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# Tashi InfoComm Private Limited

Ref. No.: TIPL/HRAD/12/2026/

Date: February 25, 2026

## 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 27<sup>th</sup> 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 Samten Lam, Thimphu.

### ABOUT THE DEPARTMENT AND SECTION

Strategic Planning and Projects Department (SPPD) is responsible for the management of Tashi InfoComm Private Limited's strategies and projects. The Network Infra Projects section under SPPD is responsible for mobile network, transport network and internet leased line network planning and project implementation including installation and commissioning.

### POSITION

<b>Designation</b>	Technician
<b>Section</b>	Network Infra Projects (NIP)
<b>Department</b>	Strategic Planning and Projects Department (SPPD)
<b>Reports to</b>	Technical Officer / Engineer/ Manager, NIP, SPPD
<b>Supervises</b>	None
<b>No. of Slots</b>	02
<b>Work Station</b>	Thimphu, Bhutan
<b>Nature of Employment</b>	Regular
<b>Grade</b>	T2 Step 10



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



<https://www.tashicell.com>



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**Tashi InfoComm Private Limited**

<b>Date of Appointment</b>	Will be informed via telephonic call
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**PERSON SPECIFICATION**

<b>Nationality</b>	Bhutanese
<b>Age</b>	The applicant must be at least 18 years old and no older than 30 on the date of application.
<b>Essential Qualification</b>	NC2/NC3 in Electrical/Computer System and Networking
<b>Desired Qualification</b>	None
<b>Essential Experience</b>	None
<b>Desired Experience</b>	None
<b>Essential Training</b>	None
<b>Desired Training</b>	None
<b>Essential Skills, competencies and personal attributes</b>	<ul style="list-style-type: none"><li>• Sufficient knowledge on Electrical and IT</li><li>• Willingness to work in challenging field condition</li><li>• Ability to work effectively in cross-functional teams</li></ul>

**JOB RESPONSIBILITIES**

<p><b>The Job Responsibilities shall be as mentioned but not limited to the following:</b></p> <ul style="list-style-type: none"><li>• Manage the transportation and head-loading of equipment from store to sites</li><li>• Installation of 2G/4G/5G/Microwave/Power system equipment</li><li>• Assist during network commissioning activities to bring services on air (2G/4G/5G) by supporting cable routing, dressing, labelling, and site readiness.</li><li>• Support establishment of commercial power line connections, including trenching, conduit laying, cable pulling, and coordination at site.</li><li>• Support fiber deployment, including trenching, ducting, fiber pulling, dressing, and termination support.</li><li>• Follow all safety procedures, use required PPE, and comply with project quality and regulatory standards.</li><li>• Be contactable, available and responsive at all times via your official number, official email account and official group on Telegram, and in person if and when required to attend to the needs of the company, employees, customers and external agencies.</li></ul>
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# Tashi InfoComm Private Limited

- Execute, implement and achieve all the goals and targets as per the Annual Performance Goals with precision and within deadlines.
- Take up roles and responsibilities of other officials in their absence in the department.
- Perform any other tasks and duties as and when assigned by the Immediate Supervisor / Head of Section /Head of Department/ Managing Director/ Management.

**Working Conditions:** The role primarily involves fieldwork and requires significant physical activity, including climbing, lifting, and extended periods of walking.

## REMUNERATION PACKAGE (MONTHLY)

<b>Pay Scale for T2 Step 10</b>	Nu. 17,800-450-22,300
Basic Salary	Nu. 17,800.00
Medical Allowance	Nu. 1,483.00
Provident Fund	Nu. 1,780.00
Corporate Allowance	Nu. 13,528.00
Communication Allowance	Nu. 500.00
<b>Gross Salary</b>	<b>Nu. 35,091.00</b>
<b>Other allowances and benefits</b>	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

