



GOVERNMENT OF INDIA
Ministry of Defence
DEFENCE RESEARCH & DEVELOPMENT LABORATORY (DRDL)
Dr. APJ Abdul Kalam Missile Complex, Kanchanbagh PO
Hyderabad, Telangana - 500 058

Advt. No. DRDL/CONSULTANT/2022/163-166

Opening Date : 25th July 2023

Closing Date : 14th August 2023

ADVERTISEMENT

**ENGAGEMENT OF RETIRED GOVERNMENT OFFICIALS AS 'CONSULTANT'
ON CONTRACT BASIS IN DRDL, HYDERABAD**

01. 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 of Consultant on short term contract basis as per Post Specific Terms of Reference (TOR). The relevant details and eligibility criteria are given below:

SNo.	Post_Code	No. of Posts	Pay Level of Retired Official	Category	Post Specific Terms & Conditions	Location
i.	2023/DRDL/163	01	Level-15	Technical	Refer Annexure-01	Hyderabad
ii.	2023/DRDL/164	01	Level-13 A	Technical	Refer Annexure-02	Hyderabad
iii.	2023/DRDL/165	01	Level-13	Technical	Refer Annexure-03	Hyderabad
iv.	2023/DRDL/166	01	Level-12	Technical	Refer Annexure-04	Hyderabad

02. **General Terms & Conditions:**

2.1 **Experience:**

- Officers / Officials who have retired from Central / State Govt., PSUs, Autonomous Bodies, Universities, Govt. R&D Organizations and possessing practical knowledge and experience in the field for which he / she is applying (as per annexed TOR for each post code).
- Persons possessing experience of having worked in DRDO would be accorded preference during selection / appointment.
- 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:**

- 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 be allowed @ Rs. 5000/- for pay level from Level-12 to 14 and above:
- b. **Remuneration & Conveyance allowance for NON-PENSIONERS:** Maximum consolidated monthly remuneration and conveyance allowance shall be as under:

SNo.	Pay Scales (Pay Scales of Employees Retired from PSUs)	*Equivalent Pay Scales of 7 th CPC	Remuneration	Conveyance Allowance
I.	Rs. 1,20,000 - Rs. 2,80,000/-	Level-15	Rs. 90,000/-	Rs. 5,000/-
II.	Rs. 90,000 - Rs. 2,40,000/-	Level-13 / 13A	Rs. 60,000/-	Rs. 5,000/-
III.	Rs. 80,000 - Rs. 2,20,000/-	Level-12	Rs. 60,000/-	Rs. 5,000/-

**Equivalent is prepared based on the pay matrix of 7th CPC and revised pay scales of PSUs for the purpose of eligibility and remuneration / conveyance allowance.*

- c. **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.
- d. **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, if eligible. His/her engagement as consultant shall not be construed as a case of re-employment.

2.4 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.

2.5 Interested eligible retired officials of Central Government / State Government / PSU / Autonomous Bodies may submit their application in the enclosed format (Appendix-A) along with copy of documents as referred in the application to The Director, Defence Research & Development Laboratory (DRDL), Govt. of India, Ministry of Defence, DRDO, Dr. APJ Abdul Kalam Missile Complex, Kancharbagh PO, Hyderabad, Telangana - 500 058, Telephone No. 040-24583017. The application can also be sent by email to doms.drdl@gov.in with the subject line "Application for Consultant & Pay Level". Incomplete/ ineligible applications / applications sent to address other than mentioned address or applications received after closing date will be rejected automatically without any intimation.

03. The detailed terms and conditions in annexed as **Appendix-B**, which is also required to be submitted along with **Appendix-A**

04. Candidates applying for more than one Post Code required to submit separate application for each Post Code.

05. Last date of receipt of application is **14th August 2023**.

POST SPECIFIC TERMS OF REFERENCE (TOR) FOR ENGAGEMENT OF CONSULTANTS

- (i) Whether the proposed engagement is against vacant post or for specific work or project.
- Yes for specific work (New Requirement)
- (ii) Precise statement of Objective for appointment of Consultant:
- Design, Development, Testing, Evaluation and Productionization of various solid rocket motors for missile applications.
 - Design of long duration motors to have higher latak capabilities at the terminal phase.
 - Development of multi configured grain designs to have variable burn surface area to generate modulated thrust time profile.
 - Design and Development of Jetvane based thrust vector control systems.
 - Design and Development of small thrusters for roll, pitch correction and stage separation.
 - Ageing characterization of solid rocket motors.
 - To evaluate the performance of various rocket motors through design verification and design qualification tests.
 - Design and Development of man portable ATGM's ensuring human safety in various small missiles like MPATGM, VSHOADS, ULPGM & DRONE based miniaturized solid rocket motors.
 - Design and Development of multi pulsed (2 pulse motors, 3 pulse motors etc. rocket motors) for various missile applications.
- a) Discipline or domain, where engagement of consultant is required.
- Design and Development of solid rocket propulsion systems.
- b) The expertise / skills / knowledge required for engagement as consultant.
- The individual shall have minimum 30 years of working experience in the area of Design, Development, Testing and evaluation of solid rocket propulsion systems.
- (iii) Outline of the tasks to be carried out: -
- Design of various solid rocket motors meeting the total impulse and action time requirements.
 - Design of complex grain geometries resulting in the required thrust modulations.
 - Design of free standing and case bonded grain configurations to account for maximum volumetric loading along with necessary design margins for various temperature conditions.
 - Review of the designs and analyzing the results of the static and flight tested propulsion system.
- (iv) Estimated time period required for completion of Tasks:
- ONE YEAR and extendable as per norms.

POST SPECIFIC TERMS OF REFERENCE (TOR) FOR ENGAGEMENT OF CONSULTANTS

- (i) Whether the proposed engagement is against vacant post or for specific work or project.
- Yes, it is intended for projects in DRDL. The proposed engagement of consultant is specifically intended for Design & Development of Electrical / Electronic systems for Aerospace Mechanisms, design of cable harnessing for missile sub systems, and technical documentation for Technology Transfer of Missile Electrical / Electronic Sub systems and Productionization of missile hardware.
- (ii) Precise statement of Objective for appointment of Consultant:
- Design & Development of Electrical / Electronic Systems for Aerospace Mechanisms, design of cable harnessing for missile sub systems and preparation and Review of Technical documents pertaining to Missile Electrical / Electronic Sub systems such as Technical Specifications and Quality Documents (TSQD), Interface Control Documents, Electrical Integration Documents, Check out Documents, Technical Specifications and Qualification Test Plan for B2S for electrical and electronic subsystems like Patch Cord Antenna, Telemetry Transmitter, Fibre optic Gyro, Onboard computers, Launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- a) Discipline or domain, where engagement of consultant is required.
- B.Tech. in Electrical and Electronics engineering with domain expertise and experience in documentation, performance evaluation and handling of missile electrical and electronic systems such as onboard computers, launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- b) The expertise / skills / knowledge required for engagement as consultant.
- B.Tech (Electrical and Electronics Engineering) or equivalent with Master's Degree in Computer Science with minimum 3 years of experience in Level-13A. The individual shall have minimum 33 years of working experience in the areas of documentation, performance evaluation and handling of missile electrical and electronic systems such as Onboard computers, Launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- (iii) Outline of the tasks to be carried out: -
- Design & Development of Electrical / Electronic systems for Aerospace Mechanisms, design of cable harnessing for missile sub systems and preparation and review of Technical documents pertaining to Missile Electrical / Electronic Sub systems such as Technical Specifications and Quality Documents (TSQD), Interface Control Documents, Electrical Integration Documents, Check out Documents, Technical Specifications and Qualification Test Plan for B2S for electrical and electronic subsystems like Patch Card Antenna, Telemetry Transmitter, Fibre optic Gyro, Onboard computers, Launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- (iv) Estimated time period required for completion of Tasks:
- ONE YEAR and extendable as per norms.

POST SPECIFIC TERMS OF REFERENCE (TOR) FOR ENGAGEMENT OF CONSULTANTS

- (i) Whether the proposed engagement is against vacant post or for specific work or project.
- Yes, it is intended for projects in DRDL. The proposed engagement of consultant is specifically intended for Design & Development of Electrical / Electronic systems for Aerospace Mechanisms, design of cable harnessing for missile sub systems, and technical documentation for Technology Transfer of Missile Electrical / Electronic Sub systems and Productionization of missile hardware.
- (ii) Precise statement of Objective for appointment of Consultant:
- Design & Development of Electrical / Electronic Systems for Aerospace Mechanisms, design of cable harnessing for missile sub systems and preparation and Review of Technical documents pertaining to Missile Electrical / Electronic Sub systems such as Technical Specifications and Quality Documents (TSQD), Interface Control Documents, Electrical Integration Documents, Check out Documents, Technical Specifications and Qualification Test Plan for B2S for electrical and electronic subsystems like Patch Cord Antenna, Telemetry Transmitter, Fibre optic Gyro, Onboard computers, Launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- a) Discipline or domain, where engagement of consultant is required.
- B.Tech. in Electrical and Electronics engineering with domain expertise and experience in documentation, performance evaluation and handling of missile electrical and electronic systems such as onboard computers, launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- b) The expertise / skills / knowledge required for engagement as consultant.
- B.Tech (Electrical and Electronics Engineering) or equivalent with Master's Degree in Computer Science with minimum 3 years of experience in Level-13A. The individual shall have minimum 33 years of working experience in the areas of documentation, performance evaluation and handling of missile electrical and electronic systems such as Onboard computers, Launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- (iii) Outline of the tasks to be carried out: -
- Design & Development of Electrical / Electronic systems for Aerospace Mechanisms, design of cable harnessing for missile sub systems and preparation and review of Technical documents pertaining to Missile Electrical / Electronic Sub systems such as Technical Specifications and Quality Documents (TSQD), Interface Control Documents, Electrical Integration Documents, Check out Documents, Technical Specifications and Qualification Test Plan for B2S for electrical and electronic subsystems like Patch Card Antenna, Telemetry Transmitter, Fibre optic Gyro, Onboard computers, Launch computers, actuators, sensors, data link systems, telemetry systems and their electrical cabling interface.
- (iv) Estimated time period required for completion of Tasks:
- ONE YEAR and extendable as per norms.

POST SPECIFIC TERMS OF REFERENCE (TOR) FOR ENGAGEMENT OF CONSULTANTS

- (i) Whether the proposed engagement is against vacant post or for specific work or project.
- Yes, it is for specific work. The proposed consultant is specifically intended for composite manufacturing facility at Directorate of Composites, DRDL.
- (ii) Precise statement of Objective for appointment of Consultant:
- Maintenance and Operation of all critical equipments like Autoclave, Prepreg plant, Filament winding machines, Tape winding machine, CNC lathe, Vertical Turning Lathe (VTL), Hydraulic press etc. used for manufacturing of composite hardware of DRDL projects.
 - Preventive and Breakdown maintenance of all the above composite hardware manufacturing equipments and machines.
- a) Discipline or domain, where engagement of consultant is required.
- Composite hardware manufacturing plant maintenance (Electrical & Electronics)
- b) The expertise / skills / knowledge required for engagement as consultant.
- The individual shall have minimum 8 years working experience at Technical Officer-D Level (Pay Level-12) with a overall 30 years experience in Electrical and Electronics maintenance of Conventional, CNC and Special purpose machine tools.
- (iii) Outline of the tasks to be carried out: -
- Up keeping and maintenance of all equipment and machines used for composites manufacturing.
 - Helping in identifying the critical spares required and keep ready for all equipments and machines, to minimize the break down time.
 - Preventive and breakdown maintenance of all composite hardware manufacturing equipments and machines.
- (iv) Estimated time period required for completion of Tasks:
- ONE YEAR and extendable as per norms.

**PROFORMA OF APPLICATION FOR ENGAGEMENT OF RETIRED GOVERNMENT 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 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 LABS /ESTTS / UNITS OF DRDO

01. 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 is engaged.
02. The working hours would be that of the working hours of the Lab/Estts/Unit where he is engaged.
03. 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.
04. The consultancy will start for a period of one year from the date he / she enters into the contract agreement with DRDO.
05. The consultant shall be paid remuneration and conveyance allowance as per the para 6 of Gol 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.
06. Secretary DD (R&D) shall have the right to examine / review / terminate the consultancy services provided by him / her at any time.
07. The consultant shall perform his / her obligations under his / her consultancy with all necessary skills, diligence, efficiency and economy.
08. The consultant shall meet high standard for ethics and integrity under the agreement of appointment.
09. 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 _____ hereby agree unconditionally with all above referred Terms and Conditions for engagement of consultant in DRDO.

(Signature of the Applicant)
Name

Date:

Place: