

**DEFENCE RESEARCH AND DEVELOPMENT ORGANISATION (DRDO)****RECRUITMENT & ASSESSMENT CENTRE (RAC)****LUCKNOW ROAD, TIMARPUR, DELHI – 110054****Advt. No. 151****Deputation for the Post of Scientist in DRDO****Closing date of online applications: 45 days from the date of publication in the Employment News**

In pursuit of self-reliance in critical technologies relevant to national security, DRDO formulates and executes programmes of scientific research, design, development, testing and evaluation of various systems, subsystems, devices and products required for the defense of the nation. The research laboratories of DRDO are grouped into seven technology clusters which function under respective cluster Director General (DG). The Micro Electronic Devices and Computational Systems & Cyber Systems (MED & CoS) cluster focuses on micro-electronic and computational technologies for mission critical products on the battle field. The cluster develops technologies and products relating to Microwave Tubes, Solid State Electronics, Micro Electronic Devices, as well as systems and technologies in the area of Artificial Intelligence, Robotics, Command and Control Systems, Battlefield Networking, Information and Communication Security, Secure/Trusted Computing Platforms, High Performance Computing, Cryptology, Information and Cyber Security.

RAC invites online applications through its website (<https://rac.gov.in>) from officers of Central Government for the following posts on deputation basis in a Delhi lab/establishment under the Office of Director General (O/o DG), Micro Electronic Devices and Computational Systems & Cyber Systems (MED & CoS), DRDO at Delhi:

Item No.	Post (Pay Level)	No. of Vacancies/Laboratory	Tenure of Deputation	Job Description
1	Scientist 'D' (Level-12, Basic Pay: Rs. 78,800/- as per 7 <sup>th</sup> CPC)	02 (Two) vacancies in a DELHI lab/establishment under O/o DG (MED & CoS), Delhi	(i) Initially for a period of three years which may be extended or curtailed at the discretion of the Competent Authority. (ii) The period of deputation including period of deputation in another post held immediately preceding an appointment in the same organization shall not exceed five years. (iii) Deputation allowance shall be admissible only for the first four years of deputation.	To perform one or more following activities: a) Conduct comprehensive threat analysis and remediation b) Perform vulnerability research and development c) Execute VAPT (Vulnerability Assessment & Penetration Testing) of Web Application, Network, Mobile and Infra d) Analyse malware and reverse engineer malicious code e) Vulnerability research in Operating System, Kernel f) Vulnerability research in Android/iOS applications g) Development of PoC for verification of identified vulnerabilities in Operating System and its applications, Kernel, Android/iOS applications, etc. h) Setting up, manage and maintain infrastructure security i) Analyse cyber threat feeds and implement proactive measures j) Utilize open-source & cyber intelligence and social media data analytics to enhance security posture k) Web data scraping and parsing along with natural language processing toolkit related knowledge.

**1. Eligibility for Deputation to the Posts****1.1. Service and Qualification & Experience Requirements**

Essential Service Requirements	Qualifications & Experience Requirements
<b>Officers under the Central Government:</b> a) Holding analogous post on regular basis Or b) Having four years regular service in posts at Level-11 of the Pay Matrix (Rs 67700-208700)	<b>Essential:</b> a) At least First Class Bachelor's Degree in Engineering or Technology in <b>Electronics &amp; Communication Engineering/Computer Science &amp; Engineering</b> or at least First Class Master's degree in Science in <b>Physics/ Chemistry/Mathematics</b> from a recognized university or equivalent. <b>The equivalent acceptable subjects of Essential Qualification are as per Annexure-I</b> b) <b>Minimum seven years</b> of experience in research or design or development or production in the areas of <b>Cyber Intelligence, or Analysis of Strategic/Cyber Security related issues in a Security/Intelligence Agency.</b> <b>Desirable:</b> a) Post Doctoral in Science or Engineering (only in the disciplines of Cyber Intelligence or Cyber Defence or Cyber Security or similar thereto) or Doctorate Degree in Science or Engineering (only in the disciplines of Cyber Intelligence or Cyber Defence or Cyber Security or similar thereto) or Master's degree in Engineering or Technology (only in the disciplines of Cyber Intelligence or Cyber Defence or Cyber Security or similar thereto) b) Knowledge of German, French, Russian, Japanese, Chinese, Pashto, or Arabic

(i) Candidates should possess the prescribed educational qualification and experience in the relevant field as mentioned under the column "Qualifications & Experience" and must have documentary proof for establishing the fact. The prescribed Essential Qualifications/experience is bare minimum and mere possession of same does not entitle candidate to be called for personal interview.

(ii) The required experience will be counted only after the date on which the essential qualification has been acquired. While counting the experience, the suitability of the level of experience possessed will be considered. Any experience below the Pay Level-10 as per 7<sup>th</sup> CPC or equivalent will not be considered.

(iii) Weightage for higher qualification is equated to research experience and is as under:

- (a) Post Graduate Degree in Engineering: **2 years weightage\***
- (b) Doctorate Degree in Science or Mathematics: **3 years weightage\***
- (c) Doctorate Degree in Engineering: **4 years weightage\***

\*Note: However, the weightage is given only when the higher qualification is in the relevant discipline/area.

(iv) In case of candidate(s) possessing both (i) & (iii) above, weightage of higher degree only will be given subject to the note above.

- (v) Maximum weightage upto 3 years only will be given for the work experience as Research Fellow / Research Associate etc. (for every completed year of experience) and in case of such candidate(s) possessing M.E./M.Tech degree, weightage of one year only will be given for experience subject to the note above. However, the JRF/SRF from ADA Bengaluru whose designations have been changed to Project Assistant will continue to get the benefit of weightage in experience. The period of study should not overlap with work experience.
- (vi) The period of experience rendered by a candidate on trainee, part time basis, daily wages, Visiting/Guest Faculty etc. will not be counted while calculating valid experience.

**1.2. Age Limit For Candidates :** Maximum age limit for appointment on deputation basis is **Not exceeding 56 years** (as on closing date of advertisement)

**1.3. Nationality:** Only Indian Nationals need apply.

## 2. How To Apply

- (i) Candidates are required to register and submit their applications online at the website of RAC (<https://rac.gov.in>).
- (ii) **The following supporting certificates/documents need to be uploaded online with the application :**
  - a. Certificate for Date of Birth (Matriculation certificate/High School certificate/Birth Certificate issued by appropriate Local Authority will only be accepted)
  - b. Degree certificates for Essential and Higher educational qualification along with percentage of marks (duly supported by the Mark sheets)
  - c. Documents/certificates/salary slips in support of pay drawn. Proper salary proofs should be enclosed. Passbook entries, Bank Account statements etc. will not be considered as salary proofs.
  - d. Experience certificates for experience claimed in the column pertaining to employment history of online application. The period of experience (Date of joining/Date of leaving/current job status) claimed should be easily verifiable from the salary slips/experience certificates/documents attached. The Experience certificates will be accepted only if issued by Admin/ HR Head / Director / Competent Authority of the Institution.
  - e. A recent passport size colour photograph (size not exceeding 30 KB; resolution of 110 x 140 pixels).
  - f. Scanned sample of candidate's signature
- (iii) After submitting the online application, **a print out of the filled in online application must be taken and signed by the applicant. The printed version of the online application must be forwarded THROUGH PROPER CHANNEL by respective Competent Authority along with: (a) self attested copies of supporting certificates/documents mentioned in point 2(ii) above; (b) photocopies of Annual Performance Appraisal Reports (APARs) for last 05 years duly attested by an officer of the rank of Under Secretary of the Govt. of India or above; (c) Certification by Cadre Controlling Authority (proforma available at the RAC website);** to the following address by Registered / Speed Post:

**The Director,  
Recruitment and Assessment Centre (RAC),  
Lucknow Road,  
Timarpur, Delhi-110 054**

- (iv) **Applications not forwarded through proper channel or those received without requisite certificates and necessary documents (Photocopies of APARs, Certification from Cadre Controlling Authority, etc.) will not be considered.**
- (v) The last date for receiving the online applications is **45 days from the date of publication of advertisement in the Employment News. Further additional time of 15 days will be allowed for submission of the hard copy of online application (through proper channel) to RAC.**

## 3. Screening/ Shortlisting

- (i) Only the applications of candidates who have no adverse remarks reported in their APARs of last five years will be taken into consideration.
- (ii) Eligible candidates will be shortlisted for further selection process through one or more of the methods given below. The candidates should, therefore, mention all qualifications/ experience/ achievements/ specialisation in relevant fields including those over and above the minimum qualifications.
  - (a) On the basis of educational qualifications and / experience higher than the minimum prescribed in the advertisement duly supported by documentary evidence.
  - (b) Relevance of experience as filled in application by candidates.
  - (c) On the basis of Desirable Qualification (DQ). If more than one DQ is prescribed, on any one or all of the DQs.
  - (d) By holding a Screening Committee Meeting consisting of Technical Experts from Industry and Academia.

**Note: RAC reserves the right to modify the above screening/shortlisting procedure depending upon the availability of suitable candidates.**

## 4. Selection Process

- (i) The shortlisted candidates will be required to appear for Personal Interview which will be held at Delhi. The intimation regarding the call letter for interview will be sent through email and SMS.
- (ii) The final selection of candidates will be purely on the basis of merit of marks scored by a candidate in the personal interview. **The candidates must score a minimum of 75% marks (i.e. 75 out of 100) in the Personal Interview for consideration for selection.**

## 5. General Instructions

- a. Applicants are advised not to change their contact details (email address, Mobile number) given in their application as vital information regarding their shortlisting/selection status will be intimated through SMS/email.
- b. Misrepresentation or falsification of facts detected at any stage of the selection process shall result in cancellation of candidature without any notice and no correspondence in this regard shall be entertained.
- c. Incomplete applications will be summarily rejected and no correspondence would be made with the candidate in this regard. Therefore applicants are advised to carefully enclose all certificates / documentary evidence of age, educational qualifications, experience etc.
- d. Candidates will have to produce all certificates, in original, for verification at the time of interview, if and when called.
- e. Applicant must clearly mention details of relatives presently working in DRDO, if any.

- f. Canvassing in any form will disqualify the candidate.
- g. Translation ambiguity, if any, will be resolved to the English version of the advertisement published in the Employment News.
- h. Dispute, if any, will be subject to the Courts/Tribunals having jurisdiction over Delhi only.
- i. Candidates are advised to keep visiting RAC website (<https://rac.gov.in>) for updates issued from time to time.

#### 6. Contact Details

For queries related to submission of online application for this advertisement, please contact phone no. 011-23889526 or e-mail at [pro.recruitment@gov.in](mailto:pro.recruitment@gov.in) or [directrec.rac@gov.in](mailto:directrec.rac@gov.in)

#### ANNEXURE-I

#### LIST OF EQUIVALENT ACCEPTABLE DISCIPLINES

Discipline of Essential Qualification	Equivalent acceptable Disciplines of Essential Qualification
<b>Electronics &amp; Communication Engg (ECE)</b>	<ol style="list-style-type: none"> <li>1. Electronics Engg</li> <li>2. Electronics &amp; Computer Engg</li> <li>3. Electronics &amp; Control Engg</li> <li>4. Electronics &amp; Communication System Engg</li> <li>5. Electronics &amp; Instrumentation Engg</li> <li>6. Electronics &amp; Tele- Communication Engg</li> <li>7. Electronics &amp; Telematics Engg</li> <li>8. Industrial Electronics Engg</li> <li>9. Tele Communication Engg</li> <li>10. Telecommunication &amp; Information Tech</li> <li>11. Applied Electronics &amp; Instrumentation Engg</li> <li>12. Electronics &amp; Electrical Communication Engg</li> <li>13. Electrical with Communication Engg</li> <li>14. Radio Physics &amp; Electronics</li> <li>15. Electronics &amp; Communication Engg (Avionics)</li> <li>16. Electrical &amp; Electronics Engg</li> <li>17. Any other relevant discipline with qualifying degree which mentions 'Electronics' as the main discipline</li> </ol>
<b>Computer Science &amp; Engg</b>	<ol style="list-style-type: none"> <li>1. Computer Science/Engg/Technology</li> <li>2. Computer Science and Engg/Technology</li> <li>3. Computer Science/Engg &amp; Info Tech</li> <li>4. Computer Science &amp; System Engg</li> <li>5. Software Engg/ Technology</li> <li>6. Computer Science &amp; Automation Engg/ Tech</li> <li>7. Information Technology</li> <li>8. Computer Science/Technology &amp; Informatics Engg/Tech</li> <li>9. Information Science &amp; Engg/Technology</li> <li>10. Computer &amp; Communication Engg</li> <li>11. Computer Networking</li> <li>12. Information Technology &amp; Mathematical Innovations</li> <li>13. Any other relevant discipline with qualifying degree which mentions 'Computer Science' as the main discipline</li> </ol>
<b>Physics</b>	<ol style="list-style-type: none"> <li>1. Physics (Electronics)</li> <li>2. Applied Physics</li> <li>3. Solid State Physics</li> <li>4. Computational Physics</li> <li>5. Engineering Physics</li> <li>6. Physics &amp; Electronics</li> <li>7. Basic Sciences with specialization in Physics</li> <li>8. Any other relevant discipline with qualifying degree which mentions 'Physics' as the main discipline</li> </ol>
<b>Chemistry</b>	<ol style="list-style-type: none"> <li>1. Organic Chemistry</li> <li>2. Inorganic Chemistry</li> <li>3. Analytical Chemistry</li> <li>4. Physical Chemistry</li> <li>5. Applied Chemistry</li> <li>6. Chemical Sciences</li> <li>7. Any other relevant discipline with qualifying degree which mentions 'Chemistry' as the main discipline</li> </ol>
<b>Mathematics</b>	<ol style="list-style-type: none"> <li>1. Applied Mathematics</li> <li>2. Mathematics &amp; Computing</li> <li>3. Mathematical Sciences</li> <li>4. Any other relevant discipline with qualifying degree which mentions 'Mathematics' as the main discipline</li> </ol>