

Government of India  
Ministry of Defence  
Defence Research & Development Organisation (DRDO)  
DRDO Bhawan, New Delhi

Dated : 30 June 2025

**Engagement of retired Government Officials as 'Consultant' on Contract  
Basis in DRDO inviting applications thereof : Regarding**

DRDO invites applications for 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:

Sl. No	No. of Consultants	Post Code	Pay Level of Retired official	Category	Tenure of contract	Location
1	01	2025/CABS/243	Level 8/9/10	Technical	One year extendable as per norms	Centre for Airborne Systems (CABS), Belur, Yemlur Post Bengaluru
2	01	2025/CABS/244	Level 12/13	Technical		
3	01	2025/CABS/245	Level 13	Technical		
4	01	2025/CABS/246	Level 13/13A	Technical		
5	01	2025/CABS/247	Level 13/13A	Technical		
6	01	2025/CABS/248	Level 7/8/9	Admin		
7	01	2025/CABS/249	Level—7	Admin		

1. Post Code - 2025/CABS/243 - Post Specific Terms where engagement of Consultant :

1 (a) Discipline or domain, where engagement of Consultant is required: -

Discipline / Domain	Minimum Qualification level
Maintenance and management of Mechanical facilities	Bachelor of Science degree / Diploma from recognized University
Mechanical systems of Aircraft and Ground Support Equipment maintenance	
Updation and storage of Documentation of the aircraft and Mechanical GSEs	

(b) The expertise/skill/knowledge required of engagement as consultant.

- a. The consultant shall be well versed with Mechanical System aircraft related activities such as documentation, updation of documents, managing maintenance (Continued Airworthiness Management Organization — CAMO) services of aircraft, supervision and management of hangar facilities including Ground Support Equipment (GSE).
- b. The consultant shall be comfortable with computerized office environment. Shall have worked at least at a supervisory level in a government department / Service.
- c. The consultant shall have effective communication skill (both oral and written) and interpersonal skills with a strong flair for in-depth examination of his area of work.

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

- a. Documentation and monitoring of various activities that are performed on the aircraft as part of maintenance.
- b. Managing various technical facilities of avionics and mechanical systems including the Ground Support Equipment which have been established for aircraft maintenance.
- c. Managing the Maintenance Control Centre (MCC) and Technical Control Room (TCR) where all the aircraft related communications are regulated.
- d. Handling maintenance (Continued Airworthiness Management Organization — CAMO) related services for A319 & A321 aircraft with Aircraft MRO.
- e. Supervision of all the hangar facilities such as Petrol Oil Lubricant (POL) room, Tyre Bay, Mechanical GSE section etc.

2. Post Code — 2025/CABS/224 — Post Specific Terms where engagement of Consultant :

2 (a) Discipline or domain, where engagement of Consultant is required: -

Discipline I Domain	Minimum Qualification level
Maintenance and management of technical facilities	Bachelor degree in engineering from recognized University
Aircraft and Ground Support Equipment maintenance Support	
Updation and storage of Documentation of the aircraft and GSEs	
Liaison with MRO, DGAQA, and other civil Aviation organizations.	

(b) The expertise/skill/knowledge required of engagement as consultant.

- a. The consultant shall be well versed with aircraft related activities such as documentation, updation of documents, managing maintenance (Continued Airworthiness Management Organization — CAMO) services of aircraft, supervision and management of hangar facilities including Ground Support Equipment (GSE).
- b. The consultant shall be comfortable with computerized office environment. Shall have worked at least at a supervisory level in a government department / Service.
- c. The consultant shall have effective communication skill (both oral and written) and interpersonal skills with a strong flair for in-depth examination of his area of work.

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

- a. Documentation and monitoring of various activities that are performed on the aircraft as part of maintenance.
- b. Managing various technical facilities of avionics and mechanical systems including the Ground Support Equipment which have been established for aircraft maintenance.
- c. Supervise the Maintenance Control Centre (MCC) and Technical Control Room (TCR) where all the aircraft related communications are regulated.
- d. Handling maintenance (Continued Airworthiness Management Organization — CAMO) related services for A319 & A321 aircraft with Aircraft MRO.
- e. Supervision of all the hangar facilities such as Battery Charging Room (BCR), Petrol Oil Lubricant (POL) room, Tyre Bay, etc.,

- f. Liaise with MRO, DGAQA and regulatory authorities towards aircraft modification.
- g. Able to plan detachment and coordinate with IAF functionaries.
3. Post Code — 2025/CABS/245 — Post Specific Terms where engagement of Consultant :
- 3 (a) Discipline or domain, where engagement of Consultant is required: Electronics & Communication/Firmware Verification
- Qualification - B.E/B.Tech in Electronics & Communication
- (b) The expertise/skill/knowledge required of engagement as consultant.
- FPGA Design & Development DO-254 Standard exposure
- (c) Outline of the tasks to be carried out: -
- > The Consultant will be responsible to assist CABS SQUAD team to set up a framework/ roadmap for Firmware Certification for CABS as per DO-254 guideline.
  - > The Consultant will be responsible for evolving templates of the documents as per the various phases of the DO-254 as well as assisting in capturing the contents of each section of the document as per DO-254.
  - The consultant to evolve the firmware audit checklist criteria for review of various artifacts of DO-254.
  - The Consultant should assist in evolving & customizing of various standards like firmware requirement standard, firmware design standard, coding standard, Verification and validation standard etc., as per the CABS programme requirements.
  - The Consultant should assist CABS SQUAD team for various activities required to carry out Stage of Involvement (SOI) audits.
- The Consultant will be responsible to assist CABS SQUAD team in the following activities:-
- Planning process-Reviews of PHAC, I-IDP, I-IVVP, HCMP, HPAP
    - Requirement process — Review of HRS
    - Design process — Review of I-IDD, HDL
  - Implementation process-Verification of simulation results and elemental analysis. Generation of VVR (Virtual Verification Report)
    - Target Testing-Generation of PVR (Physical Verification Report), Problem Reports, HCM Records.
    - Production Transition/Certification Liaisoning-Review of HAS, HCI, ATP etc.
4. Post Code — 2025/CABS/246— Post Specific Terms where engagement of Consultant :
- 4 (a) Discipline or domain, where engagement of Consultant is required: -
- The services of the consultant are primarily required to assist Programme Director AEW&C Mk II programme and DCPD at CABS in the technical & operational domain and in the management of the programme including Quality Management. It is desirable to have knowledge on Defence Auditing & Accounting procedures. Educational Qualification should be BE/B Tech. Working Experience in the field of AEW&C Mk-II programme will be preferred.

(b) The expertise/skill/knowledge required of engagement as consultant.

The consultant is required to have knowledge and experience to understand Airborne Mission Systems design and its intended requirements. The consultant should have command over PEARL analysis, Preparation of GANTT Charts, Projects Proposal and well versed with the Engineering Life Cycle Management tool and project management tools. Also, it is preferred that the consultant to be conversant with procedures as per DPFM 2021.

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

(a) CABS is realizing the Airborne Early Warning and Control (AEW&C) Mk-II programme through multi-disciplinary complex systems with very stringent timelines. Towards this, there is a requirement of one Technical consultant to assist in handling such programme during the various phases of the life cycle of the programme with knowledge on integration of airborne systems. The role of consultant is to assist PGD AEW&C Mk II, in the technical domain and with experience in programmed management activities.

(b) In addition, technical monitoring of other ongoing projects Intelligence Surveillance & Reconnaissance (ISR), intelligence, surveillance targeting and Reconnaissance (ISTAR), SIGINT and COMJAM Aircraft (SCA), MMMA & MRMR. Indian Coast Guard will also be an important domain for the consultant.

5. Post Code — 2025/CABS/247 — Post Specific Terms where engagement of Consultant :

5 (a) Discipline or domain, where engagement of Consultant is required: -

Degree in Mechanical/Aero/Electronics Communications/Electrical Engineering

(b) The expertise/skill/knowledge required of engagement as consultant.

Verification of Technical documents such as SOP, TS, QTP, QTR, ATP, ATR, QAP etc. and knowledge on reliability related activities.

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

- The Consultant will be responsible for assisting CABS QCD team to set up a framework/roadmap for Quality and reliability aspects as per 1M TAR, DQR&S, QMS, AFQMS AND AS9100 guidelines.
- Evolve a Statistical Process Control methodology for production items and first article inspection (FAI) process for various projects/programmes. ➤ The consultant to evolve the audit checklist criteria that can meet the requirements of all DQR & S, AFQMS and AS9100 guidelines.
- The Consultant shall assist in evolving & customizing of various templates of QAP, ATP, TS, SOP, QTR, ATR etc., documents as per the CABS programme requirements.
- The Consultant shall assist CABS QCD team for various activities required to carry out AS9100, DQR&S and AFQMS audits.
- The consultant shall provide suggestions for Corrective and Preventive actions for the defects observed during testing/inspection.
- The consultant shall provide support/inputs for carrying out reliability analysis of various LRUs.
- > The Consultant shall assist in verification of Technical documents like QAP, TS, SOP, ATP, AT R, QTP, QTR etc., and mechanical & electrical drawings.

- The Consultant shall provide assistance in quality aspects of Airborne stores during their design & development. It includes Mechanical & Electrical /Electronic inspection and testing at Part Level, Assembly Level/sub assembly level as well as QT & AT Test.
  - The consultant shall provide support/inputs for operating & maintaining the QA test facility like Vibration Chamber, Thermal Chamber etc., during development phase, Qualification Test & Acceptance Test of various Mission systems LRUs.
  - > The Consultant shall assist in getting approval & certification such as TA/PCC/BOI clearance of Mission system LRUs.
- The Consultant shall assist in Ground checks & Flight trials activities.
- The Consultant will be responsible to assist CABS QCD team in records management of the following activities:

- Preparation/updation of QMS documents
- Inspection process
- Technical document scrutiny (Electrical/Electronics/Mechanical)
- Monitoring and control of defects/deviation ● Generation of Log Cards

6. Post Code — 2025/CABS/248 — Post Specific Terms where engagement of Consultant :

6 (a) Discipline or domain, where engagement of Consultant is required: -

Qualification-Graduate in any discipline or Diploma in Material Management. The consultant with domain expertise in government administrative, Defence auditing and accounting procedures to ensure that should administrative/financial advice is available to stakeholders in planning and implementing the project/programme by extending administrative/financial advice.

(b) The expertise/skill/knowledge required of engagement as consultant.

The consultant is required to be conversant with government administrative rules and regulations, administrative rules and regulations, Public fund management procedures. The consultant should be comfortable working in computerized office environment.

#### Experience

Procurement Management at least 10 years of experience in Defence Procurements.

- Thorough familiarity with PM 2020 & 2025, DPM, DAP, FR, Dr-PDS ➤
- Preference to have completed any Defence procurement Course.

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

The following tasks are expected to be assigned:

Procurement related to SIGINT and COMJAM Aircraft (SCA) and Multi Mission Maritime Aircraft/ Medium Range Maritime Reconnaissance (MMMA/MRMR) Programme.

Monitoring of procurement proposals pertains to SCA and MMA/MRMR Programme

➤ Annual Maintenance, Manpower, Hiring of Vehicles contracts. Monitoring the contract expiry date and accordingly intimation to User group for initiating a fresh case or for extension of same contract.

Vetting of all invoice according to Supply order. Co-ordinate with Budget & Accounts Division and with CDA.

> Any other works assigned by Division/Group Head.

7. Post Code — 2025/CABS/249 — Post Specific Terms where engagement of Consultant :

7 (a) Discipline or domain, where engagement of Consultant is required: -

The services of consultant are primarily required to assist Director of Lab through Group Director and Head Works Division towards handling the existing Works Services and future Work Services proposals of CABS. Due to specialized nature of work in Works Division, it is pertinent and important that a consultant with domain expertise in Works Services is hired who is well versed with Works Procedures to ensure that sound advice and assistance is available to stakeholders in properly meeting the organizational requirements vis-à-vis Works Services activities. Educational Qualification required should be- Graduation in any discipline. Working Experience in the field of civil works services will be preferred.

(b) The expertise/skill/knowledge required of engagement as consultant.

The consultant proposed for appointment is required to be conversant with the existing MES Works Procedure 2007 (DWP-2007) & CCE(R&D) Works Procedure-2022 (RDCE WP 2022). He should have worked at least at a supervisory level in a government department. He should be comfortable working in computerized office environment with knowledge and experience of works.

(c) Outline of the tasks to be carried out: - The consultant will be expected to provide assistances to CABS in •-

- Preparation of Statement of Case (SOC) for Provisioning of Works Services.
- Vetting and uploading of approved SOC on CWIS (online) portal to obtain AoN and Convening Order by DG(Aero).
- Nomination of BOO Presiding Officer & members as per Convening Order received from DG(Aero) and providing assistance for preparation/convening of the BOO as per existing policy in vogue.
- Forwarding BPS to GEO R&D (East)/CCE(R&D) South for vetting and obtaining Approximate Estimates (AEs) and connected documents to finalize the BOO.
- Forwarding BPS to Chief Engineering (R&D) South through Head Works Division for vetting where the cost is beyond the financial powers of GEO R&D (East) (i.e. more than Rs 50 Lakhs).
- Obtaining of concurrence of BPS from DG(Aero), Bangalore.
- Uploading of the entire approved BOO documents on CWIS portal including approved SOC, BPS, AES & connected documents by MES/CE(R&D) South as applicable for DCW&E for issuance of Admin approval/Sanction.

- Liaise and advise MES reps/contractors to go about the repair/maintenance works.
- Assist in processing of various cases of Capital Works and Minor Works pertaining with MES, CE(R&D) South & CCE (R&D) as applicable.
- Assist in processing of various cases of Minor Works/Major Revenue works with MES and South.
- Supervision of all Ongoing/Future Works activities and their follow up action till Tender action/Contract action until completion of work.
- Supervision of all Maintenance/Repair activities based on urgent/regular complaints through MES/CCE (R&D) register or IONs/by Telephonic calls.
- Maintain constant interaction with Director and/or Group Director through Head Works Division for requirements of any future Works Services.
- Liaison with civil authorities (HAL) regarding Acquisition of land/payment of lease rentals in respect of land on lease to CABS.
- Liaison with civil authorities for payment of rent on leased land to CABS.
- Liaison with MES and Centre for Ground Water Board (CGWB) for provisioning of Bore well/Tube well.
- The consultant will have to follow the official timings of CABS.

## 8. Remuneration & Allowances

a) Remuneration and conveyance allowance for Pensioners : A fixed monthly amount shall be admissible, arrived at by deducting the basis pension from the 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/- upto Pay Level - 11

@ Rs. 5,000/- for Pay Level from level 12 to 14 and above. .

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

Sl. No.	Pay Scales (Pay Scales of employees retired from PSUs)	*Equivalent Pay Scales of 7 <sup>th</sup> CPC	Remuneration	Conveyance Allowance
(a)	₹40,000-₹1,40,000	Level—7	30000/-	
(b)	₹50,000-₹1,60,000 ₹60,000-₹1,80,000	Level-8 Level-9/10	₹40,000/-	0,000/-
(c)	₹80,000-₹2,20,000 ₹90,000-₹2,40,000	Level-12 Level 13/13A	₹60,000/-	

c) Drawl of Pension : A retired Govt. Official appointed as Consultant shall continue to draw pension and 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.

9. Age Limit : The maximum age limit for all categories of retired employees for applying will be 63 years as on closing date of application.
10. 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.
11. Interested eligible retired officials of Central Government/State Government/PSU/ Autonomous Bodies as eligible may submit their applications in the enclosed format (Appendix-A) alongwith copy of documents as referred in the application to the following address:-

The Director,  
Centre for Airborne Systems (CABS),  
Belur, Yemlur Post, Bengaluru-  
560037.

The applications to be sent with the subject line "Application for Consultant" . Incomplete/ineligible applications/application sent to address other than mentioned address or applications received after closing date will be rejected automatically without any intimation.

12. The Broad terms and conditions of the contract is annexed as Appendix-B, which is also required to be submitted alongwith Appendix-A
13. Last date for receipt of application is 21 days from the publication of Advertisement.

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PROFORMA OF APPLICATION FOR ENGAGEMENT OF RETD 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 Organisation last served with :Address
6. Date of Birth
7. Age (as on closing date of Advertisement):
8. Gender
9. Address for correspondence

Email:

Contact No (Landline)

Mobile No.:

10. Educational Qualification (Graduation onwards):

11. Areas of Research

(for Scientific/Technical posts)

Area of specialization:

(for Admin Posts)

12. Complete record of service in Organisation/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 brie

13. Complete list of published book/monographs : Research papers etc. (for Scientific/Technological posts only)
14. Details of Knowledge of Computer
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 and I shall be bound by the decision of the Department. I have this circular and ready to accept all the terms and conditions for engagement of consultant.

(Signature of the Applicant)

Date:

Following documents are to be enclosed by the applicant

1. Identify 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/Estts/Unit, where he is engaged.
2. The working hours would be that of the working hours of the Lab/Estts/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 in to the contract Agreement with DRDO.
5. The consultant shall be paid remuneration and conveyance allowance as per the Para 6 of Gol letter dated 06 Jul 2022, subject to celling that remuneration plus pension drawn by the consultant shall not be more that 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.
- 1 1. 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

1 . \_\_\_\_\_ (Name of the Consultant) S/o or D/o .....  
hereby agree unconditionally with all above referred Terms& Conditions for engagement as consultant in DRDO.

(Signature of Applicant)

Name

Dated:

Place: