

Government of India
Ministry of Communications
Department of Telecommunications
Telecommunication Engineering Centre
K. L. Bhawan, Janpath, New Delhi - 110001

-NOTIFICATION-

No. : 1-13/2022-Pers./TEC

Dated: 22.09.2023

Subject: - Engagement of Research Associate as per 'TEC Research Associate Scheme'

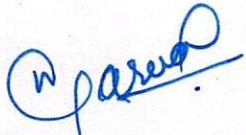
Telecommunication Engineering Centre, Department of Telecommunications, New Delhi intends to engage 10 Research Associate under its 'TEC Research Associates (RAs) Scheme' for which applications are invited from eligible candidates/ students from the recognised universities/colleges in India as below: -

S. no.	Name of field/area	No. of RA required	Location
1.	Fixed Access (FA)	01	New Delhi
2.	Future Network (FN)	01	"
3.	Information Technology (IT)	01	"
4.	Internet of Things (IoT)	02	"
5.	Next Generation Network (NGN)	01	"
6.	Standardization (SD)	01	"
7.	Telecom Security (TS)	01	"
8.	Quantum Technology (QT)	01	"
9.	Conformity Assessment(CA)	01	"

2. The term and conditions of the engagement as stipulated in "TEC Research Associates (RAs) Scheme" issued vide OM No. 1-13/2022-Pers./TEC dated 22.09.2023 (**Enclosure - A**) shall be applicable. The specific areas with expected outcome for the above are given in **Annexure-V of the Scheme**.
3. The period of engagement will be initially for a period of one year which can be extended another one year based on the recommendation of PAC (Performance Appraisal Committee) and approval of the competent authority on output/outcome.

4. A consolidated amount of Rs. 50,000/- per month on pro rata basis, all- inclusive, will be paid to RA. There shall be an increase of Rs. 5,000/- in second year, if extended, subject to satisfactory performance.
5. RA will be required to have their own laptops. TEC shall provide them working space, workplace Internet facility and other necessities as deemed fit by the concerned Head of Division
6. The willing and eligible applicant may send their duly filled application in the prescribed Proforma (**Annexure-I of Scheme**) along with other required documents by post or submit personally to the Assistant Director General (Pers.), Telecommunication Engineering Centre, K. L. Bhawan, Janpath, New Delhi-110001 on or before 06.11.2023 (last date). Delayed / incomplete applications will be rejected summarily. Applicant must ensure to mention the name of field/area, for which applying, on top of prescribed Proforma.
7. List/panel of shortlisted candidates will be hosted on TEC Website and offer letters, as per actual requirement, will be sent to selected candidates through e-mail.
8. Selected candidates shall execute a 'Contract Bond' and a 'Non-Disclosure Agreement' on non-judicial stamp paper of Rs.100/- as per **Annexure-IV** and **Annexure-VI** of scheme.
9. For more details visit the website www.tec.gov.in or www.dot.gov.in.
10. In case of any query, mail be dropped at adet-estt-tec-dot@gov.in.

Encl: Enclosure A


(Harish Agarwal)
Director (Pers. & Estt.)
TEC, New Delhi
Tel: 011-23325119

Copy to:

- 1) Sr. PPS to Member (S), New Delhi
- 2) DDG (Estt.), DoT HQ, New Delhi
- 3) DDG(IT)/TEC/DoT for publishing on the TEC/DoT Website.



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Government of India
Ministry of Communications
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TELECOMMUNICATION ENGINEERING CENTRE
Khurshid Lal Bhawan, Janpath, New Delhi – 110001

No. 1-13/2022-Pers./TEC

Dated:22.09.2023

TEC Research Associates (RAs) Scheme

1.0 Objective:

- 1.1 Telecommunication Engineering Centre (TEC) is a National Standards Body under Department of Telecommunications (DoT), involved in formulation of Standards, Technical Regulations, Fundamental Technical Plans, specifications & common standards for telecommunication and related ICT equipment, services, systems & interoperability. It also interacts with multilateral agencies like ITU, APT and ETSI and other national/ international standardization bodies. It develops expertise to imbibe latest technologies and provides technical support/ policy inputs to DOT and technical advice to TRAI & TDSAT etc. To strengthen the standardization ecosystem in India, TEC is establishing various advanced test & certifications laboratories. TEC is also a Designating Authority (DA) for Conformity Assessment Bodies (CABs) and Certification Bodies (CBs) for telecom sector in India. The technical work at TEC Headquarters is divided among various Divisions such as Mobile, Radio, Information Technology, Internet of Things, Smart Network, Next Generation Switching, Transmission, Fixed Access, Future Networks, Telecom Certification, Standardization etc. Besides its headquarters in New Delhi, there are regional offices for Northern, Eastern, Western and Southern Regions located at New Delhi, Kolkata, Mumbai and Bengaluru respectively. For more details, visit the TEC website www.tec.gov.in.

1.2 In order to study, formulate, operationalize and have assessment of various standards/ programmes/ projects/ policies etc. and to engage effectively in emerging ICT areas such as Artificial Intelligence, Big Data, Cyber & Network Security, Internet of Things, 5G etc., TEC requires to attract young talent from the field of ICT, therefore it intends to engage Research Associates (RAs) on contract basis.

1.3 It will allow young persons to be associated with the TEC work for mutual benefit. It will enable TEC to interact with young scholars and to get fresh ideas and study/ research support. Simultaneously, it will provide an opportunity to young scholars to contribute in the TEC work and have an insight into the working of the TEC/ Government.

2. Eligibility Conditions:

2.1 Essential Qualification: Bachelor Degree course in Electronics/ Communications/ Telecommunications/ Information Technology/ Computers/ Electrical Engineering or related discipline with minimum 70% marks.

2.2 Desirable Qualification: Preference/weightage will be given to following qualifications as per details given in **Annexure-II**.

i. Post-Graduation/ Master Degree course in Engineering, in Electronics/ Communications/ Telecommunications/ Information Technology/ Computers or related discipline with minimum 70% marks.

ii. (a) Work experience of one year or more in the relevant field as defined in **Annexure-VII**.

OR

(b) Successful Internship certificate of six months or more with TEC.

2.3 Age limit: - Candidates should be below 28 years of age as on 1st July of the year of advertisement.

3. **How to apply:** Interested and eligible candidates may submit their applications along with their CVs, areas of work interest in the prescribed application form (Attached at **Annexure-I**) accompanied by the self-attested copies of the academic

and experience certificate/testimonials, to designated office of TEC, in response to advertisement/ notification from TEC.

4. Selection:

4.1 A Selection Committee will be constituted with the approval of Head of TEC, comprising of three members (One DDG & one Director from TEC and One DDG/ Director from NTIPRIT/ DoT.

4.2 Details of selection process is given at **Annexure-II**.

4.3 TEC reserves the right to fill up any or all positions and select candidates in any suitable position depending upon the qualification and experience required for the said position.

4.4 Research Associateship is neither a job nor an assurance of a job with the TEC. Selected candidate has to enter into a contract with TEC.

4.5 Selected candidates shall execute a Contract Bond and a Non-Disclosure Agreement on non-judicial stamp paper of Rs.100/- as per **Annexure-IV & Annexure-VI**.

5. **Training:** RAs would be provided orientation training of 1-2 weeks for acquiring work related knowledge/ skills.

6. Work Description & Responsibilities:

6.1 The RAs will be primarily engaged for in-depth study, formulation, operationalization and assessment of various standards/ programmes/ projects/ policies etc. related to emerging ICT areas such as Artificial Intelligence, Big Data, 5G, Internet of Things, Smart Networks, Cloud Computing, Cyber & Network Security, new developments in the fields of Mobile Technologies, Satellite Communications, EMI/EMC, EMF exposure management, Green Telecom & Sustainable Development Goals etc. They will also be associated in preparation of contributions for various international standardization organizations such as International Telecommunication Union (ITU) Study Groups, APT, IEEE, IEC etc.

Further, they will also be engaged in various works emerging from new National Digital Communication Policy (NDCP) - 2018.

- 6.2 The RA would be attached with one of the Divisions of the TEC and required to provide high quality work. Depending on the requirements of TEC and candidate's personal skills, RAs can be rotated to other divisions within TEC.
- 6.3 The work of RAs will be monitored regularly. The attendance record and the details of work supervision shall be maintained by the Divisions/Units in TEC.
7. **Place of Posting:** The place of posting will be TEC Headquarter at Khurshid Lal Bhawan, Janpath, New Delhi.
8. **Remuneration:**
- 8.1 A consolidated amount of Rs. 50,000/- per month on pro rata basis, all-inclusive, will be paid to every RA. There shall be an annual increase of Rs. 5,000/- subject to satisfactory performance.
9. **Leave:** Leave of 8 days shall be allowed in a year on pro-rata basis.
10. **TA/DA:**
- 10.1 RAs will be allowed to undertake domestic tours for which TA will be allowed for travelling by Air in Economy class or by Rail in AC Two Tier.
- 10.2 Reimbursement for Hotel accommodation of up to Rs. 750/- per day; reimbursement of taxi charges of up to Rs. 200 per diem for travel within the city and payment of daily allowance of Rs. 500/- per day to meet the other expenses.
11. **Performance Report Form:** Performance appraisal of RAs would be undertaken on quarterly basis, reckoned from the month of joining, through a Performance Report Form (PRF) as prescribed at **Annexure-III**. In order to bring objectivity, initial assessment would be done by the reporting officer and reviewed by the Head of the Division. The Division shall forward the PRF to Personnel Division within one week after the completion of every three-month period. Thereafter, the assessment report for each RA will be examined/ reviewed by the competent authority. After that, the PRF will be communicated to concerned RA by Personnel Division.

12. **Period of Engagement:** Initially for a period of 1 year, (can be extended another one year on the recommendations of Performance Appraisal Committee and approval of the competent authority based on the output/outcome). In case a person leaves before completion of one year, he/she will not get any work certificate.
13. **Performance Appraisal Committee (PAC):** Performance Appraisal Committee will be chaired by Deputy Director General of the concerned Division and will comprise of two more officers, one from respective division and one from other division of TEC. PAC will appraise the work and performance of the RA at least one month prior to completion of term, for extension of the term to the second year. The PAC will devise its own procedures based on Performance Appraisal Form of the RAs. Thereafter, the report of PAC will reviewed by the competent authority.
14. **General conditions:**
- 14.1 The RAs will be under the administrative control of the concerned Head of the Division.
- 14.2 The RAs shall follow the rules and regulations of the TEC that are in general applicable to employees of the TEC. RAs are required to adhere to the administrative, financial and disciplinary regulations of TEC/ DoT/ Government. Regular attendance of the RAs will be ensured by the supervisor/controlling officer in the concerned Division by keeping an attendance register.
- 14.3 The RAs shall not reveal to any person or organization confidential information pertaining to TEC/DoT, its work and its policies.
- 14.4 The RAs may be deputed by the Division to attend symposia/seminars/conferences/workshop etc., in India.
- 14.5 RAs may, with the prior permission of the TEC, present their work to academic bodies and at seminars and conferences. However, even for this purpose information that is confidential to the TEC cannot be revealed under any circumstances.

- 14.6 Any papers and documents written and/or published by the RA should carry the caveat that the views presented are the personal views of the RA and do not represent or reflect the views of the TEC.
- 14.7 RA will follow the advice given to them by the TEC regarding representations to third parties.
- 14.8 In general, a RA may not interact with or represent the TEC vis-à-vis third parties. However, some RAs may specifically be authorized to interact with third parties on behalf of the TEC depending on the nature of their work areas.
- 14.9 No RA shall interact with or represent the TEC to the media (print and/or electronic) including social media and personal facebook/ twitter handles etc.
- 14.10 RAs will conduct themselves professionally in their relationship with the TEC and the public in general.
- 14.11 Any work done for TEC by the RA during the period of engagement will be the sole property of the TEC and TEC reserves the right to use any such work for its own purpose. The RA is barred from claiming intellectual property rights on the work done in TEC during the period of engagement.
- 14.12 The RAs are to work on a full time basis. Therefore, simultaneous employment with or without remuneration elsewhere is not permitted.
- 14.13 The positions are purely contractual and RAs shall have no legal right to claim his/her regularization/ appointment by absorption or otherwise against any regular posts in TEC/ DoT/ Government or any further contractual engagement on termination of engagement. The engagement with TEC is purely contractual, time-bound and non-regular. The engagement of the incumbent shall stand terminated automatically on completion of tenure.
- 14.14 The RAs shall settle their claims within one year.

15. Disengagement:

- 15.1 The TEC reserves the right to disengage any RA at any point of time without assigning any reason.
- 15.2 Research Associate will not be allowed to disengage within first year. If RA wishes to disengage in first year then the conditions of Contract Bond shall be applicable. After completion of one year, one-month notice must be given to TEC. Notice period may be waived by the Head of TEC at his own discretion.
- 15.3 Upon disengagement, the RA must hand over to the TEC, any papers, equipment or other assets which might have been given to the RA by the TEC in course of his work with the TEC. This will include any badges or ID Cards which may have been issued to the RA.
- 15.4 If it comes to the notice of the TEC that the RA who has been disengaged by the TEC continues to act in a manner which gives an impression that he is still engaged for the TEC, the TEC shall be free to take appropriate legal action against such RA.

16.0 Number of Research Associates:

- 16.1 TEC will assess the requirement of the RAs periodically preferably in the first quarter of calendar year. Present requirement is given at **Annexure-V**.
- 16.2 Engagement of RAs will be done normally once in a calendar year in synchronization with academic calendar of educational institutes.
- 16.3 The total number of RAs engaged at a time in TEC shall not normally exceed an average of 2 RAs per Division.
- 17.0 Scheme Review:** TEC reserves the right to review the scheme at any time. The Scheme so reviewed will be placed on the website of TEC.
- 18.0 Power to remove difficulties:** Head of TEC or his appointed/ nominated representative shall have the power to remove any difficulty in the way of the implementation of this scheme.

