



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/Hiring Consultant/2022/01

Date: 26 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/Navy 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 th 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 7th 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

The application can also be sent by e-mail: 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 on Internet (www.drdo.gov.in).

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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 is required to address the aspects of Naval Combat Systems including Operational Systems on-board Indian Navy (IN) Ships and Submarines such as Combat Management Systems, Weapon Control Systems, etc. The consultant would mentor, guide, curate and validate critical development artefacts and activities related to Combat Management Systems during the development of Naval Wargaming Simulation System. The task details are as follows:
 - a. Guidance in formulation of SyRS, SRS, ATP, Architectural Design
 - b. Design inputs and guidance for Combat Management System integration with Naval Wargame ashore and on-board afloat units.
 - c. Guidance in design and development of Generic Combat Management System and its integration with Naval Wargaming Simulation System.
 - d. Mentor and guide integration and testing of Wargaming Simulation Sub-Systems with afloat Combat Management Systems.
 - e. Guidance in development and validation of Data models for platforms (units) and associated Sensors, Weapons, Platforms, Countermeasures.
 - f. Guidance in the deployment of Naval Wargaming Simulation System on Navy Network
 - g. Assistance during ATP of the System in various operational modes and scenarios of deployment.
- 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 on-board 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:**

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"> 1. Conceptualise, mentor and support in development of: <ul style="list-style-type: none"> • Proof-of-Concept for integration of Combat Management Systems with Naval Wargaming System • System Requirement Specification, Software Development Architecture and Design w.r.t Combat Management Systems requirements in Naval Wargame • Proof-of-Concept for development of Generic Combat Management System 2. Mentor and support in Requirement Analysis w.r.t Combat Management Systems to baseline: <ul style="list-style-type: none"> • System Interface Requirement Specifications • System Integration Plan • ATP 3. Guidance in System Development and Validation Plans 4. Guidance and support in development of: <ul style="list-style-type: none"> • Generic Combat Management System and its integration with Naval Wargame • Interface protocols for sensors, weapons, etc. for interfacing Naval Wargame with ship on-board Combat Management System 5. Oversee and on-field guidance of Combat Management System deployment, integration ashore and on-board platforms 6. Guidance in the deployment of Naval Wargaming Simulation System on Navy Network 7. Assistance during user acceptance trials of the System in various operational modes and scenarios of deployment

viii. Estimated time period required for completion of tasks:

3 Years

S No	Tasks to be carried out
Year – 1	
1	Conceptualise, mentor and support in development of: <ul style="list-style-type: none"> • Proof-of-Concept for integration of Combat Management Systems with Naval Wargaming System • System Requirement Specification, Software Development Architecture and Design w.r.t Combat Management Systems requirements in Naval Wargame • Proof-of-Concept for development of Generic Combat Management System
2	Mentor and support in Requirement Analysis w.r.t Combat Management Systems to baseline: <ul style="list-style-type: none"> • System Interface Requirement Specifications • System Integration Plan • ATP
3	Guidance in System Development and Validation Plans
Year – 2	
4	Guidance and support in development of: <ul style="list-style-type: none"> • Generic Combat Management System and its integration with Naval Wargame • Interface protocols for sensors, weapons, etc. for interfacing Naval Wargame with ship on-board Combat Management System
Year – 3	
5	Oversee and on-field guidance of Combat Management System deployment, integration ashore and on-board platform
6	Guidance in the deployment of Naval Wargaming Simulation System on Navy Network
7	Assistance during user acceptance trials of the System in various operational modes and scenarios of deployment

**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 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/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: