

**Government of India**  
**Ministry of Defence**  
**Defence Research & Development Organisation (DRDO)**  
**Advanced Systems Laboratory, Dr. APJ Abdul Kalam Missile Complex**  
**Kanchanbagh, Hyderabad – 500 058**

Dated: 01<sup>st</sup> December, 2022

**ADVERTISEMENT**

**Engagement of Retired Government Officials as ‘Consultants’ on Contract Basis in DRDO – Inviting Applications thereof : Regarding**

DRDO invites applications from retired officials from Central Government/State Government/PSU/Autonomous Bodies having considerable experience of functioning of Central Government Ministries/Departments for engagement as consultant on short term contract basis as per Post Specific Terms of reference (TOR). The relevant details and eligibility criteria are given below:-

Ser No.	Post Code	No of Posts	Pay Level of consultant (at the time of retirement/su perannuation)	Category of Work	Post Specific Terms & conditions	Location
1.	2022/ASL /133	01	Level 15	Technical work	Annexure 1	Hyderabad

2. General Terms & conditions:-

2.1 Experience :-

(a) Officers/Officials as per TOR of the Post Code above and who have retired in Pay Level shown from Central/State Govt., PSUs, autonomous bodies, Govt R & D Organisation possessing practical knowledge and experience in the field for which he/she is applying.

(b) Persons possessing experience of having worked with DRDO would be accorded preference during selection/appointment.

(c) He/She should have effective communication (both oral and written) and interpersonal skills with a strong flair for in-depth examination of his/her areas of work.

2.2 Age Limit :- The maximum age limit for all categories of retired employees for applying will be 63 years as on closing date of application.

2.3 Remuneration & Allowances :-

(a) Remuneration and conveyance allowance for Pensioners : A fixed monthly amount shall be admissible arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount so fixed shall remain unchanged for the term of the contract. There will be no annual increment/percentage increase during the contract period. A fixed monthly amount as conveyance allowance for the purpose of commuting between the residence and the place of work shall also be allowed as mentioned below.

(b) Remuneration and conveyance allowance. Maximum consolidated monthly remuneration and conveyance allowance shall be as under :-

Ser No.	Pay Scales of Employees retired from PSUs	Equivalent Pay Level of 7 <sup>th</sup> CPC	Remuneration	Conveyance Allowance
1.	Rs.1,20,000/- to Rs.2,80,000/-	Level 15	Rs. 90,000/-	Rs.5,000/-

(c) Allowance. Consultants shall not be entitled to any kind of allowance/benefit such as Dearness Allowance, Transport Facility, Residential Accommodation, Personal Staff, CGHS, Medical reimbursement etc. However, should they require to travel inside the country in connection with the official work of the organization, he would be entitled to TA/DA at the rate commensurate with his/her Grade Pay/Pay level (as may be applicable) from which he/she retired.

(d) Drawl of Pension. A retired Govt official appointed as a Consultant shall continue to draw pension and the dearness relief on pension during the period of his engagement as a Consultant. His/her engagement as consultant shall not be constructed as a case of re-employment.

1.4 No retired government Servant shall be eligible for appointment as a consultant unless there is a gap of fifteen days between his/her retirement and appointment as consultant.

2. Interested eligible retired officials of Central Government/State government/PSU/Autonomous Bodies as eligible may submit their applications in the enclosed format (Annexure 3) alongwith copy of documents as referred in the application to the following address :-

**ADVANCED SYSTEMS LABORATORY (ASL)**  
Dr. A P J Abdul Kalam Missile Complex  
Government of India, Ministry of Defence  
Defence Research & Development Organisation  
Kanchangh, Hyderabad – 500 058

3. Cut off date for receipt of application is 21 days from the date of publication of Advertisement.

**Annexure-1**

Government of India  
Ministry of Defence – DRDO  
Terms of Reference (TOR) for Engagement of Consultants

- i. Whether the proposed engagement is against vacant post or for specific work or project : **Yes. For specific work (New Requirement)**
- ii. Precise statement of Objectives for appointment of consultant :-
  - **Design & Dev. Of C-C & C-Sic Composite Products for Re-entry & Hypersonic Systems.**
  - **Establishment of Machining & Joining Scheme for C-C & C-Sic Composite Products.**
  - **Development of composite Rocket Motors & Nozzles.**
  - **Integration, Testing and Storing of Long Range Systems.**
  - **Techno-Managerial co-ordination for realization of products, assembly, testing & deployment.**
- iii. Category of work : a) **Technical work**
- iv. Pay Level of consultant (at the time of retirement) : **15**
- v. Discipline or domain, where engagement of consultant is required. **Product Design, Development, Realization and Testing.**
- vi. The expertise / skills/ knowledge required for engagement as consultant. **The individual shall have min 15 years of working experience in high temperature composites in the areas of Product Design, joining Schemes, Machining, Assembly & testing. Individual shall have min 15 years experience in developing long range systems involving various aerospace technologies & work centers. Development of products, assembly, testing, integration & techno-managerial activities of critical project development.**
- vii. Outline of the tasks to be carried out :- Enclosed in **Appendix – ‘A’**
- viii. Estimated time period required for completion of Tasks :- **Initially for one year and to be extended for 2<sup>nd</sup> year with the approval of competent authority.**

**Appendix – A****Outline of the tasks to be carried out**

<b>Sl. No.</b>	<b>Work</b>	<b>Time in Months</b>
1.	Design, development, assembly and testing of Carbon-Carbon / Carbon-Silicon Carbide, Carbon-Epoxy & Carbon-Phenolic composite products for re-entry & hypersonic application.	6
2.	Development of attachment scheme, establishment of machining process and selection of tools to achieve require dimensions on carbon-carbon / carbon-silicon composite products.	6
3.	Development of test facility for high temperature testing of carbon-carbon / carbon-silicon composite products for re-entry and Hypersonic conditions.	12
4.	Development if elastomer seals for high temperature application and Propulsion system.	6
5.	Evolving the configuration of long range systems and workout the development plan, realization of systems, assembly of subsystem integration of articles.	12
6.	Evolving the process plan and finalization of fabrication methods for flight hardware.	6
7.	Evolving storage schemes, periodic inspection & test methods to ensure healthy condition of stored articles.	6
8.	Design, Development, Testing of Ground system equipment (TCT – Road mobile launcher & IMS).	12
9.	Design as development of Composite Rocket motors & Flex nozzle systems.	6
10.	Development of Integration fixtures, canister loading and handling fixture.	6

PROFORMA OF APPLICATION FOR ENGAGEMENT AS CONSULTANT IN DRDO

1. Name in Full :
2. Date of Superannuation :
3. Designation at the time of :  
Superannuation
4. Basic Pay & Grade Pay/Pay :  
Level at the time of  
Superannuation
5. Name of the Organisation last  
served with address :
6. Date of Birth :
7. Age (as on closing date of Advt.) :
8. Gender : Male / Female
9. Address for Correspondence :
- Email ID :
- Contact No. (Landline) :
- Mobile No. :
10. Educational Qualifications :  
(Graduation onwards)
11. Areas of Research (For  
Scientific/Technical Posts) :
12. Complete record of services rendered in Organization/Estts. Before  
superannuation *(with special reference to the experience in the level of post for  
which application is made):-*

Post Held with Pay Level	From	To	Subjects Handled (in brief)

13. Complete list of published books/ :  
Monographs Research papers  
etc (for Scientific/Technological  
Posts only)
14. Details of Knowledge of :  
Computer
15. Any other relevant information :  
(please enclose separates sheet,  
If required)

DECLARATION

I hereby declare that the particulars furnished above are true and correct to the best of my knowledge and belief. I understand and agree that in the event of any information being found false OR incorrect/incomplete or ineligibility being detected at any time before or after selection, my candidature is liable to be rejected and I shall be bound by the decision of the Department. I have read this Advertisement / Notice, including its enclosures, thoroughly and I am ready to accept all the terms and conditions for engagement of Consultants.

(Signature of the Applicant)

Date: \_\_\_\_\_

Following self-attested documents photocopies are to be enclosed by the applicant:-

1. Identity Proof.
2. Proof of Address.
3. Copy of P.O.O.
4. Copy of proof of Educational Qualification.
5. Copy of Service Verification Certificate.

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TERMS AND CONDITIONS  
FOR ENGAGEMENT AS CONSULTANT IN THE LABS./ESTTS./UNITS OF DRDO

1. The consultant shall perform the services as per Terms of Reference (TOR) and the task/jobs assigned to him/her by the Director of the concerned Lab./Estts./Unit, where he/she is engaged.
2. The working hours would be that of the working hours of the Lab./Estts./Unit where he/she is engaged.
3. Under special circumstances, the Consultant could be called for services on holidays or beyond normal working hours for which no other benefits/ leave will be granted.
4. The consultancy will start for a period of one year from the date he / she enters into the contract agreement with DRDO.
5. The consultant shall be paid remuneration and conveyance allowance as per the Para 6 of Government of India, Ministry of Defence, Department of Defence Research & Development letter dated 06-July-2022, subject to the ceiling that remuneration plus pension drawn by the consultant shall not be more than the last pay drawn by him at the current rate of DA. Mandatory deduction, if any, will be made. The remuneration for services rendered in a month shall be payable in subsequent month.
6. Secretary DD (R&D) shall have the right to examine / review / terminate the consultancy services provided by him / her at any time.
7. The consultant shall perform his / her obligations under his / her consultancy with all necessary skills, diligence, efficiency and economy.
8. The consultant shall meet high standard for ethics and integrity under the agreement of appointment.
9. No. Other facility whatsoever except remuneration and conveyance allowance shall be provided to him /her by DRDO in his/her capacity as Consultant.
10. The Department shall not be responsible for any loss, accident, damages / injury suffered by him / her whatsoever arising in or out of the execution of his / her work, including travel.
11. The Consultant shall abide with Contract Agreement, Non-Disclosure Agreement, General Conduct Rules, Information Security Act and other restrictions as applicable to Govt. employees.
12. Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.
13. During the terms of the consultancy, he / she shall not be engaged in any private business or professional activity which could conflict with the interest of the Government. The engagement of Consultants is of a temporary (non-official) nature against the specific jobs .

Declaration

I, \_\_\_\_\_ (name of the Consultant),  
S/o \_\_\_\_\_ hereby agree unconditionally with all above referred  
Terms and Conditions for engagement of consultant in DRDR.

(Signature of the Applicant)  
Name: \_\_\_\_\_

Date:  
Place: