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Ref. No.: TIPL/HRAD/12/2025/

Date: July 4, 2025

TERMS OF REFERENCE

ABOUT TASHI INFOCOMM PRIVATE LIMITED

Tashi InfoComm Private Limited is the second cellular company in Bhutan, a separate entity under Tashi Group of Companies. The company was incorporated on January 23, 2007, under the Companies Act of Bhutan 2016, after it won an international bid to operate as the second cellular operator in Bhutan. Pursuant to the grant of Certificate of Re-Registration by the Office of the Registrar of Companies, Ministry of Industry, Commerce and Employment on 27th of November 2023, Tashi InfoComm Limited was re-registered as Tashi InfoComm Private Limited under the Companies Act of Bhutan, 2016.

The cellular license issued by Bhutan InfoComm and Media Authority (BICMA) mandates TashiCell to build mobile network to provide cellular services to the entire nation. The mobile network is based on GSM WCDMA/HSPA+ technologies. The company launched its GSM services on April 6, 2008, under the brand name "TashiCell", with its registered office located at Norzin Lam, Thimphu.

ABOUT THE DEPARTMENT AND SECTION

The Core Network and Carrier Services Department (CN&CS) is responsible Operations, maintenance, upgrades, enhancements and Optimization of Mobile and IP Core systems that encompass all the products and services. It also includes routine O&M including Network performance enhancement tasks.

The section carries out measurements and analysis of the captured data to pinpoint problems such as configuration issues or network resource problems that could be affecting the service. The unit is also responsible for the fault management and performance management of network elements such as RNC, BSC, BTSs, NodeBs, eNodeBs and gNodeBs.

ABOUT THE POSITION

We are looking for a Radio Access Network Engineer who can help design, set up, and improve our radio access network. He/She should be able to study the latest trends in mobile technology like LTE and 5G and have ability to work effectively both independently as well as in a team to get projects done successfully. The RAN Engineer should have strong problem-solving skills and be able to analyze network performance to create plans for improvement. Good communication skills are important, as he/she need to share the findings and make sure everyone understands the benefits of the network upgrades and have willingness to learn and expand on different skills.



+975 77889977



P.O Box 1502, Samten Lam, Thimphu, Bhutan



<https://www.tashicell.com>



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POSITION

Designation	Radio Access Network Engineer
Section	RAN
Department	Core Network and Carrier Services Department (CN&CS)
Reports to	Sr. General Manager, Core Network and Carrier Services Department
Supervises	None
No. of Slots	02
Work Station	Thimphu, Bhutan
Nature of Employment	Regular
Grade	P Step 12
Date of Appointment	Will be informed

PERSON SPECIFICATION

Nationality	Bhutanese
Age	Minimum 19 years of age and Maximum 27 years of age on the date of application
Essential Qualification	Bachelor of Engineering in Electronics & Communication Engineering/ Information Technology
Desired Qualification	NA
Essential Experience	NA
Desired Experience	NA
Essential Training	NA
Desired Training	NA
Essential skills, competencies and personal attributes	• Punctual • Initiative • Teamwork • Flexibility • Hardworking • Self-disciplined • Honesty and Integrity • Adaptable to different working time and conditions





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JOB RESPONSIBILITIES

The Job Responsibilities shall be as mentioned but not limited to the following:

- Fault management of network elements.
- Monitor capacity and performance of traffic to ensure continued and uninterrupted operation of Radio Access Network systems.
- Configuration management of the assigned Radio Access Network elements.
- Commissioning of new sites (BTS/NodeB/eNodeB/gNodeB) in co-ordination with other department.
- Participate in knowledge transfer, documentation and information sharing while staying abreast of new technology/technical areas.
- Take corrective action to resolve site issues.
- Compile reports and perform in-depth technical analysis of data from multiple sources.
- Integration of new sites and capacity expansion of existing network.
- Analyze new feature's potential benefits, perform trial and implementation.
- Engage and interact with customers to help resolve the issues

Working Conditions:

- Typically, the employee works a standard week. However, need to be flexible in the event of a major technical issue. The employee will also be required to climb the towers.
- The employee should be contactable, available & responsive at all times on your official numbers, official email accounts and official groups.

REMUNERATION PACKAGE (MONTHLY)

Pay Scale	Nu. 31,573-789-39,466
Basic Salary	Nu. 31,573.00
Medical Allowance	Nu. 2,631.00
Provident Fund	Nu. 3,157.00
Corporate Allowance	Nu. 26,837.00
Communication Allowance	Nu. 750.00
Gross Salary	Nu. 64,948.00
Other allowances and benefits	Other allowances and benefits like gratuity, leave, Leave Travel Concession, leave encashment, bonus, insurance, staff welfare and mobile data shall be applicable as per the Service Rules and Regulations of TIPL 2008

