

Advertisement No : RCI/HRD/2022/Consultant/140&141

Government of India
Ministry of Defence
Defence Research & Development Organisation (DRDO)
Research Centre Imarat, Dr. APJ Abdul Kalam Missile Complex,
VignyanaKancha. Hyderabad - 500 069

Dated: 21st December, 2022

CIRCULAR

Sub : **Engagement of Retired Government officials as 'Consultant' on Contract Basis in RCI (DRDO) — Inviting Applications thereof - reg**

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. The relevant details and eligibility criteria are given below:-

Post Code	Pay level of Retired officials	Category	No. of Posts	Terms of Reference (TOR) Enclosed at	Contract duration
2022/RCI/140	Level-15	Technical	01	Appendix-A	Initially for one year and extendable as per norms
2022/RCI/141	Level-13A	Technical	01	Appendix-B	

2. General Terms & Conditions:

2.1 Experience:

(a) Officers/ Officials who have retired from Central/ State Govt., PSUs, autonomous bodies, Govt. R&D Organizations and possessing practical knowledge and experience in the field for which he/she is applying (as per TOR enclosed).

(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.

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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:-

The details of Remuneration and Conveyance Allowance are as follows :

(a) **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) **For Non-Pensioners :** A fixed consolidated monthly remuneration shall be admissible as follows :

Post Code	Pay level of Retired officials	Equivalent Pay Scales of Employees Retired from PSUs	Consolidated Remuneration per month	Conveyance Allowance
2022/RCI/140	Level-15	Rs.1,20,000/- to Rs.2,80,000/-	Rs.90,000/-	Rs.5,000/-
2022/RCI/141	Level-13A	Rs.90,000/- to Rs.2,40,000/-	Rs.60,000/-	Rs.5000/-

(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) **Drawal 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, if eligible. His/her engagement as consultant shall not be constructed as a case of re-employment

2.4 No retired government Servant shall be eligible for appointment as a Consultant unless there is a gap of fifteen (15) days between his / her retirement and appointment as consultant.

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2.5 Interested eligible retired officials of Central Government / State Government / PSU/Autonomous Bodies may submit their applications in the enclosed Format at Annexure II along with copy of documents as referred in the application to the following address :

**RESEARCH CENTRE IMARAT (RCI)
Dr. APJ Abdul Kalam Missile Complex
Government of India, Ministry of Defence
Defence Research & Development Organisation
Vignyanakancha P.O., Hyderabad 500 069**

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

List of Enclosures :

Enclosure	Subject / Matter
Appendix-A	Terms of Reference for Post Code 2022/RCI/140
Appendix-B	Terms of Reference for Post Code 2022/RCI/141
Annexure-I	Broad Terms and Conditions of the Contract
Annexure-II	Proforma of Application

**DIRECTOR
RCI, HYDERABAD**

**Government of India
Ministry of Defence
Terms of Reference (TOR) for Engagement of Consultant (Level-15)
Post Code : 2022/RCI/140**

- (i) Whether the proposed engagement is against vacant post or for specific work of project:-

The proposed engagement is for the RCI Project MRSAM for production and delivery of missiles to both the users (IAF & IA).

- (ii) Precise statement of Objective for appointment of Consultant:-

- **Medium Range Surface to Air Missile (MRSAM) is a joint development programme of DRDO with Israel Aerospace Industry (IAI) for Indian Air Force (IAF) and Indian Army (IA).**
- **The MRSAM weapon system have been designed, developed and tested. The user trials including missile firing also have been completed and the weapon system is under induction.**
- **The objective of appointment of Consultant with an experience in integration, production and testing is to meet stringent time schedule and to expedite the production of missile at M/s.BDL, Hyderabad.**
- **The role of Consultant will be coordination for production, integration and testing activities of missiles in a time bound manner.**

- (iii) Category of work:- **Technical work**

- (iv) Pay level of consultant (at time of retirement / superannuation) : **Pay Level 15**

- (v) Discipline or domain, where engagement of consultant is required.

- **The consultant should have degree in Mechanical Engineering from recognized university and domain knowledge of Production, Integration & Testing of Missile. The individual should have experience in fabrication, machining, assembly, integration and testing of sub-system of missile including explosive material.**

- (vi) The Expertise / skill / knowledge required for engagement as consultant.

- **Expertise in the missile production activities to maintain the quality of inward components and sort out the issue raised during the integration and testing.**
- **Experience in Rocket motor casting, a very critical process to ensure the quality of product. Expertise in batch qualification of rocket motor is required.**

- Experience in small explosive production and testing is very much required to avoid the rejection of the complete lot.
- Possess rich knowledge and experience in missile production and providing solution to manufacturing problems.
- Presently multiple project are in crucial stage of delivery, hence the in-house as well as industry partners are essential for quicker realization of quality hardware in scheduled time. Expertise in integration of stakeholders is required.
- The individual should have minimum 35 years of working experience in the area of Missile production, integration, testing and handling of stakeholders.

(vii) Estimated time period required for completion of Task:- 24 months (T₀ = Starting date of the Contract Consultancy)

Sl.no	Tasks / Jobs/ Documents	Time In Months
1	Review of Production activities of missile including Quality Control of the components of rear section.	6
2	Plan for assembly and integration of missile components.	12
3	Coordinate the integration and testing of missile.	18
4	Compile the inspection reports, documentation and delivery of missile systems.	24

Terms of Reference (TOR) for Engagement of Consultant (Level-13A)

Post Code : 2022/RCI/141

- i. Whether the proposed engagement is against vacant post or for specific work or project :**Yes. For RCI Project AD-AM.**
- ii. Precise statement of Objectives for appointment of consultant:-
 - The consultant should have expertise in chemistry and must have work experience in the propellants processing, Pyro devices, Igniters and Electro Chemical Power Sources for defence applications.
 - The consultancy is necessary to realize the propulsion sub systems, Pyro devices and on - board batteries for a DRDO time bound project.
- iii. Category of work :**Technical Work**
- iv. Pay Level of consultant (at the time of retirement) : **Pay Level 13A**
- v. Discipline or domain, where engagement of consultant is required.

Propellant processing systems, Pyro Devices, Igniters and Electro Chemical Power Sources for missile application.

- vi. The expertise / skills / knowledge required for engagement as consultant :
 - a) **The Consultant should have served more than 30 years in DRDO and retired in the Pay Level of 13A of pay matrix.**
 - b) **To liaise, monitor and interact with DRDO Labs / Industrial partners for time bound realization of Propulsion system, Pyro Devices and Missile Batteries.**
 - c) **To review the design / qualification / production / QAP documents of the propulsion system, Pyro Devices and Missile Batteries.**
 - d) **To review the realization plans and visit the industries to review the production of the propulsion system, Pyro Devices and Missile Batteries.**
 - e) **To liaise with the DRDO Labs for testing / safety / integration related works of the propulsion system, Pyro Devices and Missile Batteries.**
 - f) **Evaluation of performs of the programming system in strategic trial / flight configuration.**
 - g) **Review of the associated sub system of propulsion system such as lining / nozzle / seal / fasteners / actuators / batteries / power supply systems.**

- vii. Outline of the tasks to be carried out:-

Realization of complete solid propulsion systems, Pyro Devices and Missile Batteries for Project AD-AM of RCI as per the following details:

Milestone	Deliverables
M1	Review reports on Propulsion System for Stage 1 & 2, Pyro Devices and Missile Batteries
M2	Report of work & QA plans for Propulsion System, Pyro Devices and Missile Batteries
M3	Production plan for Propulsion System, Pyro Devices and Missile Batteries
M4	Preparation of casting evaluation report and Battery Proto evaluation report.
M5	Report of the propulsion filled rocket motor Report of the explosive filled Pyro Devices Report of the Battery Assembly
M6	Evaluation report of propulsion system for integration to missile Evaluation report of Batteries during QT Evaluation report of Pyro Devices during QT

viii. Estimated time period requirement for completion of Tasks:-

Initially for one year and to be extended as per the norms with the approval of competent authority.

Sl. No.	Time Period	Tasks
1.	3 Months	Review and realization of AD-AM propulsion system and overall plan or activities for Stage 1&2 propulsion system Review and realization of AD-AM on-board Batteries and Pyro Devices - overall plan or activities
2.	6 Months	Placement of supply order for raw materials for realization of propellant for casting Placement of supply order for realization of Pyro Devices and Batteries.
3.	9 Months	Casting of propellants for preliminary evaluation and characterization as per project specifications
4.	12 Months	Casting of first cast motor for evaluation Explosive filling of Pyro Devices Battery proto assembly for evaluation
5.	15 Months	Realization of stage 1&2 rocket motor for integration to system Realization of Pyros and Batteries
6.	18 Months	Reports evaluation of rocket motors realized under the Project with R&QA documents Reports evaluation of Pyro Devices and Batteries realized under the Project with R&QA documents

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 / Estt / Unit, where he/she is engaged.
2. The working hours would be that of the working hours of the Lab / Estt / 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 the Government of India, Ministry of Defence, Department of Defence Research & Development letter dated 06-Jul-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 months.
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 DRDO.

(Signature of the Applicant)

Name : _____

Date :

Place :

PROFORMA OF APPLICATION FOR ENGAGEMENT OF RETIRED GOVT. EMPLOYEES

AS CONSULTANT IN DRDO

1. Name in Full :
2. Date of Superannuation :
3. Designation at the time of Superannuation :
4. Basic 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 separate 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 Pension Payment Order
4. Copy of Proof of Educational Qualification
5. Copy of Service Verification Certificate
