

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

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

Opening Date : 23rd Sept 2022

Closing Date : 14th 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 of 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/081	01	Level 13/13A	Technical	One year	Centre for Airborne Systems (CABS), Belur, Yemlur Post, Bengaluru-560037.
2	2022/CABS/082	01	Level 13/13A	Technical-Airborne Systems	(extendable for second year, as decided by the Competent Authority)	
3	2022/CABS/083	01	Level 13	Technical		
4	2022/CABS/084	01	Level 07/08/09	Admin		
5	2022/CABS/085	01	Level 07/08/09	Admin		
6	2022/CABS/086	01	Level 07/08/09	Admin (Works)		

1. Post Specific Terms where engagement of Consultant-Level-13/13A
Post Code – 2022/CABS/081

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

The services of consultant are primarily required to assist Director/Programme Director/Project Directors I CABS in project formulation and management of upcoming programmes. The consultant is required in Project Management Domain including Quality Management.

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

The consultant is required to be conversant with project formulation and management procedures. The consultant should have command over PEARL Analysis, Preparation of GANTT Charts, Project Management specifically Defence Projects, Project Proposals, Product Life Cycle Management etc.

(i) Essential Qualification

M.Sc Physics (Electronics)/ BE (Electronics) or equivalent

(ii) **Desirable**

Experience in integration/Qualification of Systems on transport Aircraft maintenance and Min. 10 years experience in design & development and Integration and Testing of Airborne Surveillance systems in Defence Research Establishment.

2. **Post Specific Terms where engagement of Consultant-Level-13/13A**
Post Code – 2022/CABS/082

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

To review and guide the teams in design and development of various LRUs such as ELINT/COMINT, Communication Systems for any other airborne projects of CABS. In addition, the consultant needs to monitor the various Programmes and Projects of CABS for proper planning and management of projects/Programme activities.

(b) **The expertise/skill/knowledge required of 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, integration testing and analysis of Radar/communication/electronics warfare 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.

(i) **Essential Qualification**

Graduate Degree (B.E/B.Tech) in Electrical/Electronic & Communications Engineering or equivalent.

(ii) **Desirable**

M.E/ M.Tech in Electronics/Electrical/Communication Engineering or equivalent. Min. 10 years' experience in design & development and Integration and Testing of Airborne Surveillance Systems in Defence Research Establishment/Defence Industries.

3. **Post Specific Terms where engagement of Consultant-Level-13**
Post Code – 2022/CABS/083

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

The services of consultant are primarily required to assist Project Director in project formulation and management of upcoming Programme & Projects specified in the areas of IMINT analysis. The consultant is to have domain knowledge in GIS, image processing etc.

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

The consultant is required to be conversant with project formulation and management procedures. Experience in use of appropriate tools to achieve the IMINT analysis is required.

(i) **Essential Qualification**

- At least First Class Bachelors Degree in Engineering or Technology in Electronics/telecom/Computer Science/IT or its equivalent

OR

- A Post Graduate in Computer Science/Telecom/Electronics or its equivalent from a recognized university.

(ii) **Experience**

- At least 10 years of experience in the field of image analysis related to military targets and military systems.
- At least 05 years of experience working in Project Management aspects in Defence establishments/other Government Technical organizations.

4. **Post Specific Terms where engagement of Two Consultants-Level-7/8/9**
Post Code – 2022/CABS/084

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

The consultant with domain expertise in government administrative, defence auditing and accounting procedures to ensure that sound administrative/financial advice is available to Stakeholders in planning and implementing the project 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 a computerized office environment.

Experience

- Procurement Management-At least 10 years of experience in Defence Procurement
- Thorough familiarity with PM-2020, DPM, DAP, FR DFPDS
- Preference to have completed any Defence Procurement Course.

5. **Post Specific Terms where engagement of Two Consultants-Level-7/8/9**
Post Code – 2022/CABS/085

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

The consultant with domain expertise in government administrative, defence auditing and accounting procedures to ensure that sound administrative/financial advice is available to Stakeholders in planning and implementing the project 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 a computerized office environment.

Educational Qualification: B.Sc (Science any stream/Computer Science)/B.Com

**6. Post Specific Terms where engagement of One Consultant-Level-7/8/9 (Admin –Works)
Post Code – 2022/CABS/086**

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

The services of consultant are primarily required to assist Director/Group Director towards handling the works services proposals of CABS. The consultant should have domain expertise in works services and should be well versed with Works Procedures to ensure that assistance is available to stakeholders.

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

The consultant is required to be conversant with the existing MES Works Procedure 2007 (DWP-2007) & CCE (R&D) Works Procedure-2020 (RDCE WP 2020). Consultant should be well versed with computerized office environment with knowledge and experience of Works services.

(i) Educational Qualification : Degree in any Discipline (higher/Tech qualification will be preferred).

(ii) Experience :

- Handling Administrative issues alongwith planning and execution of Work Services pertaining to the Station/project.
- In Possession of sound knowledge on works procedure of MES & CCE (R&D) Works Procedure alongwith working knowledge pertaining to Works in a computerized office environment.

7. Estimated time period required for completion of tasks: One year extendable as per norms.

8. General Terms and Conditions

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

8.2 Remuneration and 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 @ Rs.3000/- for pay level from level 7 to 9 and Rs.5,000/- for levels 13 and 13A.

b) **Remuneration and conveyance allowance for Non-Pensioners** : A fixed monthly amount of Rs. 60,000/- shall be admissible for Level 13/13A, Rs.30,000/- for Level-7 and Rs. 40,000/- for Level-8 & 9. 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.3000/- for pay level from level 7 to 9 and Rs.5,000/- for levels 13 and 13A.

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. 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.

10. 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 Director, Centre for Airborne Systems (CABS), Belur, Yemlur Post, Bengaluru-560037. The applications can be sent with the subject line "Application for Consultant". Incomplete/ineligible applications/applications received after closing date will be rejected automatically without any intimation.

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

12. Last date for receipt of application is 21 days from the date of advertisement i.e., 14th Oct 2022.

**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 : Male/Female :
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 brief)

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 read 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

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/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 in to the contract Agreement with DRDO.
5. The consultant shall be paid remuneration and conveyance allowance as per Para 8.2 of General Terms and Conditions, subject to 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 of 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

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:

रक्षा अनुसंधान एवं विकास संगठन मुख्या.
मानव संसाधन विकास निदेशालय
'बी' स्कंध, डीआरडीओ भवन
राजाजी मार्ग, नई दिल्ली - 110011
दूरभाष / Tele: 011-23007258



DHRD/76682/consultant/C/M/01/2022/081-086
Defence Res. & Dev. Orgn. (HQ)
Dte of Human Resources Development
'B' Block, DRDO Bhawan
Rajaji Marg, New Delhi-110011
फैक्स / Fax: 011-23014903

To,
The Director
CABS
Bengaluru

Date: 29 July, 2022

Sub:- Approval for Engagement of Retired Govt Employees as Consultant in CABS, Bengaluru

References:

- (i) CABS letter No. CABS/ADMIN/F/6048/Manpower-Hiring-I dated 12 Oct 2021.
- (ii) Govt. letters No. DHRD/DRDO Consultant/Guidelines/ E/685/D (R&D)/2022 dated 06 July 2022 and SOP issued vide DHRD letter No. DHRD/76682/Consultant/C/M/01 dated 27 July 2022.

2. Competent Authority has approved 06 (Six) vacancies for engagement of retired Govt. employees as consultant in CABS, Bengaluru as per Govt. letter and SOP under reference. The details are appended below:

Sr. No.	Post code	Pay Level of Retired official	Category	Maximum Remuneration	TOR (Term of Reference)	Contract duration/ period
i.	2022/CABS/081	Level 13/13A	Technical	As per para 6 of Govt Letter referred above	Enclosed (Annexure I)	one year and extendable as per norms
ii.	2022/CABS/082	Level 13/13A	Technical	As per para 6 of Govt Letter referred above	Enclosed (Annexure II)	one year and extendable as per norms
iii.	2022/CABS/083	Level 13	Technical	As per para 6 of Govt Letter referred above	Enclosed (Annexure III)	one year and extendable as per norms
iv.	2022/CABS/084	Level 07/08/09	Admin	As per para 6 of Govt Letter referred above	Enclosed (Annexure IV)	one year and extendable as per norms
v.	2022/CABS/085	Level 07/08/09	Admin	As per para 6 of Govt Letter referred above	Enclosed (Annexure V)	one year and extendable as per norms
vi.	2022/CABS/086	Level 07/08/09	Admin	As per para 6 of Govt Letter referred above	Enclosed (Annexure VI)	one year and extendable as per norms

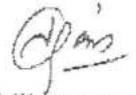


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Sub-Head
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8/8/2022

3. This is intimated that revised guidelines issued vide Govt. of India letter no. DHRD/DRDO Consultant/Guidelines/ E/685/D (R&D)/2022 dated 06 July 2022 and SOP issued vide DHRD letter No. DHRD/76682/Consultant/C/M/01 dated 27 July 2022 shall be applicable for engagement of retired Govt. officials as consultant.
4. The Director, CABS is requested to publish the advertisement on DRDO website/DRONA for inviting the applications against vacancies to engage the retired Govt. officials as consultant as per the SOP & Govt. orders referred above.
5. This is further intimated that vacancy of consultant will stand reverted back to HQ, once the vacancy fall vacant due to the completion of tenure or resignation /termination of appointee.
6. This issues with the approval of Director, HRD



(T.P.Sharma)

Sc. 'D' / Jt. Dir, HRD

Copy to:

O/o DG (AERO)
DOP, DRDO HQ