



**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/2022/126-129

Opening Date : 21<sup>st</sup> December 2022

Closing Date : 12<sup>th</sup> January 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.	2022/DRDL/126	01	Level-15	Technical	Refer <a href="#">Annexure-01</a>	Hyderabad
ii.	2022/DRDL/127	01	Level-15	Technical	Refer <a href="#">Annexure-02</a>	Hyderabad
iii.	2022/DRDL/129	01	Level-12	Admin	Refer <a href="#">Annexure-03</a>	Hyderabad

02. **General Terms & Conditions:**

2.1 **Experience:**

- a. 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).
- b. Persons possessing experience of having worked in 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:

- 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 as mentioned below:

**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 <sup>th</sup> CPC	Remuneration	Conveyance Allowance
i.	Rs. 1,20,000 - Rs. 2,80,000/-	Level - 15	Rs. 90,000/-	Rs. 5,000/-
ii.	Rs. 80,000 - Rs. 2,20,000/-	Level - 12	Rs. 60,000/-	Rs. 5,000/-

*\*Equivalent is prepared based on the pay matrix of 7<sup>th</sup> 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, Kanchanbagh PO, Hyderabad, Telangana - 500 058, Telephone No. 040-24583017.** The application can also be sent by email to [cao.drdl@gov.in](mailto:cao.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 **12<sup>th</sup> JANUARY 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, DRDL, Hyderabad.**
- (ii) Precise statement of Objectives for appointment of Consultant: -  
**Establish the technology leading to casting of 10 Ton class HD 1.1 propellant based solid propulsion motor.**
- (iii) Category of Work  
**Technical Work**
- (iv) Pay Level of Consultant (at the time of retirement / superannuation): -  
**Level-15**
- (v) Discipline or Domain, where engagement of consultant is required: -  
**Solid Propulsion**
- (vi) The expertise / skills / knowledge required for engagement as consultant: -  
**About 30 Years of hands on experience in the field composite solid propellant / high energy explosives. Expertise in handling RDS / HMX / AND based compositions. In depth knowledge of mixing, casting and testing of high energy based explosive / solid propellant systems.**
- (vii) Outline of the tasks to be carried out: -
  - (i) The consultant is expected to have experience in the following areas:
    - a) **Leading multi-disciplinary areas of solid propellant / high energy explosives processing for about 30 years.**
    - b) **Wide variety of solid propellants including high energy propellants for varied applications.**
    - c) **Guiding, reviewing, supervising, implementation of process to ensure compliance of motor performance to the specifications.**
    - d) **Planning of raw material ingredients sourcing and development of alternate sources.**
    - e) **Static testing of high performance motors.**
  - (ii) Type of specialized activities expected to be involved during the consultations process is as follows : -
    - a) **Raw material screening as per GOST standards applicable.**
    - b) **Mixing of all raw materials using specialized gravitational mixture.**
    - c) **Development of techniques to ensure no hazards during mixing of the propellant slurry.**
    - d) **Casting of propellant using collapsible mandrel technology.**
    - e) **Extraction of collapsible mandrel ensuring adequate safety against explosion.**
    - f) **Post cure machining of such HDLI class grain.**
- (ix) 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, DRDL, Hyderabad.**
- (ii) Precise statement of Objectives for appointment of Consultant: -  
**Establish the technology leading to Development of Shock isolated system between canisterised article to container within given envelope.**
- (iii) Category of Work  
**Technical Work**
- (iv) Pay Level of Consultant (at the time of retirement / superannuation): -  
**Level-15**
- (v) Discipline or Domain, where engagement of consultant is required: -  
**Launcher, Canister, Shock Isolator and Dynamic Seal**
- (vi) The expertise / skills / knowledge required for engagement as consultant: -  
**About 30 Years of hands on experience in the container, canister, launcher dynamic & static seal. Expertise in development of weapon complex system and also ground handling equipment for large size heavy weight critical article.**
- (vii) Outline of the tasks to be carried out: -  
The consultant is expected to be stationed at Pune to interact closely with scientist of R&DE (E), Pune. The Consultant has to guide, review and supervise for development of Weapon Complex Systems (WCS) consist of following critical technology / hardware:
- Platform systems like containerised article, launcher, elastomeric shock absorption system, diaphragm seal, ground support equipment.
  - Materials for future structural applications for various projects of R&DE (E)
  - Design of elastomer based shock absorption for meeting stringent space constraints.
  - Configuration and design of large diameter diaphragm seals for head sealing of launcher.
  - Canister development employing high strength material through large ring forgings route preferably to withstand perceived ballistic threat.
  - Guiding scientists for special materials selection and manufacturing processes with tooling to achieve stringent requirements.
  - Guiding scientists in providing support for maintaining quality control of processes during development / production of systems.
  - Design qualification of indigenous Mast Hoisting Gear for INS Arihant class submarines.
  - Manufacturing documentation for Containerised launcher system.
  - Design and Development of Ground Systems for deployment of article on future submarine.
  - Qualification of launcher subsystems.
- (vii) 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: -  
The engagement of Consultant is not against any vacant or existing post but for handling the legal issues related to land disputes including rehabilitation, compensation. Associated with legal bodies, statutory bodies, disputes in enforcement of Labour Law coordination with State Government, District Collectorates etc.
- (ii) Precise statement of Objectives for appointment of Consultant: -  
The Central Government Standing Counsels, Asst. Solicitor General of India, Additional Solicitor General of India for the State of Telangana, Ministry of Law & Justice, Branch Secretariat, Bangalore though are supporting in contesting cases and vetting affidavits, respectively, providing the necessary input and preparation of affidavits/counter replies, briefing with needed input from legal point of view, follow-up with the ongoing cases. The DRDL is in legal issues to land disputes and service matter disputes as mentioned above, and an expert advice could get orders / judgements in favour of the Lab.
- (iii) Category of Work  
Admin Work
- (iv) Pay Level of Consultant (at the time of retirement / superannuation): -  
Level-12
- (v) Discipline or Domain, where engagement of consultant is required: -  
The services of consultant are primarily required for dealing with land disputes related to acquisition, rehabilitation, compensation, since a large number of cases on these issues have come up in the recent past and the DRDL is in need of a Consultant with experience and knowledge in handling such issues in accordance with law and to safeguard the interest of Lab and Union of India.
- (vi) The expertise / skills / knowledge required for engagement as consultant: -  
The consultant proposed for appointment is required to be conversant with Government rules and regulations, statutory provisions under Land acquisition laws. He should have thorough knowledge of legal procedures with excellent drafting skills and experience in handling these legal matters in Government of India.
- (vii) Outline of the tasks to be carried out: -
- Preparation of Affidavits/ Counter Affidavits/Reply Statements in various courts/Tribunal cases.
  - Assist in briefing the Government Standing Counsel/Asst. Solicitor General of India/Additional Solicitor General of India.
  - Assist in getting approvals to draft replies from DRDO Head Quarter and M/o Law & Justice.
  - Maintenance and upkeep of legal record / files of land cases.
  - Follow up in legal matters
  - Reporting with updates on legal matters pending and settled
  - Preparation of replies to Legal Notices
  - Assist the Lab in enforcement of Statutory Norms
  - Coordination with State Government / Collectorate, Revenue Department and DRDO HQrs. (RD-28) Officials in connection with Court Cases.
  - Any other job assigned by Lab Director on need basis from time to time.
- (viii) 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: