

SELECTION PROCESS

1. All the received application will be scrutinized for eligibility based on essential qualifications, age etc. and applications of ineligible candidates will be rejected summarily.
2. Thereafter, merit list of all eligible candidates will be prepared by the selection committee on the basis of score obtained by each candidate. Score of every candidate will be calculated by adopting following methodology:

Sl. No.	Item	Maximum marks	Score	
I	Engineering Graduation percentage	40	Percentage marks X 0.4	
II	PhD Degree	10	Degree in Relevant Fields.	
III	Post-Graduation Degree	05	Degree in relevant field	
IV	Engineering Graduate Institute Ranking*	05	NIRF Ranking**	Marks
			1-20	5
			21-50	3.5
			51-75	2.5
			76-100	1
			Others	0
V	Gate Score*** (Valid Gate Score for Graduates or Gate Score available during admission for post-Graduates)	15	Gate Score	Marks
			≥ 925	15
			≥ 850 & < 925	10.5
			≥ 775 & < 850	7.5
			≥ 700 & < 775	3
			Others	0
VI	Experience [as per 2.2 (ii)(a)] OR Internship [as per 2.2 (ii)(b)] *****	05	2.5 marks /Per year	
VII	Sub-total score	80	Sum of (I) to (VI), up to two digits of decimal	
VIII	Interview	20		
IX	Total Score	100	Sum of (VII) & (VIII)	

*Note 1: The National Institutional Ranking Framework (NIRF) is released by the Ministry of Human Resource Development (MHRD), Government of India. This framework ranks various institutions on the basis of their performance against pre-defined parameters. NIRF ranking is a reflection of the institution's standing vis-a-vis other institutions of the similar category. Details about NIRF and rankings are available at <https://www.nirfindia.org/Home>. Latest NIRF Overall Ranking as on date of Notification of vacancies shall be considered. Affiliated or recognised colleges of universities shall not be considered for awarding marks unless they are figured out in above list explicitly

**Note 2: The ranking of the institute as applicable on the date of RA notification will be taken into account for granting marks.

***Note 3: Gate Score is valid till 3 years from Announcement of Gate results. For Graduates Valid Gate Score will be considered. For Post- Graduates Valid Gate Score at the time of admission in PG Course will be considered.

****Note 4: Experience or Internship will be considered on monthly pro rata basis for scoring purpose.

3. The merit list will be prepared on the basis of sub-total of scores at 2 (VII). If 'N' number of RAs are to be engaged then 3 x N candidates will be short listed, in order of their merit and will be invited for interview.
4. Merely fulfilling of the essential qualifications will not entitle a candidate for being called for interview. NCCS reserves the right to shortlist and call a candidate for interview.
5. The selection committee will conduct the interview of short-listed candidates for final selection. Maximum marks allotted for interview is 20.
6. The final merit list will be prepared on the basis of total score at 2 (IX) and the candidates will be selected in the order of the merit.

Performance Report Form of RAs

Year of Report:

Period Fromto

Part-I: Basic Details

Name	
Date of Birth	
Date of joining	
Division	
Reporting Authority (Name & Designation of the Officer)	

Part-II: Performance Appraisal

Brief Description of task	Deliberations	Actual Achievements

MODEL CONTRACT BOND

[On a non-judicial stamp paper of Rs.100/-]

This bond is made with National Centre for Communication Security (hereinafter referred to as the “NCCS”) by Mr./Ms. _____ (hereinafter referred to as the “Research Associate”).

Effective Date:

This bond shall be effective from _____ day of _____ 20xx.

Declaration:

I, Mr./Ms. _____ hereby acknowledge and bind myself to the extent that I would serve NCCS for a period of two year (extendable by one year on mutual consent) and in any case not less than twelve months from the date of joining. I also agree that in case I terminate the engagement within a period of twelve months of my joining, I shall pay Rs. 1,50,000/- (Rupees One Lac and Fifty Thousand only) to NCCS. I also agree to serve a notice of minimum of one month and forfeit one months' remuneration in lieu of notice period if I decide to terminate the engagement with NCCS before 2nd year (>12 Months). Beyond 2nd year, I also agree to serve a notice of minimum of one month or forfeit one months' remuneration in lieu of notice period if I decide to terminate the engagement with NCCS.

Witness:

1) Name: _____

Address: _____

Contact No: _____

2) Name: _____

Address: _____

Contact No.: _____

(Signature of the Authorized Officer of NCCS)

(Signature of Research Associate)

**ASSESSMENT OF DOMAIN/FIELD-WISE PRESENT REQUIREMENT OF
RESEARCH ASSOCIATES
Subjected to change as per NCCS needs**

Sl. No.	Field of Work	Specific Areas	Expected Outcome
1.	Telecom Security (TS)	<ul style="list-style-type: none"> • Security Standards Development related activity and Security Testing related activities • Study in telecom forensics [activities include the studying the varied requirements for setting up a Telecom Forensic Assistance in referral case, developing the report and implementation of the same.] • Study in various areas of Telecom and Cyber/IT Security. • Study the application and impact of latest developments such as AI, ML, Quantum Computing ...etc on Telecom Network and its security, Cryptography etc. 	<p>Development of Security Standards and Test Schedule and Test Procedures. Performance of Security Testing in NCCS. performing Security Testing of Telecom Network elements along with end user devices, Continuous analysis of vulnerabilities in DUT and dynamically varying the test scenarios.</p> <ul style="list-style-type: none"> • Understanding of Security Testing tools, Analysis of reports, Analysis of Security including both known and unknown vulnerabilities, Creating of new test cases • Study of telecom forensics concepts, Preparation of Concept paper for telecom forensics set up in NCCS, Preparation of requirements, Installation of Forensics setup and creation of reports • Study of Security aspects of application of AI, ML, Quantum key distribution in telecom Networks along with different uses cases related to telecom and Interaction with stakeholders, Preparation of proposal to establish the test lab on the basis of different use cases, Installation in NCCS
2.	Internet of Things (IoT)	Assisting in Technical report related work, IoT experience centre	As M2M/IoT is an emerging technology therefore outcome will be expected in line with the progress of work in M2M/IoT working groups and associated work
3.	Mobile Technologies (MT)	Mobile Technologies related to 5G/5Gi, 6G, Open RAN and new/emerging wireless technologies	RA is expected to study, prepare reports/study paper and contribute to preparation of ITSARs for 5G and new/emerging wireless technologies as

			well as contribute in standardization activities in ITU-T Study Groups.
4.	Cloud Technologies	Cloud Technology and Associated Components	RA is expected to study, prepare reports/study paper and give presentation on following topics; <ul style="list-style-type: none"> – Cloud Technology and Security Aspects – Virtual Network Functions – Software as Service & Security Aspects – Platform as Service & Security Aspects – Relevant Global Cloud Security Standards – Emerging Technologies in the Domain
5.	Transmission (Tx)	Optical Fibre and Optical Transmission Systems and latest transport technologies needed for 5G, IOT, SatCom etc.	RA is expected to study, prepare reports/study paper and give presentation on following topics; <ul style="list-style-type: none"> • Visible Light Communication Technologies • Technology and overview of the architecture of Heterogeneous Home Networks • Quantum Information technology for networks • Satellite Communication
6.	Hardware Evaluation	Supply Chain Evaluation for telecom Products related works	RA is expected to study using AI/ML, prepare reports/study paper and contribute to evaluation of supply chain and hardware.
	Total	18 (Current Vacancy – 8)	

NON-DISCLOSURE AGREEMENT

[On a non-judicial stamp paper of Rs. 100/-]

This Non-Disclosure Agreement (hereinafter referred to as the “Agreement”) is entered into on (the “Effective Date”), by and between National Centre for Communication Security (hereinafter referred to as “NCCS”) and, with an address of(hereinafter referred to as “Research Associate”) (collectively referred to as the “Parties”).

CONFIDENTIAL INFORMATION

The Research Associate agrees not to disclose, copy, clown or modify any confidential information related to the NCCS and agrees not to use any such information without obtaining prior written permission.

Confidential information refers to any data and/or information that is related to the NCCS, in any form, including, but not limited to, oral or written. Such confidential information includes, but is not limited to, any information related to work in NCCS such as discovery, processes, techniques, programs, knowledgebase, customer list, potential customers, all stakeholders, know-how or any other services related to NCCS.

RETURN OF CONFIDENTIAL INFORMATION

The Research Associate agrees to return all the confidential information to NCCS upon the termination of this Agreement.

OWNERSHIP

This Agreement is not transferable.

GOVERNING LAW

This agreement shall be governed by and construed in accordance with the laws of Government of India and as defined on the Notification issued for engagement of Research Associate including subsequent amendments, if any.

(Signature of the Authorized officer of NCCS)

(Signature of Research Associate)

Name & Designation:

Name:

Date:

Date:

Desired Work Experience
Subjected to change as per NCCS needs

Sl. No.	Name of field/area where RA to be deployed	Requirements
1.	Telecom Security (TS)	<ul style="list-style-type: none">• Minimum one year experience in the field of Cyber Security/Information Security• The candidate should be certified by <u>GIAC/ISCII/ISASCA/CWNP/CEH or any other equivalent security certification</u>
2.	Internet of Things (IoT)	<ul style="list-style-type: none">• Having experience of working M2M/IoT related technologies
3.	Mobile Technologies (MT)	<ul style="list-style-type: none">• Having experience in Mobile Technologies related to 5G/5Gi, 6G, Open RAN and new/emerging wireless technologies
4.	Cloud Technologies	<ul style="list-style-type: none">• Experience in Cloud Technology and Associated Components and Cloud Security
5.	Transmission (Tx)	<ul style="list-style-type: none">• Having expertise in Transmission technologies
6.	Hardware Evaluation	<ul style="list-style-type: none">• Having expertise in AI/ML
7.	CoE related work	<ul style="list-style-type: none">• Having experience of working in telecom security management related areas