

Position	Level	Slot	Qualification	Experience	Tenure	Salary	Remarks
General Manager (Agricultural Marketing Services)	M1	1	MBA/ Masters degree in Agri-marketing/ Agribusiness mgmt. /Agri-Economics/ Agriculture/ Horticulture	Minimum of 10 years work experience of which at least 5 years in Agribusiness mgmt. / Services.	a. Regular Employee	Basic 28,660 + 25% Corporate Specific Allowance and Others as per Service Rules & Regulations	Download Terms of Reference from FCBL website.
	C2				b. On contract for an initial term of 3 (three) years; and  The contract may be renewed based on the performance	Consolidated Gross salary of Nu. 45,430.00 + Others as per Service Rules & Regulations	
General Manager (Finance and Accounts)	M1	1	MBA/ Masters degree in Finance and Accounts plus 10 - 15 years in-service experience	Good Knowledge on Bhutanese Accounting Standards (BAS) with minimum of 10 years work experience of which at least 5 years in corporate/public finance and accounts	a. Regular Employee	Basic 28,660 + 25% Corporate Specific Allowance and Others as per Service Rules & Regulations	
	C2				b. On contract for an initial term of 3 (three) years; and  The contract may be renewed depending on the performance	Consolidated Gross salary of Nu. 45,430.00 + Others as per Service Rules & Regulations	
General Manager (HR & Admin)	M1	1	MBA/Masters	Minimum of 10 years work experienced of which at least 5 years in Human Resources Management, Procurement & Inventory Management.	a. Regular Employee	Basic 28,660 + 25% Corporate Specific Allowance and Others as per Service Rules & Regulations	
	C2				b. On contract for an initial term of 3 (three) years; and  The contract may be renewed depending on the performance	Consolidated Gross salary of Nu. 45,430.00 + Others as per Service Rules & Regulations	
Sr. Manager (Finance & Accounts Department)	M4	1	Minimum Bachelors degree with preference to Masters	Good Knowledge on Bhutanese Accounting Standards (BAS) with minimum of 5 years work experience of which at least 3 years in corporate/public finance and accounts	Regular - Upon successful completion of 6 months probation period will be placed in level M4.	Basic pay Nu. 18,635 + 25% Corporate Allowance  Other Allowance based on Service Rules & Regulations	

An application pack containing the following documents must be completed and submitted to the HR Manager, FCBL, Phuentsholing on or before 1<sup>st</sup> March 2017

- FCBL application form (download from [www.fcbl.bt](http://www.fcbl.bt))
- Curriculum Vitae for General Manager's Positions
- Copy of training certificate/academic transcripts
- Copy of Citizenship ID Card
- Security Clearance Certificate (approved online)
- Medical Fitness Certificate
- 2 Referrals/recommendation letters from non-family related referees for General Manager's position
- No Objection Certificate from the employer upon selection

For further information, please contact Officiating GM, HRAD at 17873797 or 05-252505 (EPABX) with extension No: 512

GM's Regular Pay workout proposal as per vacancy announcement

**1. Regular**

<b>Position</b>		<b>Total</b>	<b>Remarks</b>
General Manager	Basic Pay	28,660.00	Basic as per SRR-2013 and MoF approved "Pay and Allowances Guidelines for determination of remuneration in State –Owned Corporations- 2015."
	25% Corporation allowance	7165.00	
	Communication allowance	2000.00	
	Performance based variable allowances		Above 3.0 PBVA rating

**2. Contract**

(please fill up for future official use)