steady, efficient manner, lays out goals and work in an orderly fashion and follows through to outline steps.</p> <p>Pays close attention to what needs to be accomplished, and sets goals before laying out tasks and resources.</p> <p>Focuses planning efforts on using resources and time in the most effective manner, looks for obstacles and roadblocks in advance.</p> <p>Has some contingencies that can fall back on if something goes wrong,</p> <p>Makes an effort to bolster weak spots.</p> <p>Compares actual progress to benchmarks and milestones, and readjusts resources and schedules if something goes off-course.</p>
<p><u>Priority Setting</u></p>	<ul style="list-style-type: none"> • Good at setting priorities, with goals and objectives guiding the way. • Recognizes things that need doing in order of importance, and plans the time and resources to get them done. Identifies obstacles to achieving • His or her priorities and comes up with contingency plans to avoid them. • Brings focus to others' activities. Says 'no' to distracting tasks and lets everyone know that they can't do everything. • Ties priorities directly to daily activities.
<p>Knowledge and Skills</p>	
<p><u>Written Communications</u></p>	<ul style="list-style-type: none"> • Written communications are clear and succinct, always get the message across quickly and stick to the point. • Makes their points using logic and facts appropriate for the audience. • Is able to competently write everything from an outline to a longer report to a persuasive argument.
<p>Learning and Change</p>	
<p><u>Creativity</u></p>	<ul style="list-style-type: none"> • Contributes high-quality thinking to the development of ideas. Thinks beyond the obvious and usually comes up with constructive, value-added approaches. • Is not afraid to challenge traditional methods. Is aware of the risks of implementing new ideas and innovative solutions.



	<ul style="list-style-type: none"> • Calculates the cost / benefit of the risk and goes ahead if the odds are reasonable.
<p><u>Learning on the Fly</u></p>	<ul style="list-style-type: none"> • Sees new problems as challenges and is adept at learning what they need to know about them quickly. Is a motivated and resourceful learner. • Digs for solutions by asking the right questions, recognizing patterns, parallels, and relevant past experiences. • Seeks out new approaches when traditional ways of doing things have failed to get adequate results. Will take the plunge in trying a new approach.
<p><u>Strategic Agility</u></p>	<ul style="list-style-type: none"> • Can propose strategies that benefit the team, unit or organization and keep it moving forward. Is careful not to get too far out ahead of what the organization can actually do. • Has a good knowledge and understanding of the industry. • Is much focused on moving forward and embraces new opportunities.
<p>DETAILS OF APPARATUS AND OTHERS DESIRED DOCUMENTS ARE AS GIVEN BELOW.</p>	
<p>TOOLS Spanners, Screw Drivers, Hammers, Cutters, Crimping Tools, Knife, Drill Machine, Punching Tools, E1 Connector Tools, Wrapping Tool, Strippers, Hot Air Gun, Torque Wrench, Ratchet Set, Soldering iron, Tilt Meter, Mirror Compass, RF cable Cutter, Spirit Level, Allen Key.</p> <p>Test Equipments Laptop, Multi meter, Analog Power Meter, Digital Power Meter, Ethernet Tester, VSWR Meter, Site Analyzer, etc.</p> <p>Health & Safety Tools Helmet, Safety Belt, Gloves, Boots, First Aid Box, EHS Guideline Sheets etc.</p> <p>DOCUMENTS INSURANCE, FALL ARREST AND RESCUE MANAGEMENT INDUCTION CERTIFICATION, MEDICAL BY MBBS.</p>	
<p><u>CONTACT: HR DIVISION</u></p>	
<p>Mr. RAVNEESH BHARDWAJ (Deputy Manager)</p>	<p>ER. K.S. BHATTI(CRC MANAGER)</p>
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