



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/2026/336-337

Opening Date : 19 Feb 2026

Closing Date : 11 Mar 2026

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.	2026/DRDL/336	01	Level-12	Technical	Refer Annexure-01	Hyderabad
ii.	2026/DRDL/337	01	Level-08	Admin	Refer Annexure-02	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. 3000/- up to Pay Level-11

Rs. 5000/- up to Pay 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. 80,000 - Rs. 2,20,000/-	Level-12	Rs. 60,000/-	Rs. 5,000/-
II.	Rs. 50,000 - Rs. 1,60,000/-	Level- 08	Rs. 40,000/-	Rs. 3,000/-

**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. **Remuneration and Conveyance Allowance for Govt. Employee retired under National Pension Scheme (NPS).**

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 fixed monthly amount as remuneration. A fixed monthly amount as conveyance allowance for the purpose of commuting between the residence and the place of works shall also be allowed as mentioned below:

Rs. 3000/- up to Pay Level-11
Rs. 5000/- up to Pay Level-12 to 14 and above.

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 / 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.

e. **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. 040-24583135.** 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 is 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 **11 March 2026**.

ANNEXURE-01

Post Specific Terms of Reference (TOR)
for Engagement of Consultant – Post Code: 336, Pay Level-12 (Technical)

- (i) **Whether the proposed engagement is against vacant post or for specific work or project.**
 - The proposed engagement is for specific work and Project ATGMs & production ToT activities.
- (ii) **Precise statement of Objective for appointment of Consultant:**
 - 1) Design & Development of Electrical Integration Schemes, Checkout, Design of on-board power packs for various ATGM Class of Missiles (Viz., NAG, NAG-Mk2, HELINA, DHRUVASTRA & MPATGM).
 - 2) Finalization / Updating of drawings and Transfer of Technology (ToT) documents of Flight Cable Harness, On-board Power Pack PCB and Checkout system of NAG-Mk2, MPATGM, DHRUVASTRA and Long Range ATGM for production of Missiles.
 - 3) Preparation and Updation of TSQD document.
 - 4) Technical guidance and support to production agency in procurement of Electrical Integration System for Flight Cable Harness, Onboard power package components, inspection and testing.
 - 5) Identification of alternate components / indigenization, Technical / Trial Validation, updating of drawings & documents for NAG, HELINA and MPATGM Missiles.
 - 6) Qualification Testing & Acceptance Testing.
- (iii) **Category of Work:** Technical
- (iv) **Pay Level of Consultant (at the time of retirement / superannuation): Pay Level-12**
- (v) **Discipline or domain, where engagement of Consultant is required:**
 - 1) Design & Development of on-board power packs for ATGM class of Missiles (NAG, NAG-Mk2, HELINA, DHRUVASTRA & MPATGM)
 - 2) Design & Development of Flight Cable Harness and ground cable Harness for ATGM class of Missiles.
 - 3) Design & Development of Checkout & Launch Control System, Jigs and Test Consoles Integration & Checkout of ATGM Class of Missile.
 - 4) Documentation for ToT to production and other agencies
 - 5) QT & EMI-EMC Testing.
 - 6) Technical Support to production Agency in procurement of onboard power pack sub system, Flight Cable Harness components, inspection, testing assembly/integration, checkout and trial validation.
 - 7) Qualification testing of NAG-Mk2 missile and MPATGM Missiles for Environmental Tests.
 - 8) Qualification testing of NAG-Mk2 missile and MPATGM missiles for EMI-EMC Test.
 - 9) Amendments in drawings and documents erra sheets to ISPL / MRLS MET etc for NAG, HELINA Missile.
 - 10) Preparation of ISPL MRLS, STP & User Operation Manuals for On-Board Power Pack PCB system, Flight Cable Harnesses & Checkout Systems, for NAG-Mk2 & ATGM LWT Missiles.

(vi) The expertise / skills / knowledge required for engagement as consultant:

- 1) The consultant shall be with minimum Diploma in Electronics & Communication Engineering qualification.
- 2) The individual should have minimum 35 years of R&D work experience in the areas of design and development of Electrical Integration and checkout, testing & evaluation of onboard power pack PCBs & Flight cable Harness, Ground cable harness and checkout of ATGMs Missiles (NAG, NAG-Mk2, HELINA, DHRUVASTRA, MPATGM).
- 3) Consultant shall be conversant with test methods, test procedure and conditions for Environmental test methods for missiles sub systems and missiles.
- 4) Consultant shall have strong knowledge and previous experience on documentation for transfer of technology to production / programme / updating of documents and preparation of TSQD documents.
- 5) Consultant with knowledge in design & development of Electrical Integration Schemes, onboard power pack sub systems, flight cable harness, integration & checkout of ATGM class of Missiles.

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

- 1) Interaction with multiple production unit for seamless ToT of OBPP, FCH & Missile Integration for MPATGM, NAG and HELINA
- 2) Preparation / Updating of TSQD & ToT documents for onboard power pack PCB sub system, Flight Cable Harness & Integration & Checkout systems of ATGMs class of Missiles.
- 3) User Documentation of ISPL, MRLS STP, MET for onboard power pack PCB system and Flight Cable Harness, Integration & Checkout.
- 4) Design and Development of Test Jigs & Simulators for ATGMs missiles.
- 5) Technical Guidance / Support to production agency in procurement of onboard pack components, Flight Cable Harness Connectors and Checkout systems.
- 6) Integration and checkout of missiles for Environmental Testing & Qualification Testing.
- 7) Integration and checkout of NAG-Mk2 Missile for EMI-EMC of Qualification Test.
- 8) Updating of drawings and documents based on assembly / inspection / integration / trial filed base.
- 9) Identification of alternate components to obsolete items.
- 10) Updating of drawings and documents of NAG and HELINA notification for Alteration (N of A) committee, issue of erra sheets to ISPL, MRLS, STP and MET etc.
- 11) Design and Development of Test Jigs and Simulators for ATGMs Missiles.

(viii) Estimated time period required for completion of task

One Year and extendable as per norms.

ANNEXURE-02

Post Specific Terms of Reference (TOR)
for Engagement of Consultant – Post Code: 337, Pay Level-08 (Admin)

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

- The proposed engagement is for specific task for Project Administration, Projects Closure, Liaison with User Directorates, Liaison with Audit Teams pertains to Project DHRUVASTRA-ASM of DRDL.

(ii) **Precise statement of Objective for appointment of Consultant:**

Project Administration, Finance, Project Closure, Accounting, Sanctions, PDCs, Audit Observations, Technical Logistics at Flight Trials.

(iii) **Category of Work:** Admin

(iv) **Pay Level of Consultant (at the time of retirement / superannuation):** Pay Level-8

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

Project Administration, Finance, Project Closure, Accounting, Sanctions, PDCs, Audit Observations, Technical Logistics at Flight Trials at various places like (#AFRU, Chandan, Airforce Station, Jaisalmer, Airforce Station LEH – for High Altitude trials), Technical Logistics during weapon system integration at HAL, Bangalore etc.

(vi) **The expertise / skills / knowledge required for engagement as consultant:**

Consultant should have at least 15 years of experience in Project Administration, Accounting / Finance, Project Closure, handling of Audit observations, technical logistics etc. Also must have knowledge and acquaintance in Directives for Project Formulation & Management 2021 (DPFM), DRDO Procurement Manual and latest Delegation of Financial Powers.

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

Keep track of record of meetings with User Directorates, Certification agencies, Integration Agencies and follow-up of action points.

Maintain record of various review meetings and initiate actions for scheduling such meetings on regular basis.

Support in all administrative and logistics activities at laboratory level and during flight trials being held at various locations.

Regular review of pending audit objections and initiate reminders to relevant teams to initiate necessary actions to address them.

Scrutiny of Financial Proposals, obtaining sanction from respective CFA's and conveys the same to respective demanding Officer.

Support in initiating the demands for procurement of hardware, plant and machinery etc. and liaison with Stores for speedy procurement process.

Maintenance of mandatory expenditure cards, statutory records / registers pertains to projects for submission to audit authorities.

Scrutiny of the Monthly Expenditure record received from PCDA (R&D) pertains to the respective projects.

Support in hiring of vehicles for local movements and goods transport vehicles and processing their sanction and payments.

Liaison with all the participating laboratories and support in maintain proper accounts procedures to avoid delay at the time of closure of the project.

(viii) Estimated time period required for completion of task

One Year and extendable as per norms.

APPENDIX 'A'

**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)

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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

APPENDIX-B

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 or 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 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.
- 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: