

इलेक्ट्रॉनिक्स तथा रेडार विकास स्थापना
भारत सरकार - रक्षा मंत्रालय
रक्षा अनुसंधान तथा विकास संगठन
सी. वी. रामन नगर
बेंगलूर - 560 093, भारत



आई एस ओ 9001 : 2015 प्रमाणित
ISO 9001 : 2015 Certified

Electronics & Radar Development Establishment
Govt of India, Ministry of Defence
Defence Research & Development Organisation
C V Raman Nagar
Bengaluru - 560 093, India
Fax : 080-2524 2916
Phone : 080-2524 3873
E-Mail : director.lrde@gov.in

DRDO/LRDE/HRD/Consultant/2023/001

Dated: 06 July 2023

Engagement of Retired Government Officials as 'Consultant' in LRDE (DRDO), Bengaluru on Contract basis

DRDO/LRDE, Bengaluru 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 **Terms of Reference (TOR)**. The relevant details and eligibility criteria are given below:

| Sl. No | Post Code | No of Posts | Pay Level of Retired official | Category | Tenure of contract | Terms of Reference (TOR) |
|--------|---------------|-------------|-------------------------------|-----------|------------------------------------|--------------------------|
| 01 | 2023/LRDE/167 | 1 | Level 13 / 13A | Technical | One year (extendable as per norms) | Refer Annexure A-1 |
| 02 | 2023/LRDE/168 | 1 | Level 11 | Technical | One year (extendable as per norms) | Refer Annexure A-2 |
| 03 | 2023/LRDE/169 | 1 | Level 11 | Technical | One year (extendable as per norms) | Refer Annexure A-3 |
| 04 | 2023/LRDE/170 | 1 | Level 10 | Technical | One year (extendable as per norms) | Refer Annexure A-4 |

➤ **General Terms & Conditions:-**

• **Experience:**

- Officers who have retired from Central / State Govts, PSUs, Autonomous Bodies, Universities, Govt R&D Organizations and possessing practical knowledge and experience in the field for which he/she is applying for as per TOR.
- Persons possessing experience of having worked with DRDO would be accorded preference during selection / appointment.
- He/ she should have effective communication (both oral and written) and interpersonal skills with a flair for in-depth examination of his/her areas of work

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

[Handwritten signature]

- **Remuneration & Allowances:**

- a) **Remuneration and Conveyance Allowances 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:

@ Rs 3000/- for Level – 10 &11,
@ Rs 5000/ for Level 13/13A.

- b) **Remuneration & Conveyance allowance for Non-Pensioners:** Maximum consolidated monthly remuneration and conveyance allowance shall be as under:-

| Sl. No. | Pay Scales of Employees Retired from PSUs) | *Equivalent Pay Scales of 7 th CPC | Remuneration | Conveyance Allowance |
|---------|--|---|--------------|----------------------|
| a) | Rs. 60,000 – Rs. 1,80,000 | Level 9/10 | Rs. 40,000/- | Rs. 3,000/- |
| b) | Rs. 70,000 – Rs. 2,00,000 | Level 11 | Rs. 50,000/- | Rs. 3,000/- |
| c) | Rs. 80,000 – Rs. 2,20,000 Rs. 90,000 – Rs. 2,40,000 | Level 12 Level 13 / 13A | Rs. 60,000 | Rs. 5,000/- |

*Equivalence is prepared based on the pay-matrix of 7th CPC and revised pay scales of PSUs for the purpose of eligibility and remuneration/conveyance & allowance.

- c) **Other Allowances:-** 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 official work of the Organisation, he/she 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. His/Her engagement as consultant shall not be construed as a case of re-employment.
- 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.
 - Interested eligible retired officials of Central Government/ State Government/PSU/Autonomous Bodies may submit their applications in the enclosed **FORMAT (Appendix-'A')** along with copy of documents as referred in the application to the **Director, Electronics & Radar Development Establishment (LRDE), CV Raman Nagar, Bengaluru-560 093**. The applications can be sent with subject line "**Application for Consultant**" The applications can also be sent by email director.lrde@gov.in.
 - Incomplete/ Ineligible applications / applications received after closing date will be rejected automatically without any intimation. DRDO reserves all right to accept or reject in part or in full or all the responses without assigning any reasons whatsoever.
 - The broad Terms and Conditions of the contract is annexed as **Appendix-B** which is also required to be submitted along with **Appendix-A**
 - Cut-off date for receipt of application is **21 days** from the date of Advertisement.

(S B Suresh)
Head, HRD

**PROFORMA OF APPLICATION FOR ENGAGEMENT OF RETD GOVT EMPLOYEES AS
CONSULTANT IN DRDO**

| | | | | |
|----|---|-------------------------|-----------|---|
| 1 | Name in Full. | | | |
| 2 | Date of superannuation. | | | |
| 3 | Designation at time of Superannuation. | | | |
| 4 | Basic Pay & Grade Pay/ Pay Level at the time of Superannuation. | | | |
| 5 | Name of the Organization last served with address. | | | |
| 6 | Date of Birth. | | | |
| 7 | Age (As on closing date of advertisement). | | | |
| 8 | Gender. | | | |
| 9 | Address for Correspondence. | | | |
| | E-mail. | | | |
| | Contact No . | Mobile No. Landline. | | |
| 10 | Educational Qualification. (Graduation onwards) | | | |
| 11 | Complete record of service in Organization / Estts before Superannuation: (With special reference to the experience in the level of posts for which application is made) | | | |
| | Post Held with Pay Level | From | To | Subjects / Projects Handled in Brief |
| | | | | |
| | | | | |

| | | |
|----|--|--|
| 12 | Complete list of published books/ monographs/Research papers etc (For Scientific/ Technological posts only) | |
| 13 | Details of knowledge of computer | |
| 14 | Any other relevant information (please enclose separate sheet if required) | |

Declaration

I, _____ S/o _____ hereby agree unconditionally with all above referred Terms and Conditions for engagement of consultant in DRDO.

Date :

(Signature of Applicant)

Place :

Name

Following documents are to be enclosed by the applicant

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

=====

Appendix – 'B'

**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 and the task/ jobs assigned to him/her by the Director of the concerned Lab/Estt/Unit, where he is engaged.
2. The working hours would be that of the working hours of the Lab/Estt/unit where he 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 Para 6 of Government of India, Ministry of Defence letter No. DHRD/DRDO CONSULANT/GUIDELINES/E/685/D(R&D)/2022 dated 06th July 2022 , issued under Govt letter No.DHRD/76682/Consultant/C/M/01 dated 27th July 2022, subject to ceiling that remuneration plus pension drawn by the consultant shall not be more than the last pay drawn by him / her 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 Consultants 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 at the rate of 1.5 days for each completed month of service. Accumulation of the 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, _____ S/o _____ hereby agree unconditionally with all above referred Terms and Conditions for engagement of consultant in DRDO.

Date :

Place :

(Signature of Applicant)

Name:

Annexure A-1

**Terms of Reference (TOR) for Engagement of Consultant for
Post Code 2023/LRDE/167**

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

The proposed engagement is for AESA Radar for Airborne applications.

(ii) Precise statement of objective for appointment of consultant.

1. **Category of work:** Technical Work

2. **Pay level of consultants (at the time of retirement / superannuation):** Level 13/13A.

3. **Discipline or domain where engagement of consultant is required:**

Technical / Project Management

The services of consultant is primarily required to assist Programme Director / Project Directors LRDE for AESA Radar during design, development, Test and evaluation, integration on various platforms and flight testing.

4. **The expertise / skills/ knowledge required for engagement as consultant.**

The consultant should be preferably Ex Air force having retired in pay level 13 /13A having more than 10 yrs experience in project management of Airborne systems & also associated with DRDO airborne projects. The consultant should have hands on experience in Airborne Radar operation, communication & Sigint systems

(iii) Outline of the tasks to be carried out :-

1. Coordination with Industry partners during realization of system.

2. Coordination with ADA and HAL for Aircraft installation activities

3. Coordination with IAF, ADA, NFTC, ARDC for getting clearances for integration and evaluation activities of Airborne Radars

(iv) Estimated time period required for completion of tasks:-

1 Year (12 months) Extendable as per norms.

Annexure A-2

**Terms of Reference (TOR) for Engagement of Consultant for
Post Code 2023/LRDE/168**

- (i) **Whether the proposed engagement is against vacant post or for specific project:** The proposed engagement is for specific Infrastructure project DRDO-FTB (DRDO Flying Test Bed) Aircraft.
- (ii) **Precise statement of objective for appointment of consultant.**
1. **Category of work:** Technical Work
 2. **Pay level of consultant (at the time of retirement / superannuation):** Level 11.
 3. **Discipline or domain where engagement of consultant is required:** Technical inventory management
 4. **The expertise / skills/ knowledge required for engagement as consultant:**
Should have minimum five years experience in maintenance and spares inventory management of Dornier aircraft (FTB).
- (iii) **Outline of the tasks to be carried out :-**
1. Coordination and Support for Procurement File Processing for Annual Servicing.
 2. Coordination with OEM (M/s HAL) for Repair and Overhauls.
 3. Coordination with AFPMT for operation and maintenance of FTB.
- (iv) **Estimated time period required for completion of tasks:-**
1 Year (12 months) Extendable as per norms.

Annexure A-3

**Terms of Reference (TOR) for Engagement of Consultant for
Post Code 2023/LRDE/169**

- (i) **Whether the proposed engagement is against vacant post or specific project :** The proposed engagement is for activities pertaining to quality and reliability of Airborne radars in LRDE
- (ii) **Precise statement of objective for appointment of consultant.**
1. **Category of work:** Technical Work
 2. **Pay level of consultant (at the time of retirement / superannuation):** Level 11.
 3. **Discipline or domain where engagement of consultant is required:** Technical / Quality Assurance
The services of consultant are primarily required to assist Programme Director/ Project Directors of LRDE for Airborne Radars during Environmental qualification and Airworthy certification on various platforms and flight testing.
 4. **The expertise / skills/ knowledge required for engagement as consultant.**
The consultant should have more than 10 yrs experience in Airborne Radar systems and subsystems environmental evaluation and qualification.
- (iii) **Outline of the tasks to be carried out :-**
1. Coordination and Conduct of QTP, SoFT and ESS.
 2. Technical Support for QA Documents generation and Verification.
 3. Coordination with certification agencies such as CEMILAC and DGAQA.
- (iv) **Estimated time period required for completion of tasks:-**
1 Year (12 months) Extendable as per norms.

Annexure A-4

**Terms of Reference (TOR) for Engagement of Consultant for
Post Code 2023/LRDE/170**

- (i) **Whether the proposed engagement is against vacant post or for specific project:** The proposed engagement is for specific Infrastructure DRDO-FTB (DRDO Flying Test Bed) Aircraft.
- (ii) **Precise statement of objective for appointment of consultant.**
1. **Category of work:** Technical Work
 2. **Pay level of consultant (at the time of retirement/superannuation):** Level 10
 3. **Discipline or domain where engagement of consultant is required:** Technical (Should have basic knowledge of Dornier KD-228 Aircraft)
 4. **The expertise / skills/ knowledge required for engagement as consultant:**
Should have minimum four to five years experience in handling Dornier aircraft related activities at pay level 10.
- (iii) **Outline of the tasks to be carried out :-**
1. Coordination with various DRDO Labs and agencies for aircraft integration of DRDO payloads.
 2. Coordination for Mod/Demod (Installation/un-installation) of Payloads on FTB.
 3. Technical Support for Spares/Inventory Management
- (iv) **Estimated time period required for completion of tasks:-**
1 Year (12 months) Extendable as per norms.