

**Government of India**  
**Ministry of Defence**  
**Defence Research & Development Organisation (DRDO)**  
**Defence Electronics Applications Laboratory**  
**Raipur Road, Dehradun - 248 001**

**Advertisement No: DEAL/ADMIN/2025/Consultant/001**

Dated: 20<sup>th</sup> May, 2025

Date of Publication on DRDO Website: 21<sup>st</sup> May, 2025

Last Date for Receipt of Applications: 10<sup>th</sup> June, 2025

(with 21 days closing duration)

**Advertisement**

**Sub: Engagement of Retired Government official as 'Consultant' on Contract**

**Basis in DEAL (DRDO) — Inviting Applications thereof- reg.**

DEAL, DRDO invites applications from retired officials of Central Government/ State Government/ PSU / Autonomous Bodies etc. having considerable experience of R&D activities under Government setup for engagement as consultant on short term contract basis. The relevant details and eligibility criteria are given below:-

Post Code	Pay level of Retired official	Category	Maximum Remuneration	No. of Post	Terms of Reference (TOR)	Contract duration /period
2025/DEAL/302	Level-14 as per 7 <sup>th</sup> CPC	Technical	As per para 6 of Govt Letter referred in Appendix- A	01	Enclosed (Annexure- I)	One year and extendable as per norms

**2. General Terms & Conditions:**

**Experience:**

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

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

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### 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 basic 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@ Rs. 5000/- as conveyance allowance for the purpose of commuting between the residence and the place of work shall also be allowed.

(b) For Govt. Employees retired under National Pension 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 remuneration.
- (ii) **Conveyance Allowance:** A fixed monthly amount @ Rs.5000/- as conveyance allowance for the purpose of commuting between the residence and the place of work shall also be allowed.

(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/DEAL/302	Level-14	Rs.1,00,000/-to Rs.2,60,000/-	Rs.75,000/-	Rs.5,000/-

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(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) **Drawal of Pension. :** A retired Govt. official appointed as a Consultant shall continue to draw pension and the dearness relief thereon 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.

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.

Interested eligible retired officials of Central Government/ State Government /PSU/Autonomous Bodies may submit their applications in the enclosed Format at Appendix-B along with a copy of documents as referred to in the application to the following address or soft copies e-mailed to [director.deal@gov.in](mailto:director.deal@gov.in) :

**The Director,  
Defence Electronics Applications Laboratory (DEAL)  
Defence Research & Development Organisation,  
Government of India, Ministry of Defence,  
Raipur Road, Dehradun - 248 001**

Cut-off date for receipt of applications is **21 days** from the date of publication of Advertisement.

**List of Enclosures:**

Enclosure	Subject/Matter
Annexure-I	Terms of Reference for Post Code 2025/DEAL/302
Appendix-A	Broad Terms and Conditions of the Contract
Appendix-B	Proforma of Application



**DIRECTOR  
DEAL, DEHRADUN**

**Government of India**  
**Ministry of Defence**  
**Terms of Reference (TOR) for Engagement of Consultant (Level-14)**  
**Post Code: 2025/DEAL/302**

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

The proposed engagement is for specific work of one of the upcoming project of DEAL titled "TeraHertz Communication" which is included in the Roadmap.

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

DEAL has proposed to take up one project titled "TeraHertz Communication" included in the Roadmap of DEAL. Terahertz is one of the technologies being progressed vigorously and is required to be harnessed for military applications. The pre-project activities of the THz project have to be initiated at the earliest so that the project may be sanctioned as per the given timelines. At present, there are 11 on-going projects of the lab and 3 more new projects are expected to be sanctioned soon. Simultaneously, lab is also working on the pre-project activities of design & development of "Unique Product" which is multi-disciplinary in nature. Keeping in view of the work of on-going/already initiated projects of lab, it is proposed to engage a consultant, who is an expert in the domain of Millimeter Wave (MW). The expertise of the consultant will be utilized in fulfilling the following objectives:

(a) To carry out Feasibility Studies in the domain of "Advanced Millimeter Wave Technologies" & "THz Technologies"

(b) Preparation of Feasibility Study Reports in the above domains

(c) To propose realization approach for design & development of "THz Technologies"

(d) Involvement in design & development of "THz Technologies"

**(iii) Category of work:**

(a) Technical Work ☒ (b) Administrative/Secretarial Work ☐

**(iv) Pay Level of consultant (at the time of retirement/superannuation):**

14

**v) Discipline or domain, where engagement of consultant is required:**

Technical domain of "Millimeter Wave (MW)" & "THz Communication Technologies (THz)"

**vi) The expertise/skills/knowledge required for engagement as Consultant:**

The proposed consultant must have at least 25 years of experience in the field of "Millimeter Wave Technologies" & its relevant domains.

**vii) Outline of the tasks to be carried out:-**

(a) To carry out Feasibility Studies in the domain of "Advanced Millimeter Wave Technologies" & "THz Technologies"

(b) Preparation of Feasibility Study Reports in the above domains

(c) To propose realization approach for design & development of "THz Technologies"

(d) Involvement in design & development of "THz Technologies"

**viii) Estimated time period required for completion of tasks:-01 Year  
(with provision of extension as per procedure)**

TERMS AND CONDITIONS

FOR ENGAGEMENT AS CONSULTANT IN DEAL, 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 DEAL, DRDO where he/she is engaged.
2. The working hours would be that of the working hours of DEAL, DRDO where he/she is engaged.
3. Under special circumstances, the Consultant could be called for rendering his/her 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)/2022 dated 06-July-2022 and subsequent amendments issued vide GOI letter no. DHRD/DRDO Consultant/Guidelines/E/719/D (R&D)/2022 dated 22-July-2024. The remuneration for services rendered in a month shall be payable in the 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 paid 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 specific jobs.

**DECLARATION**

I, \_\_\_\_\_ *Name of the Consultant*),  
D/S/W/o \_\_\_\_\_ here by agree  
unconditionally with all above referred Terms and Conditions for  
engagement as 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 Organization 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. :

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 Computer Knowledge :
15. Any other relevant information : (please enclose separate sheets, 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 summarily 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 Consultant.

(Signature of the Applicant)

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

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

1. Identity Proof(AADHAR)
2. Proof of Address
3. Copy of Pension Payment Order
4. Copy of Proof of Educational Qualifications
5. Copy of Service Verification Certificate

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