



**Government of India**  
**Ministry of Defence**  
**Defence Research & Development Organisation (DRDO)**  
**Institute for Systems Studies and Analyses (ISSA)**  
**Metcalfe House, Civil Lines, Delhi - 110054**

**Advt No. : ISSA/HRD/Advt/2022/Consultant-01**

**Date: 16 December 2022**

**Sub: Engagement of Retired Government Officials as Consultant on Contract basis in ISSA (DRDO) inviting applications thereof – reg.**

1. DRDO invites applications from retired officials from Central Government / State Government / PSU / Autonomous Bodies having considerable experience of functioning of Central Government Ministries / Departments for engagement as Consultant on short term contract basis to be positioned in Institute for Systems Studies and Analyses (ISSA) located at Delhi. The relevant details and eligibility criteria are given below:

S No	Post Code	No. of Posts	Pay Level of Retired Official	Category	Contract Duration / Period	Terms of Reference (TOR)	Location
1	2022/ISSA/138	01	Level -14	Technical	One year and extendable as per norms	Annexure -01	New Delhi

**a. Experience:**

- i. Officers / Officials who have retired officials from Central Government / State Government / PSU / Autonomous Bodies, Universities, Govt. R&D Organisations and possessing practical knowledge and experience in the field for which he / she is applying (as per TOR).
- ii. Persons possessing experience of having worked with DRDO would be accorded preference during selection / appointment.
- iii. 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.

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

**c. Remuneration & Allowances:**

- i. **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 retirement. The amount so fixed shall remain unchanged for the term of 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/- for Pay Level – 12 to 14 and above.

- ii. Remuneration and conveyance allowance for Non-pensioners: Maximum consolidated monthly remuneration and conveyance allowance shall be as under:

S. No.	Pay Scales (Pay Scales of Employees Retired from PSUs)	*Equivalent Pay Scales of 7 <sup>th</sup> CPC	Remuneration	Conveyance Allowance
1	Rs 1,00,000 – Rs 2,60,000/-	Level 14	Rs 75,000/-	Rs 5,000/-

\*Equivalence 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.

- iii. The amount so fixed shall remain unchanged for the term of contract. There will be no annual increment / percentage increase during the contract period.
- iv. No retired Government Servant shall be eligible for appointment as Consultant unless there is a gap of fifteen (15) days between his / her retirement and appointment as Consultant.
2. Interested eligible retired officials of Central Government / State Government / PSU / Autonomous Bodies may submit their applications in the enclosed format (Appendix – A) along with copy of documents as referred in the application to the Director. The address is as follows:

The Director  
Institute for Systems Studies and Analyses (ISSA)  
Defence Research & Development Organisation (DRDO)  
Ministry of Defence, Government of India  
Metcalfe House, Civil Lines, Delhi – 110054  
Phone: +91-11-23882133  
FaxNo: +91-11-23819033  
E-mail: [director.issa@gov.in](mailto:director.issa@gov.in)

The application can also be sent by e-mail: [hrd.issa@gov.in](mailto:hrd.issa@gov.in) with the subject line "Application for Consultant". Incomplete / ineligible applications / applications sent to address other than mentioned address or applications received after closing date will be rejected automatically.

3. The broad terms and conditions of the contract are annexed (Appendix – B) which is also required to be submitted along with Appendix – A.
4. Cutoff date for receipt of application is 21 days from the date of publication of this advertisement in Newspaper / Internet ([www.drdo.gov.in](http://www.drdo.gov.in)).

-----End-----



**Terms of Reference (TOR) for Engagement of Consultants**

- i. **Whether the proposed engagement is against vacant post or for specific work or project**  
Specific Work
- ii. **Precise statement of Objective for appointment of Consultant**  

A Domain expert on the aspect of Naval Combat Systems including Operational Systems onboard Indian Navy (IN) Ships and Submarines including Combat Management Systems (CMS), Weapon Control Systems (WCS), Data Links, Information Security and Encryption in order to mentor, guide, curate and validate critical development artifacts and activities during the development of Advanced Naval Wargaming System.

  - a. As a Subject Matter Expert conceptualise, mentor, guide, curate and validate critical development artifacts and activities during the development of Advanced Naval Wargaming System
  - b. Guidance in formulation of Architectural Design for both System and Software levels
  - c. Support in preparation of SyRS, SARAD, SRS, HRS ATP document
  - d. Design inputs and guidance for System Integration ashore and on-board afloat units.
  - e. Domain knowledge support for development of various functional and operational Module to deliver continuous Design and Development guidance for software modules of various sub-systems of wargaming systems.
  - f. Guidance in development and validation of Data models for platforms (units) and associated Sensors, Weapons, Platforms, Countermeasures.
  - g. Mentor and guide Integration of Wargaming Simulation Sub-Systems with afloat CMSs of ships and submarines and MCDS of Air Platforms, including guidance and support in testing of all Deployment Builds on different Operational Scenarios in lab and field
  - h. Guidance in the development of a hybrid low-latency network over existing NCN or dedicated links for persistent gaming, with support in development of a unified domain for wargaming aimed at multiple modes of simulation.
  - i. Guidance in Project Management and development strategy and delivery stratagem to support a user experience driven iterative model and also render expert assessment and assistance for development of Risk Mitigation plan and constant measurement of mitigation measures
  - j. Assistance during ATP of the System in various operational modes and scenarios of deployment and provide expert oversight and on-field guidance of System deployment, integration ashore and on-board platforms
- iii. **Category of Work**  
Technical Work
- iv. **Pay Level of Consultant (at the time of retirement/superannuation):**  
Level 14
- v. **Discipline or domain, where engagement of consultant is required**



Naval Combat System Engineering and interfacing including Simulation and Command Team Training with wargaming applications

vi. **The expertise/skill/knowledge required for engagement as consultant**

- a. Rear Admiral rank Naval Technical Officer or equivalent with experience in handling Naval Combat Systems, that includes Combat Management Systems and Weapon Control Systems and in Combat System Design and Software Development Life Cycle Processes, IV&V, Systems integration, extending from inception to delivery and lifecycle support.
- b. Experience in design, deployment, management and operation of enterprise networks comprising of multiple LANs, MANs and WANs for secure communication between real-time information nodes.
- c. Experience in design and development of Net-Enabled Systems over hybrid enterprise networks extending from terrestrial, Space and RF networks.
- d. Operational Experience of Combat Information Systems and Weapon Control Systems onboard Frontline Warships of Indian Navy
- e. Experience of guidance, coordination and interactions for development, field trials and commissioning of naval combat systems

vii. **Outline of the tasks to be carried out:**

**(Details of work required to be carried out/specific tasks/activities to be assigned to consultants should be indicated)**

S No	Consultant Requirement	Tasks to be carried out
1	Level 14 Rear Admiral rank Technical Officer of Navy or equivalent	<ol style="list-style-type: none"> <li>a. Mentor, guide and support the Design, Development and Delivery phases of an Advanced Enterprise-Level Naval Wargaming System</li> <li>b. Guidance in formulation of Architectural Design for both System and Software levels</li> <li>c. Support in preparation of SyRS, SARAD, SRS, HRS ATP document</li> <li>d. Design inputs and guidance for System Integration ashore and onboard afloat units</li> <li>e. Domain knowledge support for development of various functional and operational Module</li> <li>f. Design and Development guidance for software modules of various sub-systems of wargaming systems</li> <li>g. Guidance in development and validation of Data, models for platforms (units) and associated Sensors, Weapons, Platforms, Countermeasures</li> <li>h. Integration of Wargaming Simulation Sub-Systems with afloat CMSs of ships and submarines and MCDS of Air Platforms</li> <li>i. Guidance and support in testing of all Deployment Builds on different Operational Scenarios in lab and field</li> <li>j. Support in development of a unified domain for wargaming in support of multiple modes of simulation.</li> <li>k. Guidance in the development of a hybrid low-latency network over existing NCN or dedicated links for</li> </ol>



		<p>persistent gaming</p> <p>l. Guidance in Project Management and development strategy and delivery stratagem to support a user experience driven iterative model.</p> <p>m. Assistance to develop Risk Mitigation plan and constant measurement of mitigation measures</p> <p>n. Assistance during ATP of the System in various operational modes and scenarios of deployment</p>
--	--	--

viii. **Estimated time period required for completion of tasks:**

(This should be framed in such a manner that both the time frame for the jobs as well as the deliverables are clearly identified and are amenable to periodic monitoring over the duration of the assignment).

3 Years

S No	Tasks to be carried out	Deliverables	Duration (in months)
<b>Year – 1</b>			
1	Conceptualise, mentor and support in development of: <ul style="list-style-type: none"> <li>• System Requirement Specification</li> <li>• Critical Design Document</li> <li>• Software Development Strategy Architecture and Design Document</li> <li>• Hardware Requirement Specification</li> </ul>	4 Document	6
2	Mentor and Support System Requirement Analysis in order to baseline: <ul style="list-style-type: none"> <li>• SARAD</li> <li>• System Interface Requirement Specifications</li> <li>• System Integration Plan</li> </ul>	3 Document	4
3	Guidance in Project Management and System development and validation Plans	1 Document	4
<b>Year – 2</b>			
4	Guidance and support in Software Development for Sub-Systems, viz. Database, Scenario Generators, Game Management, Trainee Modules etc.	1 Document	6
5	Continuous guidance and validation of Iterative/Sprint Builds, their integration viz-a-viz functional requirements mapping over various modes.	1 Document	12
6	Monitoring and validation of Risk Management Plan and Risk Mitigation measures and their scores		12
<b>Year – 3</b>			
6	Oversee and on-field guidance of System deployment, integration ashore and	1 Document	6



	onboard platforms		
7	Pre-Deployment validation of ATP assistance in final change management for User acceptance trials over various scenarios and deployment builds	1 Document	6

**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 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 Area of Research (for Scientific / Technical Posts) :

- 12 Complete record of services rendered in Organisations / Estt 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	Subject 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 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 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 PPO
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 concerned Lab / Estts / Unit, where he is engaged.
2. The working hours would be that of the working hours of the Lab / Estt / 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 the 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 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/her 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. No other facility whatsoever except remuneration and conveyance allowance shall be provided to him / her by DRDO in his / her capacity as Consultant.
9. 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.
10. Consultant shall abide with Contract Agreement, Non-Disclosure Agreement, General Conduct Rules, Information Security Act and other restrictions as applicable to Govt. employees.
11. Paid leave of absence may be allowed at the rate of 1.5 days for each completed months of service. Accumulation of leave beyond a calendar year may not be allowed.
12. During the terms of 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 ..... (Name of the Consultant), S/ o.....hereby agree unconditionally with all above referred Terms and Conditions for engagement as Consultant in DRDO.

(Signature of the Applicant)

Name:

Date:

Place: