1(5)/2026/BoDs/(SCSC)/CMD_IOL/DP(M&P)
MINISTRY OF DEFENCE
DEPTT OF DEFENCE PRODUCTION
MANAGEMENT & POLICY DIVISION

Room No. 701, C-wing,
Defence Office Complex
K.G. Marg, New Delhi-110001
Dated 29.10.2026

Subject: Selection for the post of Chairman & Managing Director (CMD), India Optel Limited (IOL), a schedule 'B' CPSE.

The undersigned is directed to refer to the matter regarding selection for the post of Chairman & Managing Director (CMD), India Optel Limited (IOL), a schedule 'B' CPSE through Search-Cum-Selection Committee (SCSC) procedure as approved by ACC.

2. In this connection, please find enclosed herewith Job Description (JD), Advertisement & Application form in pdf and word format for selection of above BoD post approved by Competent Authority for uploading the same on PESB website on or before **02.11.2026.**

3. The Job Description (JD) for appointment of CMD/IOL has already been forwarded to IOL for publication in Employment News and leading dailies newspaper on or before **02.11.2026.**

4. Matter may be treated as **Most Urgent.**

(Tushar Kodap)
Joint Director (M&P)
Tele. 23074710

Secretary, Public Enterprises Selection Board

Copy to:

1. PPS to JS(LS)
2. DDG/DPIT: The above matter is self explanatory. It is requested to upload the above advertisement along with enclosures on DDP website on or before 02.11.2026

Encls: A/a

Advertisement No. 01/2026
Date of Advt – 02.11.2026

Job Description

Name of the CPSE:	**India Optel Limited (IOL)**
Name of the Post:	**Chairman & Managing Director**
Date of Vacancy:	**01.06.2026**
Schedule of the CPSE:	**Schedule B**
Scale of the post:	**Rs. 180000-320000 (IDA)**

I. COMPANY PROFILE:

The company has been incorporated under the Companies Act, 2013 as India Optel Limited (IOL), having registered office at OFILDD Campus, Raipur, Dehradun-248008 with 03 production units namely, a) Ordnance Factory Chandigarh, b) Ordnance Factory Dehradun and c) Opto-Electronics Factory Dehradun.

IOL is a schedule – 'B' CPSE with the administrative jurisdiction of Department of Defence Production, Ministry of Defence.

The major products manufactured by the company are sights for T-90S (BHISHMA), sights for Tank T-72 M1 (AJEYA), sights for ICV BMP-II (SARATH), Artillery sights, Surveillance sights, Assault Rifle & Small Arms sights, Cables, Commander Thermal Imager, Periscopes, new products & technology i.e CM3-MR, PASEO, Optical pod for SRCG, INS Sigma 30, un-cooled thermal sight for surveillance, Simulated Test & Interrogator Kit (STIK).

The authorized and paid up capital of the Company was Rs. 6500 Crores and Rs. 5958.64 Crores respectively as on 31.03.2026 and has employed 04 regular employees at Board of Director level & has 2275 employees on deemed deputation as on 31.03.2026.

II. JOB DESCRIPTION AND RESPONSIBILITIES:

The Chairman & Managing Director is the Chief Executive of the company and accountable to the Board of Directors and Government of India. He/She is responsible for the efficient functioning of the company for achieving its corporate objectives and performance parameters. CMD is required to liaise and keep contact with the important customers and various Central Government Authorities, particularly the Department of Defence Production, Ministry of Defence and Defence Research & Development Organization. CMD is also required to maintain close liaison with appropriate levels in the three Service Headquarters regarding the ongoing Defence projects and to develop further business in night vision device and laser sighting device etc. Besides this, CMD, IOL has to liaise with the appropriate State Government Authorities, Heads of other Public Sector Undertakings, Customers and Collaborators, Commercial & Financial Institutions and other important organizations associated with the activities of the Company. CMD, IOL will be responsible towards providing overall leadership and guidance with a view to accomplish the Mission, Vision and Objectives of the Company viz. indigenization & import substitution, enhance exports, business development and marketing, enhance defence production, modernization, emphasis on R&D and innovation.

III. ELIGIBILITY:

1. AGE: On the date of occurrence of vacancy (DoV).

Age of superannuation 60 years			
Internal		**Others**	
Minimum	**Maximum**	**Minimum**	**Maximum**
45	2 years of residual service as on the date of vacancy w.r.t. the date of superannuation.	45	2 years of residual service as on the date of vacancy w.r.t. the date of superannuation.

** Eligible officers in Indian Ordnance Factories Services (IOFS) will be considered as internal candidates (as detailed at Para- {5(b)(iv)}.*

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:

(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE).

(b) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector banks/Financial Institutions/Autonomous Bodies, etc.

(c) State Public Sector Enterprise (SPSE) where the annual turnover is **Rs 750 Crore or more.**

(d) Private Sector Company/Joint Venture (JV) [50:50 JVs of Central Government/State Governments and JVs of CPSEs with other CPSEs/organisations (50:50 JVs)]/National and State Level Cooperative Federations (hereinafter as JVs/Federations) whose annual turnover is *Rs. 750 crore or more. In case of private company, preference would be given to candidates from listed companies. The applicants from Private Company, JV and Federation will be arranged in order of annual turnover of these entities"
*(*The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)*

3. QUALIFICATION:

The applicant should be an Engineering Graduate/Chartered Accountant/Cost Accountant/ Post Graduate/ Graduate with MBA/PGDIM from a leading institute.

4. EXPERIENCE:

The applicant should possess cumulative experience/exposure for at least 5 years during the last 10 years in Finance/Business Development/Production/Operations/ Marketing/Project Management/Research & Development in an Industry of repute or cumulative 5 years of experience in HR/IR/Personnel Management along with at least 3 years experience during the last 10 years in any of above core areas.

Applicant with experience in Electronics/Opto-Electronics/Instrumentation/ Communication Industry will be preferred.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

(i) Rs. 7250-8250 (IDA) Pre 01/01/1992
(ii) Rs. 9500-11500 (IDA) Post 01/01/1992
(iii) Rs. 20,500-26,500 (IDA) Post 01/01/1997
(iv) Rs. 51300-73000 (IDA) Post 01/01/2007
(v) Rs. 120000-280000 (IDA) Post 01/01/2017
(vi) Rs. 18400-22400 (CDA) Pre-revised Post 01.01.1996
(vii) Rs. 37400-67000 + GP 10000 (CDA) Post 01/01/2006
(viii) Rs. 144200-218200 (Level 14) CDA Post 01/01/2016

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

(b)

(i) **Group 'A' Officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc.** should be holding a post of the level of Joint Secretary in Government of India or carrying equivalent scale of pay on substantive basis on the date of application.

(ii) **Applicants from Public Sector Bank/Financial Institutions** should be at Board Level for one year on the date of application.

(iii) **Applicants from the Armed Forces of the Union** should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

(iv) **Internal applicants:** Eligible officers of Indian Ordnance Factories Services (IOFS) will be considered as internal candidates.

(c) Applicants from State Public Sector Enterprises/Private Companies/JVs/Federations should be working at Board level position on the date of application.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS:

Central Government Officers, including those of the Armed Forces of the Union, All India Services and officers from Public Sector Banks/Financial Institutions /Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT:

The appointment shall be for a period of 5 years from the date of joining or up to the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS:

Applicants should submit their applications online through e-mail **(scsc.mp@ddpmod.gov.in)** as well as by post as per the format (attached as Annexure A).

1. The applicants should submit their applications through proper channel as follows:

(a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority;

(b) Officer from Public Sector Banks/Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India;

(c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(d) Below Board level in CPSE: through the concerned CPSE;

(e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, (if any), of the State Government;

2. Applicants from Private Sector must submit their application directly to the DDP/MoD along with the following documents:

(a) Annual Reports of the Company in which currently, working for the 3 financial years preceding the calendar year in which the post is advertised (**please provide URL or attach/enclose copies**).

(b) Whether the company is listed or not; if yes, the documentary proof (**please provide URL or attach/enclose copies**).

(c) Evidence of working at Board level.

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant Jobs handled in the past with details.

3. The cadre controlling authority/competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, the latest being issued vide OM No. F. No. 15(2)/2001-DPE(GM)-FTS-4199 dtd. 28.10.2025. The vigilance profile, in the prescribed proforma should also invariably be attached with the application form.

4. A candidate may apply any number of times in a calendar year, but he/she would be allowed to appear only for 03 (three) times only in selection meetings during calendar year, including the occasions on which he/she is shortlisted but remains absent in the selection meeting.

VI. UNDERTAKING BY THE APPLICANT:

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Bank/Financial Institutions/Autonomous Bodies etc:

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of 2 years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE:

(a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

(b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector:

(a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. Total timeline for receipt of applications in DDP/MoD is 30 Days from the date of uploading the Job Description on website of DDP/MoD. Further, it is clarified that the Nodal officer of CPSEs/Ministries/Departments to be given 9 days time for verification and applicant to be given time up to 21 days from date of advertisement and all applications be forwarded to DDP/MoD within 30 days from the date of advertisement.

Last date/time of receipt of complete application duly forwarded to DDP/MoD is 01.12.2026 by 17:00 hours. No application shall be entertained under any circumstances after the stipulated date/time. Incomplete applications and applications received after the stipulated date/time shall be REJECTED.

VIII. Search-cum-Selection Committee reserves the right to shortlist applicants for interview.

(IX) Applications are to be addressed to:

Shri Tushar Kodap
Joint Director
Management & Policy Division, DoO (C&S)
Department of Defence Production,
Ministry of Defence, Govt. of India
Room No 701, 'C' Block, 7th Floor,
Defence Office complex, K.G.Marg,
New Delhi-110001

Annexure-A

APPLICATION FORM FOR CANDIDATES FROM CENTRAL PUBLIC SECTOR ENTERPRISES (CPSEs)/CENTRAL GOVERNMENT (INCLUDING ARMED FORCES OF THE UNION/ALL INDIA SERVICES)/STATE PUBLIC SECTOR ENTERPRISES (SPSEs)/AUTONOMOUS BODIES/PRIVATE SECTOR

for the post of _____ in _____

(Must be sent through Proper Channel, except candidates from the Private Sector)

Please refer to the Job Description for the post at DDP website (www.ddpmod.gov.in/vacancyandcircular).

Photograph

1. Name of the post applied for _____

a) Applicant's Name (as per official records Mr./Mrs./Ms.) _____

b) Father's Name _____

c) Present designation of the Applicant (in full) _____

d) Employee Id & Employment Nature_____

e) Name of the present company/ Organization _____

f) Category as per Employment Status: - (Please tick as applicable) Officer- of a CPSU/Central Government/Armed Forces of the Union/All India Services /SPSE/ Autonomous Bodies/ Private Sector

If Central Govt. Service/ All India Service, then name of Service & Batch _____

g) Office Address: _____

h) Address for communication: _____

3. Telephone No: Office _____Residence_____Mobile No. _____
E-Mail id _____ Alternate E-mail id_____

4. Date of Birth (DD/MM/YY) _____Age as on date of vacancy of the post (years/months/Days) ____

5. (i) Educational/Professional Qualifications:

Sl. No	Qualification*	Name of Institution	Period of Study		Tick the relevant			Tick the relevant			Self-Declaration Whether meetsthe eligibility qualification requirement		
			From	To	Part Time	Full Time	Correspondence	Degree	Diploma	Other (specify)	Mandatory	Desirable	Other

**Should be exactly as per Degree/ Certificate issued by the university.*

(ii) Positions held during the last ten years in descending order (most recent assignment first). From the date of uploading the vacancy circular on the DDP website.

Sl. No.	Complete Designation& Place of posting*	Name of the Organization	Pay scale**	Period		Reporting to Designation*	Self-Declaration Whether meets the mandatory experience requirement		If yes, nature of dutiesin support of the declaration
1	2	3	4	5		6	7		8
				From	To		Yes	No	

**Should be exactly as per specific office order issued by the CPSE/Ministry/SPSE/employer.*

***Private Sector-CTC/remuneration/emoluments drawn.*

Note: Please attach a write-up (Part A: Achievements during the career so far and Part B: Vision for the post applied for), not exceeding 2000 characters, in support of your candidature, for reference at the time of the interview The Full form of all abbreviations used must be given in the prescribed limit of characters.

(iii) APAR/ Appraisal Grading of the applicant.

Year	APAR/ Appraisal Grading

APAR Grading of minimum latest five years are required. In case, APAR for a particular year above is not available, APAR Grading for immediate preceding year may be mentioned with reasons.

6. (a) Do you hold lien in and organization other than where currently working? | Yes | No |

If yes: (i) Name of the organization in which the lien is held
(ii) Date from which the lien is held

(b) Are you on deputation? | Yes | No |

If yes: (i) Name of parent organization:
(ii) Date from which on deputation:

7. (a) Whether any penalty/punishment was awarded to the applicant during the last 10 years. | Yes | No |

If yes, the details thereof

i) Civil /Criminal ii) Departmental Inquiry

(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his / her knowledge goes | Yes | No |

If yes, the details thereof,

i) Civil / Criminal ii) Departmental Inquiry

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

STATE PUBLIC SECTOR ENTERPRISES

8. Year wise Audited Annual Turnover of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised (e.g.: 2023-24, 2024-25 and 2025-26 for a post advertised in the calendar year 2026).

Company in which candidate is serving	Year	Annual Turnover of the Company (in Rupees Crores)

(i) Please provide URL of company website & CIN (Corporate Identity Number) of company
(a) URL (Company Website Address) _____
(b) CIN (Corporate Identity Number) _____

(ii) I certify that I am

(a) Working at Board level position | Yes | No |

If yes: Please provide your DIN (Director Identification Number) __

(b) Holding a post at the level immediately below the Board. | Yes | No |

I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

PRIVATE SECTOR

8. Year wise Audited Annual Turnover (ATO) of the Company in which currently working for 3 financial years preceding the calendar year in which the post has been advertised (e.g.: 2023-24, 2024-25 and 2025-26 for a post advertised in the calendar year 2026).

Company in which candidate is currently serving	**Year**	**Annual Turnover of the Company (in Rupees Crores)***

**If Annual Turnover (ATO) is in foreign currency, the exchange rate as on the date of uploading of vacancy (advertisement) on the Ministry of Defence website maybe used.*

(i) Please provide URL of company website & CIN (Corporate Identity Number) of company

(a) URL (Company Website Address)_____
(b) CIN (Corporate identity Number) _____

(ii) I certify that I am

(a) Working at Board level position
If yes; please provide your DIN (Director Identification Number) _____

Yes	No

(b) Holding a post at the level immediately below the Board.

Yes	No

(iii) Whether the Company in which I am working is listed on the stock exchange.

Stock Exchange _____
Proof of listing may be accessed over_____ (please provide URL)

Yes	No

(iv) Self-certified copies for proof of age (Matriculation Certificate) and educational qualifications (enclosed)

(v) Please give details of 2 references (Name, Designation, Mobile, Email ID)

I certify that the details furnished by me in Columns 1 to 8 wherever applicable are true to the best of my knowledge & belief. In addition, I further certify that I meet the eligibility criteria as prescribed in the advertisement for this post.

(Name & Signature of the Applicant)

Declaration

I, Son/Daughter of_____hereby certify that I have not been disqualified to act as a Director under section 164 or any other relevant sections of the Indian Companies Act, 2013.

(Name & Signature of the Applicant)

UNDERTAKINGS (as applicable)

For candidates from Central Government/Armed Forces of the Union/ All India Services/ Autonomous Bodies

The appointment is on immediate absorption basis. I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

For candidates from CPSEs/SPSEs

I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which I belong.

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which I belong.

(Name and Signature of the applicant)

Date:

For candidates from Private Sectors

I hereby undertake to join the post, if selected. I understand that:

(a) If I convey my unwillingness to join after the interview is held, but before the offer of appointment is issued I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(b) Further, if I convey my unwillingness to join after the issue of offer of appointment, I would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

(Name and Signature of the applicant)

Date:

Verification

(To be filled in by the designated officer for Central Government/ Armed Forces of the Union/ All India Services/ CPSEs/ SPSEs/ Autonomous Bodies)

It is certified that the particulars furnished above have been scrutinized and found to be correct as per official records.

Signature & Designation of the
Competent Authority
With Telephone No. & e-mail address

Write-Up:

A: Achievements during the career so far (2000 characters):

B Vision for the post applied for (2000 characters):