



Advt. No. 154

DEFENCE RESEARCH AND DEVELOPMENT ORGANISATION (DRDO)  
RECRUITMENT & ASSESSMENT CENTRE (RAC)  
LUCKNOW ROAD, TIMARPUR, DELHI – 110054

**RECRUITMENT OF PROJECT SCIENTISTS ON CONTRACTUAL BASIS FOR DRDO, HYDERABAD**



Closing date: 01<sup>st</sup> April 2025 (1600 hrs)

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 defence of the nation. DRDO invites applications from highly qualified and competent technologists for tenure-based engagement, purely on contractual basis, as Project Scientists for Programme of DRDO. Initially the contract will be till 18<sup>th</sup> April 2027 which may be extended depending upon the performance of the Project Scientist and if the requirement exists.

RAC invites online recruitment applications through RAC website (<https://rac.gov.in>) for the following posts of Project Scientists in DRDO:

**Project Scientist 'F' (Consolidated Pay per month (Rs.) : 2,20,717/- ) – 01 Vacancy**

Item No.	No. of Vacancies	Subject/ Discipline	Qualifications & Experience
1	01	Computer Science & Engineering* #	<p><b>Qualification:</b></p> <p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>At least First Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent.</li> <li>Minimum 10 years of working experience in the design and development of application software with scripting languages like Python, Perl / Bash, Programming languages C / C++.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>Master's degree in relevant discipline.</li> <li>Minimum 3 years experience in Project Management.</li> <li>Design and development of application software for airborne / space systems.</li> <li>Experience in handling Networking Infrastructure / Interfacing of Encryptors.</li> </ol>

**Project Scientist 'D' (Consolidated Pay per month (Rs.) : 1,24,612/- ) – 10 Vacancies**

Item No.	No. of Vacancies	Subject/ Discipline	Qualifications & Experience
2	10	Electronics & Communication Engineering #	<p><b>Qualification:</b></p> <p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>At least First Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent.</li> <li>Minimum 5 years of working experience in the design, development &amp; Testing of Electronics/ RF System/ sub systems.</li> <li>Experience in handling test &amp; measurement equipment like signal generators, Spectrum Analyzers &amp; Network Analyzers.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>Master's degree in relevant discipline.</li> <li>Experience in small satellite subsystems design, integration, Testing.</li> <li>Experience in project Management</li> <li>Good knowledge &amp; experience in the development of signal processing algorithms using MATLAB/SIMULINK</li> </ol>

**Project Scientist 'C' (Consolidated Pay per month (Rs.) : 1,08,073/- ) – 07 Vacancies**

Item No.	No. Of Vacancies	Subject / Discipline	Qualifications & Experience
3	07	Electronics & Communication Engineering #	<p><b>Qualification:</b></p> <p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>At least First Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent.</li> <li>Minimum 3 Years of working experience<sup>3</sup> in the design, development &amp; Testing of Electronics/ RF System/ sub systems.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>Experience in handling test &amp; measurement equipment like signal generators, Spectrum Analyzers &amp; Network Analyzers.</li> <li>Design, Development assembly, integration and testing digital/ RF/ communication systems.</li> <li>Proficiency in Matlab /Simulink programming.</li> </ol>

**Project Scientist 'B' (Consolidated Pay per month (Rs.) : 90,789/- ) – 02 Vacancies**

Item No.	No. of Vacancies	Subject/ Discipline	Qualifications & Experience
4	02 ( UR-01 SC-01 )	Electronics & Communication Engineering #	<p><b>Qualification:</b></p> <p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>At least First Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>Valid GATE Score.</li> </ol>

(\* ) Marked posts are the ones in which candidates from all Divyang / PwD categories(except Visually Impaired) can apply. Remaining posts are the ones in which candidates from specific categories of Divyang/ PwD candidates viz., Acid Attack Victims and Dwarfism only can apply.

(#) Equivalent acceptable subjects are provided in the table below for your reference.

Subject / Discipline	Equivalent acceptable subjects of Essential Qualification
<b>Electronics &amp; Communication Engineering</b>	<ol style="list-style-type: none"> <li>Applied Electronics &amp; Instrumentation Engineering</li> <li>Electrical &amp; Electronics Engineering</li> <li>Electrical Engineering</li> <li>Electrical with Communication Engineering</li> <li>Electronics &amp; Communication Engineering(Avionics)</li> <li>Electronics &amp; Communication System Engineering</li> <li>Electronics &amp; Computer Engineering</li> <li>Electronics &amp; Control Engineering</li> <li>Electronics &amp; Instrumentation Engineering</li> <li>Electronics &amp; Telematics Engineering</li> <li>Electronics and Electrical Communication Engineering</li> <li>Industrial Electronics Engineering</li> <li>Radio Physics &amp; Electronics</li> <li>TeleCommunication and Information Tech</li> <li>Tele Communication Engineering</li> <li>Electronics Engineering</li> <li>Electronics &amp; Tele-Communication Engineering</li> <li>Any other relevant discipline with qualifying degree which mentions 'Electronics' as the main discipline</li> </ol>
<b>Computer Science &amp; Engineering</b>	<ol style="list-style-type: none"> <li>Computer &amp; Communication Engineering</li> <li>Computer Networking</li> <li>Computer Science &amp; Automation Engineering / Technology</li> <li>Information Technology</li> <li>Computer Science and Engineering/ Technology</li> <li>Computer Science &amp; System Engineering</li> <li>Computer Science/Engineering &amp; Info Tech</li> <li>Computer Science / Engineering / Technology</li> <li>Computer Science/Technology &amp; Informatics Engineering/Tech</li> <li>Information Science &amp; Engineering / Technology</li> <li>Software Engineering / Technology</li> <li>Information Technology &amp; Mathematical Innovations</li> <li>Any other relevant discipline with qualifying degree which mentions 'Computer Science' as the main discipline</li> </ol>

## ONLINE SUBMISSION OF APPLICATION

As described above for different posts, the applicants should ensure that they satisfy the eligibility criteria (in respect of age, essential qualification, experience) as on the closing date of advertisement i.e **01<sup>st</sup> April 2025 (1600 hrs)**. **Date for determining the eligibility of all candidates in every respect shall be the prescribed Closing Date.**

- a) Candidates are required to first register online at the RAC website (<https://rac.gov.in>) before closing date to avoid last minute network congestion.
- b) On successful registration, the candidates may apply/ fill the application form online **separately for each post**.
- c) Applicants are advised **not to change their registered mobile number or Email** as vital information regarding their shortlisting/selection status will be intimated through Email / SMS.
- d) The applicants are advised to fill in/ upload documents for all their particulars carefully in the online application. **No correction in the data/application will be allowed and no document will be accepted once their application is finally submitted / locked.**
- e) **Candidates are advised to keep visiting RAC website (<https://rac.gov.in>) for their eligibility status upon their login.**
- f) Dispute, if any, will be subject to the Courts/Tribunals having jurisdiction over Delhi only.
- g) Candidates will have to produce all certificates, in original, for verification at the time of interview, if and when called for.
- h) Candidates are also advised to retain a printout /copy of the online application (pdf format) after submission.
- i) **Incomplete applications will be summarily rejected.**

## Eligibility For Recruitment To Posts

### 1. Academic Requirements

- 1.1. Candidates should be in possession of First Class degree in Engg/Technology certificate awarded by a recognised University or equivalent.
- 1.2. Candidates should possess the prescribed experience in the relevant field as mentioned under the column "**Qualifications & Experience**" **and must have documentary proof for establishing the fact.**

**Weightage for higher qualification will be given based on the following conditions:**

- a) Weightage for higher qualification is equated to research experience and is given as :
  - i. Post Graduate Qualification in Engineering: **2 years of weightage.**
  - ii. Doctorate Degree in Engineering: **4 years of weightage.**

**Note : Dissertation of ME/M.Tech or Project/ Dissertation/ Thesis in case of Doctorate Degree in Engineering must be in the field relevant to the required area of experience for the given post.**

- b) In case of candidate(s) possessing both (i) & (ii) above, weightage of higher degree only will be given subject to the note above.
- c) 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 ME/M.Tech degree, weightage of one year only will be given for experience subject to the note above. However, in ADA Bengaluru, the designation of JRF/SRF has been re-designated to Project Assistant. Therefore, such Project Assistants (working at ADA only) will be eligible to get the benefit of weightage in experience.
- d) **The period of study should not overlap with work experience.**

**(HOWEVER, THE WEIGHTAGE IS NOT AUTOMATIC. IT WILL DEPEND ON THE RELEVANCE OF THE HIGHER QUALIFICATION AND RESEARCH CARRIED OUT BY THE CANDIDATE RELEVANT TO DRDO).**

### 2. Age Limit For Candidates (as on closing date of advertisement)

- i. For Project Scientist 'F' : not exceeding 55 years.
- ii. For Project Scientist 'D' : not exceeding 45 years.
- iii. For Project Scientist 'C' : not exceeding 40 years.
- iv. For Project Scientist 'B' : not exceeding 35 years.

**Relaxation in upper age limit (as per Govt. Rules) :**

- i. Upto 10 years for Divyang/PwD candidates
- ii. The upper age limit is relaxable up to 5 years for serving **Civilian Central Govt. Employees on regular basis.**
- iii. The upper age limit is relaxable for Ex-servicemen including Ex SSCOs/ECOs as per rules in vogue.
- iv. Age relaxation as per Govt. of India Rules for reserved categories is allowed for those posts only wherever category reservation is applicable. Accordingly, age relaxation against reserved category is applicable to Item No. 4 (Project Scientist-B post) only.

**Note : Maximum age shall not exceed 56 years including any of the age relaxation mentioned above**

### 3. Nationality

Only Indian Nationals can apply.

#### 4. Work Experience

- 4.1. The required experience will be counted only after the date on which the essential qualification has been acquired.
- 4.2. All experience certificates/documents/promotion orders indicating length and nature of experience for each employment record should be uploaded.
- 4.3. For all posts, candidates should have attained the current experience level at one level below the post applied for before the closing date of the advertisement. **Any experience below the Pay Level-8 as per 7th CPC or equivalent will not be considered.**
- 4.4. Candidates who have worked or are currently working in Private Sector must submit proof of Pay drawn/Cost to Company (CTC) /CTC revision document/Form 16A during the period claimed as experience for the post. While determining the suitable level of experience, the Pay drawn /CTC/Form 16A will only be the sole criteria.  
**For details regarding Suitable level or Pay equivalence, please visit RAC (rac.gov.in) website and check 'Pay Equivalence Criteria'.**
- 4.5. The period of experience rendered by a candidate on part time basis, daily wages, trainee or as a Visiting/Guest Faculty, Technical Assistant, Teaching Assistant, Research Assistant, Project Assistant (except for ADA) etc. will not be counted while calculating the suitable experience.
- 4.6. Experience certificates/proofs should contain name of individual, designation, salary drawn, date of joining with CTC/leaving and areas of work.
- 4.7. Candidates should upload all experience certificates, salary slips, promotion orders or proofs related to change in designation/pay scales/ctc revision etc. **The length of experience i.e. date of joining alongwith Pay Scale/CTC and end date of each employment record should be available to verify the period of suitable experience.**
- 4.8. The experience certificate/proof issued by Admin/ HR Head / Director / Principal / Dean / Registrar / Competent Authority of the Institution will only be acceptable. The experience certificates issued by Group/Division Head/ Project Head/ Professor or Head of department etc. will not be accepted.
- 4.9. Experience certificates related to Fellowships must be issued by the aforesaid competent authority.

#### 5. Cadre Controlling Authority (CCA) Declaration & Acknowledgement:

- 5.1. All serving candidates (whether in permanent or temporary capacity) working in Government or in Government owned organizations (PSU/Joint venture, Government promoted societies and Government / Non-Government companies / Agencies / Entities where Government or Government promoted companies/ Agencies/Entities have a combined controlling stake of 50% or more) **need to upload a signed declaration at the time of online submission of application** (as per format given on the website), undertaking that they have informed in writing to their **Cadre Controlling Authority (CCA)** about their application for the post in RAC, DRDO **failing which their candidature will be rejected. In case of any objection over application, the employer may directly communicate with RAC (email: [lateral1.recruitment@gov.in](mailto:lateral1.recruitment@gov.in)) regarding objection within 15 days of the closing date of online registration.**
- 5.2. These candidates will be required to produce the proof (in original) of their communication with their employer i.e. THE INTIMATION TO THE EMPLOYER AND THE ACKNOWLEDGEMENT RECEIVED FROM EMPLOYER regarding their application for the desired post at the time of interview (if called for) failing which, their candidatures will be treated as cancelled.
- 5.3. Such Candidates shall ensure that the intimation will be made to the employer in the prescribed format only (available upon RAC website) else the intimation in any other format will not be considered.
- 5.4. Such Candidates should note that in case a communication from the employer is received by RAC withholding the permission to the candidate applying for the post, their candidature will be liable for cancellation.

#### 6. Application Fee & Mode Of Payment

General, OBC and EWS male candidates are required to pay a non-refundable non-transferable application fee of Rs. 100/- (Rs. One Hundred only) payable online only. **There is no application fee for SC/ST/Divyang and Women candidates.**

#### 7. Screening/ Shortlisting

- 7.1. **Administrative Screening** will be carried out for verification of identity, age, essential & higher qualifications and length of suitable experience at initial stage
- 7.2. For all Administratively Eligible applications, **Technical Screening** (may be at two levels, if required) will be carried out for verification of suitability of experience possessed by the candidates with the experience advertised against each vacancy. Technically screened applications (**Biodata based Technical Screening at Level-1**) will be shortlisted for further selection process in the **Predefined Ratio\*** by adopting any one or more of the following methods:
- On the basis of educational qualifications and / experience
  - Relevance of suitable experience
  - On the basis of Desirable Qualification
  - By holding a Technical Screening Committee Meeting including Technical Experts from Industry/ Academia/ DRDO
- 7.3. Subsequent to technical screening at Level-1, in case the no. of candidates shortlisted for Final Personal Interview in accordance to any of above mentioned methods is large, then further shortlisting may be carried out by conducting **Technical Screening at Level-2 i.e. Preliminary Online Interview** of short duration (10-15 minutes). The number of candidates to be shortlisted for Preliminary Online Interview is as under (subject to their availability):

(i)	For one Post	Upto 24 candidates only
(ii)	For 2-3 posts	Upto 48 Candidates only
(iii)	For 4-6 posts	Upto 72 Candidates only
(iv)	For 7-9 posts	Upto 96 Candidates only
(iv)	For 10 posts and above	Upto 100 Candidates or above (10 times of the number of posts )

**\* Predefined Ratio for candidates to be called for Preliminary Online Interview (if applicable)**

7.4. Based upon the performance in the Preliminary Online Interview, candidates will be shortlisted for the Final Personal Interview in the following **Predefined ratio\*\*** subject to their availability:

(i)	For one Post	Upto 12 candidates only
(ii)	For 2-3 posts	Upto 24 Candidates only
(iii)	For 4-6 posts	Upto 36 Candidates only
(iv)	For 7-9 posts	Upto 48 Candidates only
(iv)	For 10 posts and above	Upto 50 Candidates or above ( 5 times of the number of posts )

**\*\*Predefined Ratio for candidates to be called for Final Personal Interview**

7.5. The following is hereby informed:

- In case, the administrative screening at initial stage does not result in sufficient no. of eligible candidates (i.e. min. of 05 candidates against one vacancy), then the subsequent selection process for said vacancy may be cancelled.
- In case, the technical screening (at Level-1 or at Level-2) does not result in sufficient number of candidates (i.e. min. of 05 candidates against one vacancy), then the subsequent selection process for said vacancy may be cancelled.

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

## 8. Selection Process

- 8.1. The final selection of candidates will be purely on the basis of merit of marks scored by a candidate in the final personal interview only. **The minimum qualifying marks required by the candidate in the personal interview for consideration for selection are 70% for all Unreserved vacancies and 60% for all reserved vacancies.**
- 8.2. All decisions in all matters relating to eligibility, acceptance or rejection of application shall be final and no enquiry or correspondence will be entertained in this connection from any individual or his/her agency.

## 9. Liability To Serve

As per the Central Government Rules, selected candidates will have the liability to serve anywhere in India including remote/ field area locations.

## 10. Closing Date

Online submission will remain available on RAC website till **01<sup>st</sup> April 2025 (1600 hrs)**.

## 11. Check List ( Important Documents To Be Uploaded)

**Please ensure that:**

The maximum file size of each document/certificate to be uploaded should not exceed 500 KB and **DOCUMENTS MUST BE LEGIBLE/ READABLE AND NOT PASSWORD PROTECTED.**

- 11.1. **Date of Birth (DOB) proof:** Self attested Matriculation certificate/High School certificate/Birth Certificate issued by appropriate Local Authority etc. Ensure that DOB proof mentions birth date.
- 11.2. **A recent passport size colour photograph** (size not exceeding 30 KB).
- 11.3. Scanned sample of candidate's **signature**(size not exceeding 30 KB).
- 11.4. Self-attested degree certificates/testimonials regarding **Essential qualification** and Higher qualification along with mark-sheets.
- 11.5. Fellowship proofs mentioning the start date and end date of fellowship.
- 11.6. Duly **signed CCA declaration** (if applicable).
- 11.7. In case of mismatch in candidate name and/or parent(s) name(s) as mentioned in the application form with any of the documents/certificates being uploaded, the relevant notarized affidavit in support shall essentially be uploaded.
- 11.8. If any document/certificate furnished is in a language other than English or Hindi, a notarized transcript of the same has been uploaded.
- 11.9. Candidates should attach **all experience certificates** (with the start and end date) and salary Proofs[Appointment letter(with pay scale or ctc), Promotion letters(with revised scales or ctc), Form 16A and Salary slips(start and end)] as proof of pay drawn for the each employment/experience claimed. Passbook entries, Bank Account statements etc. will not be considered as salary proofs.
- 11.10. The period of experience claimed [like date of joining /date of leaving/current job status/] should be easily verifiable from experience certificates/documents uploaded.
- 11.11. **The experience certificate has been issued by competent authority** like Admin/ HR Head / Director / Principal / Dean / Registrar/Head of the Organisation only.
- 11.12. Upload requisite caste/ disability certificate, in case you belong to SC/ST/ Divyang category.
- 11.13. Upload Release certificate in case you are a retired Armed Forces personnel. In case age relaxation is being sought then the candidate must ensure that the age relaxation under Ex-serviceman category has not been claimed previously and relevant proof is required to be uploaded for the same.
- 11.14. **Fee** has been paid, if you belong to UR/OBC/EWS Category (except Women candidates).
- 11.15. Retained a printout of the finally submitted online application.

## 12. CAUTION

Misrepresentation or falsification of facts/information detected at any stage of the selection process or instances of misconduct/misbehaviour at any stage during selection process shall result in cancellation of candidature without any notice and no correspondence in this regard shall be entertained. Please note that RAC does not request for any payment at any stage of recruitment process except the application fee as applicable (para-5). Candidates may note that no such demand, if any, should be entertained and the matter may be brought to the notice of the Chairman RAC by e-mail at: [chairman.rac@gov.in](mailto:chairman.rac@gov.in) or by post to The Chairman RAC, DRDO, Lucknow Road, Timarpur, Delhi-110054. The identity of the candidate will be kept confidential.

### 13. Contact Details

- For all queries related to applying online for this advertisement, please contact phone no. 011-23812955 or email at [lateral1.recruitment@gov.in](mailto:lateral1.recruitment@gov.in)
- For any other queries related to this advertisement, please contact PRO at 011-23830599 / 23889529 or email at [lateral1.recruitment@gov.in](mailto:lateral1.recruitment@gov.in)

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