

Government of India  
Ministry of Defence  
Defence Research Development Organisation (DRDO)  
CENTRE FOR AIRBORNE SYSTEMS, BENGALURU-560093

Advertisement No: CABS/ADMIN/F/6048/Manpower-Hiring-I

Opening Date: 13<sup>th</sup> Sept 2022

Closing Date: 4<sup>th</sup> Oct 2022

**ADVERTISEMENT**

**ENGAGEMENT OF RETIRED GOVERNMENT OFFICERS AS 'CONSULTANTS' ON CONTRACT BASIS IN**  
**CABS, BENGALURU**

DRDO invites applications for retired officers from Central Government/State Government/PSU/Autonomous Bodies having considerable experience in functioning of Central Government Ministries/ Departments for engagement as Consultants on short-term contract basis as per Post Specific Terms of Reference (TOR). The relevant details and eligibility criteria are given below:

Sl No.	Post Code	No. of Posts	Pay Level of Retired Officers	Category	Tenure of contract	Location
1.	2022/CABS/114	01	Level 14	Technical	One year and extendable as per norms	Centre for Airborne Systems (CABS), Belur, Yemlur Post, Bengaluru- 560037.
2.	2022/CABS/115	01	Level 14	Technical	One year and extendable as per norms	

**1. Post Specific Terms of Reference (TOR) for Engagement of Consultant-Level-14 (Post Code: 2022/CABS/114)**

**1.1. Discipline or domain, where engagement of consultant is required:-**

All Projects/Programmes from CABS are associated with System Engineering aspects for the realization of airborne systems. Adopting Best System Engineering approaches are very much essential for the success of airborne system. Design and development of critical technologies is very much essential for the early success of the projects. There is a need of experienced retired experts (in the level of Pay Level 14) for guiding the CABS team in the System Engineering Activities, development of Operator Training Stations (OTS) and Simulators

**1.2. The expertise / skill / knowledge required for engagement as consultant:-**

The services of DRDO Consultants shall be utilized for the AEW&C Mk II and the initial System Engineering activities of upcoming programmes such as I<sup>2</sup>STAR and MMMA. The expert is planned to be appointed as consultant for the requirements of the CABS. The recruitment would create an immense impact on the timely progress on the projects and also for completion of projects within the scheduled time frame.

The DRDO Consultant is assigned with the responsibility of overall System Engineering, Programme management, design and development of certain critical technologies, Ground Systems etc.

- a) **Essential Qualifications**: Graduate Degree (B.E/B.Tech) in Electronics & Communications Engineering with First Class.
- b) **Additional Qualification** : ME/ M.Tech/ MS/ MSc Engineering
- c) **Desirable**: Ph.D
- d) **Experience**: Min.10 yrs experience in Design, Development, Integration, and Testing of Airborne Surveillance Systems in Defence Research Establishment

### 1.3. Outline of the tasks to be carried out:-

- a. AEW&C Mk-II: - System Level Requirements and Design, Formulation of DePP roles, Sub system level requirements and Design for Operator Training Station, Technical Reviews of various Sub systems.
- b. I<sup>2</sup>STAR:- System Engineering Activities, Technical reviews
- c. MMMA: - System Engineering Activities, Technical reviews.

## 2. Post Specific Terms of Reference (TOR) for Engagement of Consultant-Level-14 (Post Code: 2022/CABS/115)

### 2.1. Discipline or domain, where engagement of consultant is required:-

To review and guide the teams in design and development of various LRUs of the sub-system of AEW&C Mk II, Netra-3, ISTAR, SCA in CABS and for any other projects entrusted to CABS. In addition, the consultant needs to monitor various Programmes and Projects of CABS for proper planning and management of projects/Programme activities.

### 2.2. The expertise / skill / knowledge required for engagement as consultant:-

The consultant is required to have knowledge and experience in carrying out link calculation to arrive at the system design to meet the intended requirements. The consultant need to have an expertise in design, development, testing and analysis of antenna, T/R modules, receiver front end, Beam forming network, signal processing etc. for Radar/communication application and should have experience of realizing airborne systems. Also, it is preferred for the consultant to be conversant with project formulation and management procedures as per DPFM 2021.

- a) **Essential Qualifications**: Graduate Degree (B.E/B.Tech) in Electronics & Communications Engineering with First Class.
- b) **Additional Qualification** : ME/ M.Tech/ MS/ MSc Engineering
- c) **Desirable**: Ph.D
- d) **Experience**: Min.10 yrs experience in Design, Development, Integration, and Testing of Airborne Surveillance Systems in Defence Research Establishment

### 2.3. Outline of the tasks to be carried out:-

- Addressing the issues arising during design, development, integration, testing and evaluation of various sub-systems of AEW&C Netra & AEW&C Mk-II.
- Integration of LRUs in Netra 3 & AEW&C Mk -II
- Design and development activities of various sub-systems for ISTAR, MMMA, MRMR, SCA etc.,
- Measurement and evaluation of AAAU of AEW&C, Netra & Mk-II
- Preparation and guidance on technical documents for PDR, CDR, etc.,
- Peer review
- Estimation of cost procurement plan
- Project Execution Plan
- Preparation of GANTT Charts
- Preparation of weekly, monthly reports to DRDO HQrs
- Project related documentation
- Any other work assigned by Director and Project Directors of AEW&C Mk II, Netra 3, MPSAMS, ISR, MRMR etc., on need basis from time to time.

### 3. Estimated time period required for completion of tasks:-

One year and extendable as per norms

### 4. General Terms & Conditions:-

#### 4.1. Age Limit:-

The maximum age limit for all categories of retired govt. employee for applying will be 63 years as on closing date of application.

#### 4.2. Remuneration & Allowances:-

a) **Remuneration and conveyance allowance 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 @ Rs. 5000/- for pay level 14.

b) **Remuneration and conveyance allowance for Non-Pensioners:** A fixed monthly amount of Rs. 75,000/- shall be admissible. The amount 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 @ Rs 5000/- for pay level 14.

c) **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. His/ her engagement as consultant shall not be construed as a case of re-employment.

**4.3.** 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.

5. Interested eligible retired officers of Central Government/State Government/PSU/Autonomous Bodies as eligible may submit their applications in the enclosed format (Appendix-A) along with copy of documents as referred in the application to Director, Centre for Airborne Systems, Belur, Yemlur (PO), Bengaluru-560037. The applications can be sent with the subject line "Application for Consultant". Incomplete/ineligible applications/applications received after the closing date will be rejected automatically without any intimation.

6. The Broad terms and conditions of the contract are annexed as Appendix-B, which is also required to be submitted along with Appendix-A.

7. The last date for receipt of application is 21 days from the date of advertisement i.e., 4<sup>th</sup> Oct 2022.

**PROFORMA OF APPLICATION FOR ENGAGEMENT OF RETIRED GOVERNMENT  
EMPLOYEES AS CONSULTANT IN LEVEL-14 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 :  
Contact No (Landline):  
Mobile No :
10. Educational Qualifications (Graduation onwards) :
11. Areas of Research : (for Scientific / Technical Posts)  
Area of Specialization : (for Admin posts)
12. Complete record of services rendered in Organizations / 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 circular and ready to accept all the terms and conditions for engagement of Consultants.

(Signature of the Applicant)

Date:

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

**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 / Estts / Unit, where he/she is engaged.
2. The working hours would be that of the working hours of the Lab/Estts/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 4.2 of General Terms & Conditions read with para 6 of GoI letter dated 06 July 2022, subject to the ceiling that remuneration plus pension drawn by the consultant shall not be more than 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.
11. 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,.....S/o or D/o .....  
..... hereby agree unconditionally with all above  
referred Terms and Conditions for engagement of consultant in DRDO.

Date:

(Signature of the Applicant)

Place:

Name: