

**Government of India Ministry of Defence**  
**Defence Research & Development Organisation (DRDO)**  
**Proof & Experimental Establishment (PXE)**  
**Chandipur, Balasore-756025**

**Advertisement No :PXE/HRDC/2025/CONSULTANT/01**

Dated: 30<sup>th</sup> May 2025

**CIRCULAR**

**Sub : Engagement of Retired Government officials as 'Consultant' on Contract Basis in PXE (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 in PXE (DRDO). The relevant details and eligibility criteria are given below:

<b>Post Code</b>	<b>Pay level of Retired official</b>	<b>Category</b>	<b>No. of Posts</b>	<b>Terms of Reference (TOR) Enclosed at</b>	<b>Contract duration</b>
2025/PXE/01	Level-13A	Technical	01	<b>Appendix-A</b>	One year and extendable as per norms
2025/PXE/02	Level-12	Technical	01	<b>Appendix-B</b>	One year and extendable as per norms

**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.

**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 @ Rs. 5000/-.

#### **(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 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. 5000/-.

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

<b>Post Code</b>	<b>Pay level of Retired official</b>	<b>Equivalent Pay Scales of Employees Retired from PSUs</b>	<b>Consolidated Remuneration per month</b>	<b>Conveyance Allowance per month</b>
2025/PXE/01	Level-13A	Rs. 90,000/-to Rs.2,40,000/	Rs.60,000/	Rs.5,000/
2025/PXE/02	Level-12	Rs. 80,000/-to Rs.2,20,000/	Rs. 60,000/-	Rs. 5000/-

**(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 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 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.

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**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 :

**The Director, Proof & Experimental Establishment (PXE),  
Government of India, Ministry of Defence,  
Defence Research & Development Organisation  
Chandipur, Balasore, Odisha-756025**

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

**List of Enclosures :**

<b>Enclosure</b>	<b>Subject / Matter</b>
Appendix-A	Terms of Reference for Post Code 2025/PXE/01
Appendix-B	Terms of Reference for Post Code 2025/PXE/02
Annexure-I	Broad Terms and Conditions of the Contract
Annexure-II	Proforma of Application

**DIRECTOR PXE**

**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 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 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 as Consultant in DRDO.

(Signature of the Applicant)

Name : \_\_\_\_\_

Date :

Place:

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

**Application for Post Code (Please mention Post Code): \_\_\_\_\_**

- 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 Qualification :  
(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 (PPO)
4. Copy of Proof of Educational Qualification
5. Copy of Service Verification Certificate

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**Terms of Reference (TOR) for Engagement of Consultant**

**(i) Whether the proposed engagement against vacant post or for specific works or project.**

Against specific works of Imaging Wing

**(ii) Precise state of objectives for appointment of consultant:**

- a. Providing technical assistance in planning and acquiring of imaging data for proof and trial evaluation.
- b. Assisting in range up-gradation in the process of acquiring imaging instruments.
- c. Feasibility study of imaging set up in controlled Lab environments for instrument's effective use in actual range environment.
- d. Management of projects/sub-projects/task activities.

**(iii) Category of Work:**

- (a) **Technical Works** ☒ (b) **~~Administrative/Secretariat Work~~**

**(iv) Pay Level of consultant (at time of retirement/ superannuation): 13A**

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

The consultant is required to be involved in Imaging Wing of PXE. He should have passed Post-Graduation in Basic Science from a recognized university. He should have experience in ballistic imaging for armament test and evaluation.

**(vi) The Expertise/Skills/Knowledge required of engagement as consultant.**

The Consultant should have the following experience and Knowledge:

- a. Should have thorough knowledge in ballistic imaging for proof and trial evaluation.
- b. Knowledge of Flight Follower Systems, High Speed Infrared Camera, and High Speed Video Camera.

Contd..

- c. The individual should have minimum 25 years experience in a dynamic test range environment to understand various imaging activities for proof and trial evaluation.

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

Sl. No	Consultant Requirement	Task to be carried out
1	Level 13A	<p>a. Providing technical assistance in planning and acquiring of imaging data for proof and trial evaluation.</p> <p>b. Assisting in range up-gradation in the process of acquiring imaging instruments.</p> <p>c. Feasibility study of imaging set up in controlled Lab environments for instrument's effective use in actual range environment.</p> <p>d. Management of projects/sub-projects/task activities.</p>

**(viii) Estimated time period required for completion of Tasks:**

**One year** (extendable for Second year, as decided by the Competent Authority)



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**Terms of Reference (TOR) for Engagement of Consultant (Level-12)**  
**Post Code: 2025/PXE/02**

**Terms of Reference (TOR) for Engagement of Consultants**

**(i) Whether the proposed engagement against vacant post or for specific works or project.**

Against specific works of P&T Division

**(ii) Precise state of objectives for appointment of consultant:-**

- a. Providing technical assistance in the planning & conduct of dynamic trials of armament stores, especially, new types.
- b. Coordination & liaising with various trial teams for successful conduct of trial.
- c. Time bound effective execution followed by meticulous data analysis, computation, compilation of data.
- d. Management of sub projects.

**(iii) Category of Work:**

- (a) **Technical Works** ☒ (b) **Administrative/Secretariat Work** ☐

**(iv) Pay Level of consultant (at time of retirement/ superannuation ) : 12**

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

The consultant is required to be involved in P&T division of PXE. He should have passed Graduation in Basic Science from a recognized university. He should have armament test and evaluation background.

**(vi) The Expertise/Skills/Knowledge required of engagement as consultant.**

The Consultant should have the following experience and Knowledge:

- a. Should have thorough knowledge in test and evaluation of armaments.
- b. Knowledge of armaments, explosives, explosive safety.
- c. The individual should have minimum 25 years experience in a dynamic test range environment to understand various activities of proof and evaluation of armament stores.
- d. Middle Level Management for DRTC Officer

Contd..

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

Sl No .	Consultant requirement	Task to be carried out
1	Level 12	<ul style="list-style-type: none"><li>i. Interaction with trial teams for finalisation of trial modalities.</li><li>ii. Raise documents for trials.</li><li>iii. Coordinate among various groups of PXE for readiness for trials.</li><li>iv. Conduct of dynamic firings.</li><li>v. Collection, compilation and analysis of trial data</li><li>vi. Preparation of results.</li><li>vii. Sub project management and report generation</li></ul>

**(viii) Estimated time period required for completion of Tasks:-**

**One year** (extendable for Second year, as decided by the Competent Authority)