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

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