

**Government of India
Ministry of Defence
Defence Research & Development Organization (DRDO)
Defence Electronics Research Laboratory,
Chandrayangutta Lines, Hyderabad - 500 005**

Advertisement No: DLRL/HRD/Consultant/2025/001,

Dated : 21 May 2025

CIRCULAR

Sub : Engagement of Retired Government officials as 'Consultant' on Contract Basis in
DLRL (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:-

SNo	Post Code	Pay level of Retired official	Category	No. of Posts	Terms of Reference (TOR) Enclosed at	Contract duration
1	2025/DLRL/297	Level-13A	Technical	01	Annexure - I	One year and extendable as per norms
2	2025/DLRL/298	Level-12	Technical	01	Annexure - II	
3	2025/DLRL/299	Level-12	Technical	01	Annexure - III	
4	2025/DLRL/300	Level-10/11	Admin	01	Annexure - IV	

2. General Terms & Conditions:

2.1 Experience:

- a) Officers/ Officials who have retired from Central/ State, 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.

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 :

- i. **Remuneration:** 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.
- ii. **Conveyance Allowance :** 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/- up to Pay Level -11

@ Rs. 5000/- for Pay Level - 12 and above

b) For Govt. Employees retired under National Pensions Scheme (NPS):

- i. **Remuneration:** An amount equivalent to 30% of the last basic pay as drawn at the time of retirement shall be deducted from the last basic pay and the resultant amount shall be the fixed monthly amount as remuneration.
- ii. **Conveyance Allowance:** A fixed monthly amount as conveyance allowance for the purpose of commuting between the residence and the place of work shall also be allowed.
@ Rs. 3000/- up to Pay Level -11
@ Rs. 5000/- for Pay Level - 12 and above

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

Post Code	Pay level of Retired official	Equivalent Pay Scales of Employees Retired from PSUs	Consolidated Remuneration per month	Conveyance Allowance per month
2025/DLRL/297	Level-13A	Rs. 90000 to Rs. 240000	Rs. 60000/-	Rs. 5000/-
2025/DLRL/298	Level-12	Rs. 80000 to Rs. 220000	Rs. 60000/-	Rs. 5000/-
2025/DLRL/299	Level-12	Rs. 80000 to Rs. 220000	Rs. 60000/-	Rs. 5000/-
2025/DLRL/300	Level-11	Rs. 70000 to Rs. 200000	Rs. 50000/-	Rs. 3000/-
	Level-10	Rs. 60000 to Rs. 180000	Rs. 40000/-	Rs. 3000/-

- d) **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 the official work of the organization, 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.
- e) **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, if eligible. His/her engagement as consultant shall not be construed as a case of re-employment.
- 2.4 No retired government official 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.
- 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:
- Defence Electronics Research Laboratory,
Government of India, Ministry of Defence
Defence Research & Development Organization
Chandrayangutta Lines, Hyderabad - 500 005**
- 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-I,II,III,IV	Terms of Reference for Post Code 2025/DLRL/297, 298, 299 & 300
Annexure-I	Broad Terms and Conditions of the Contract
Annexure-II	Proforma of Application

DIRECTOR
DLRL, HYDERABAD

Appendix - I

Government of India
DLRL, Ministry of Defence, DRDO
Terms of Reference (TOR) for Engagement of Consultants (Level -13 A)
Post Code: 2025/DLRL/297

I Whether the proposed engagement is against vacant post or for specific work or project:

For specific work related to cyber security aspects of networks and also cyber security testing in various software products developed by the laboratory.

II Precise statement of Objectives for appointment of Consultant:

1. The knowledge of the officer related to implementation of various web based applications and their testing shall be used for current automation of general and related technical activities.
2. Testing of apps along with the persistent data for the security aspects.
3. Guidance during configuration of networks which will be useful for arriving at proper solutions to the securing the project networks.
4. Testing of software products for the security aspects, especially with current projects will be useful for fulfilling the security requirements.

III Category of Work

(a) Technical work

☒

Administrative/ Secretarial work

☐

IV Pay level of consultant (at the time of retirement /superannuation):

Level 13(A)

V Discipline or domain, where engagement of consultant is required:

Cyber Security / App Security

VI The expertise / skills / knowledge required for engagement a s consultant

Experience in Cyber Security, data center management. Cert-in advisories.

VII Outline of the tasks to be carried out: (Details of work required to be carried out/specific tasks/activities to be assigned to consultant should be indicated)

1. Guiding implementation of various web based applications and their testing related to current automation of general and technical activities in the lab.
2. Guidance to Implementation of proper solutions for data security and cross domain transfers especially with securing the current project networks.
3. Guide the generation of test cases and also testing of the applications on local web.
4. Identify suitable methods for Security testing of the software products of various projects like app scan, Vulnerability Assessment and Pen Tests.
5. Guidance during implementation of DR upgradation.

VIII Estimated time period required for completion of Tasks: 2 Years

Initially appointment may be for one year with further extension up to two years with the approval of Competent Authority.

Appendix - II

Government of India
DLRL, Ministry of Defence, DRDO
Terms of Reference (TOR) for Engagement of Consultants (Level -12)
Post Code: 2025/DLRL/298

- I Whether the proposed engagement is against vacant post or for specific work or project:**
 Specific work: Testing and trials of warners, RWR and ESM Systems.
- II Precise statement of Objectives for appointment of Consultant:**
 The consultant should have served more than 25 yrs in any Central Govt. Establishments and have experience in ESM System testing, integration, installation and field trials on platforms of Indian Navy.
- III Category of Work**
- | | | | |
|--------------------|-------------------------------------|----------------------------------|--------------------------|
| (a) Technical work | <input checked="" type="checkbox"/> | Administrative/ Secretarial work | <input type="checkbox"/> |
|--------------------|-------------------------------------|----------------------------------|--------------------------|
- IV Pay level of consultant (at the time of retirement /superannuation):**
 Level 12
- V Discipline or domain, where engagement of consultant is required:**
 Warner and ESM System testing, integration, installation and trials at field and on targeted submarine platforms.
- VI The expertise / skills / knowledge required for engagement a s consultant**
 The individual shall have minimum of 25 years of relevant experience in project activities with effective skills to carryout ESM system testing, integration, installation and field trials.
- VII Outline of the tasks to be carried out: (Details of work required to be carried out/specific tasks/activities to be assigned to consultant should be indicated)**
 (1) Testing of microwave receivers, digital boards as per Acceptance Test Procedure.
 (2) Pressure Testing of Radomes and connector assemblies.
 (3) Assembly and integration of Antenna, Radomes and Front End Receivers.
 (4) Testing and integration of RWR and Warner System on the periscope.
 (5) Integration and Testing of ESM systems.
 (6) Trials of Warner, RWR and ESM system at field and on the targeted platform.
- VIII Estimated time period required for completion of Tasks: Three Years**
 Initially appointment may be for one year with further extension up to two years with the approval of Competent Authority.

Government of India
DLRL, Ministry of Defence, DRDO
Terms of Reference (TOR) for Engagement of Consultants (Level -12)
Post Code: 2025/DLRL/299

I Whether the proposed engagement is against vacant post or for specific work or project:

For Projects: Development of ESM system for Subsurface/Underwater platforms.

II Precise statement of Objectives for appointment of Consultant:

The consultant should have served more than 25 years in any central government establishments and have experience in ESM system testing, integration, STW and field trials of subsurface/Underwater platforms of Indian Navy.

III Category of Work

(a) Technical work

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Administrative/ Secretarial
work

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IV Pay level of consultant (at the time of retirement /superannuation):

Level 12

V Discipline or domain, where engagement of consultant is required:

ESM/ELINT System testing, integration, STW and field trials of Subsurface/Underwater Platforms.

VI The expertise / skills / knowledge required for engagement a s consultant

The individual shall have minimum of 25 years of relevant experience in project activities with effective skills to carryout ESM/ELINT system testing, integration, STW and field trials on subsurface/Underwater platforms.

VII Outline of the tasks to be carried out: (Details of work required to be carried out/specific tasks/activities to be assigned to consultant should be indicated)

- (1) Electrical and pressure testing of directional and Omni Antennas, Radomes and connector assemblies.
- (2) Testing of microwave subsystems.
- (3) Assembly and integration of Antenna Head Unit (AHU).
- (4) Mounting of AHU on retractable Submarine Masts.
- (5) Cabling and Installation of ESM systems.
- (6) Setting To Work (STW) and Trials of ESM systems on-board.

VIII Estimated time period required for completion of Tasks: Three Years

Initially appointment may be for one year with further extension up to two years with the approval of Competent Authority.

Appendix – IV

Government of India
DLRL, Ministry of Defence, DRDO
Terms of Reference (TOR) for Engagement of Consultants (Level -10/11)
Post Code: 2025/DLRL/300

- I **Whether the proposed engagement is against vacant post or for specific work or project:**
 The proposed engagement is meant for Specific work regarding Audit Objections being handled by DLRL, in view of internal audit conducted by PCDA (R&D), Hyderabad and external audit of Defence Services, Pune.
- II **Precise statement of Objectives for appointment of Consultant:**
 To provide guidance in drafting of replies to internal and external audit objections being handled, assist the DLRL team in documentation and record keeping of audit reports and liaison with auditors during conduct of audit.
- III **Category of Work**
- | | | | |
|--------------------|---|----------------------------------|---|
| (a) Technical work | × | Administrative/ Secretarial work | √ |
|--------------------|---|----------------------------------|---|
- IV **Pay level of consultant (at the time of retirement /superannuation):**
 Level 10 or 11
- V **Discipline or domain, where engagement of consultant is required:**
 Discipline: Accounts/Budget.
 Domain: Financial audit.
- VI **The expertise / skills / knowledge required for engagement a s consultant**
 Budget & Finance, Procurement procedures, Project Management.
- VII **Outline of the tasks to be carried out: (Details of work required to be carried out/specific tasks/activities to be assigned to consultant should be indicated)**
- a) Guide the audit team in drafting of replies to audit queries.
 - b) Assist the team in maintenance and upkeep of audit reports, replies, settlement memos, etc.
 - c) Liaison with auditors and project teams of DLRL to ensure smooth conduct of audit.
 - d) Coordinate with audit team in preparing and sending timely replies to audit queries.
 - e) Provide necessary interface for follow-up of audit replies towards final settlement.
- VIII **Estimated time period required for completion of Tasks: 2 Years**
 Initially appointment may be for one year with further extension up to two years with the approval of Competent Authority.

BROAD TERMS AND CONDITIONS

FOR ENGAGEMENT AS CONSULTANTS IN THE LABS /ESTTS / UNITS OF DRDO

1. The consultant shall perform the services as per Terms of Reference (TOR) and the task/ job 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 No. DHRD/ DRDO CONSULTANT/ GUIDELINES/E/685/D (R&D) dated 06-Jul-2022. 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 consultancy, he/she shall not be engaged in any private business or professional activity which would 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 _____
here by agree unconditionally with all above referred Terms and Conditions for
engagement as consultant in DRDO.

(Signature of Applicant)

Name: _____

Date: _____

Place: _____

Annexure-II**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 & 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 (Male / Female)	:	
9.	Address for Correspondence	:	
	Email ID	:	
	Contact No. (Land Line)	:	
	Mobile No.	:	
10	Education Qualifications (Graduation Onwards)		
11.	Areas of Research (For Scientific/Technical Posts) (For Admin 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/ Circular, 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 applicant:

1. Identity Proof.
2. Proof of address.
3. Copy of Pension Payment Order.
4. Copy of Proofs of Educational Qualification.
5. Copy of service Verification Certificate.
