



Advt. No. 152

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

RECRUITMENT OF SCIENTISTS IN DRDO



Closing date of Advertisement: 09 May 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 employs highly qualified and competent Scientists and Technologists in Group 'A' Technical Service known as Defence Research & Development Service (DRDS).

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

Scientist 'F' (Basic Pay: Rs. 1,31,100/- , Level 13A as per 7th CPC) – 01 Vacancy

Item No.	No. of Vacancies (Lab/Estt)	Subject/ Discipline	Qualifications & Experience	Equivalent acceptable subjects of Essential Qualification
1	01	Naval Architecture / Marine / Civil Engineering *	Qualification: Essential: (i) At least First class Bachelor's Degree in Engineering or Technology in Naval Architecture / Marine / Civil Engineering from a recognized university or equivalent. (ii) Minimum 13 years' experience in research or design or development or production of marine structures. Desirable: (i) PG Diploma in Naval Construction is preferred. (ii) Master's Degree in Engineering or Technology in Ocean Engineering / Naval Architecture / Metallurgy / Material Science / Corrosion Science. (iii) Experience of working in ship lift facility / docking facility. (iv) Post Doctoral / Doctorate Degree in Engineering or Master's Degree in Engineering or Technology or Management in relevant field. (v) Knowledge of German, French, Russian, Japanese or Chinese. (vi) Four years' experience in Research and Development Management to manage and coordinate science & technology related activities in the area of Project Management or Material Management or Resource Management or Organisational Development.	1. Naval Engg. 2. Naval Architecture 3. Naval Architecture & Ocean Engg. 4. Naval Architecture & Offshore Engg. 5. Naval Architecture & Marine Engg. 6. Naval Architecture and Shipbuilding 7. Marine Engineering 8. Oceanography Engg. 9. Civil Engineering 10. Civil & Structural Engg. 11. Civil & Environmental Engg. 12. Civil & Rural Engg. 13. Civil & Water Management Engg. 14. Civil & Infrastructure Engg. 15. Construction Engg. & Management 16. Any other relevant discipline with qualifying essential degree which mentions 'Naval' or 'Marine' or 'Civil' as the main discipline

Scientist 'E' (Basic Pay: Rs. 1,23,100/- , Level 13 as per 7th CPC) – 04 Vacancies

Item No.	No. of Vacancies	Subject/ Discipline	Qualifications & Experience	Equivalent acceptable subjects of Essential Qualification
2	01	Naval Architecture / Marine / Civil Engineering *	Qualification: Essential: (i) At least First class Bachelor's Degree in Engineering or Technology in Naval Architecture / Marine / Civil Engineering from a recognized university or equivalent. (ii) Minimum 10 years' experience in research or design or development or production in the field of construction/repair / modernization of marine vehicles. Desirable: (i) PG Diploma in Naval Construction is preferred. (ii) Knowledge of marine vehicles covering resistance, propulsion, manoeuvring and seakeeping (iii) Master's Degree in Engineering or Technology in the relevant field as mentioned in essential qualification. (iv) Knowledge of German, French, Russian, Japanese or Chinese.	1. Naval Engineering 2. Naval Architecture 3. Naval Architecture & Ocean Engg. 4. Naval Architecture & Offshore Engg. 5. Naval Architecture & Marine Engg. 6. Naval Architecture and Shipbuilding 7. Marine Engineering 8. Oceanography Engg. 9. Civil Engineering 10. Civil & Structural Engg. 11. Civil & Environmental Engg. 12. Civil & Rural Engg. 13. Civil & Water Management Engg. 14. Civil & Infrastructure Engg. 15. Construction Engg. & Management 16. Any other relevant discipline with qualifying essential degree which mentions 'Naval' or 'Marine' or 'Civil' as the main discipline

3	01	Electrical & Electronics / Electronics & Communication / Electronics & Instrumentation	Qualification: Essential: (i) First Class Bachelor's Degree in Engineering or Technology in Electrical & Electronics / Electronics & Communication / Electronics & Instrumentation Engineering from a recognized University or Equivalent. (ii) Minimum 10 years' practical experience in Research / Design / Development / Production in one or more of the following: a. Power Generation and Distribution in Airborne / Naval Platforms b. Navigation and Communication Systems of Airborne / Naval Platforms c. Operation of Net Centric Equipment of Airborne / Naval Platforms d. Operation of Avionics, Navigation and Communication of UAVs Desirable: (i) Master's Degree in the RF / VLSI / Microelectronics / Communication / Control Engineering. (ii) Doctorate Degree in Electrical / Electronics / Communication Engg. (iii) Min. 3 years of Management Experience in Research / Design / Development / Production (iv) Knowledge of German, French, Russian, Japanese or Chinese.	1. Electronics & Computer Engg 2. Electronics & Control Engg. 3. Electronics & Communication System Engg 4. Electronics & Telematics Engg 5. Industrial Electronics Engg 6. Tele Communication Engg 7. Telecommunication & Information Tech 8. Applied Electronics & Instrumentation Engg 9. Electronics & Electrical Communication Engg 10. Electrical with Communication Engg 11. Radio Physics & Electronics 12. Electronics & Communication Engg (Avionics) 13. Electrical Power System Engg 14. Electrical & Renewable Energy Engg 15. Power Engg 16. Power Electronics Engg 17. Electronic Instrumentation & Control Engg 18. Electrical & Instrumentation Engg 19. Electrical Instrumentation and control Engg 20. Power Electronics & Instrumentation Engg 21. Electronic Communication & Instrumentation Engg 22. Any other relevant discipline with qualifying degree which mentions 'Electronics' or 'Electrical' or 'Instrumentation' as the main discipline
4	01	Metallurgical Engineering / Material Science Engineering	Qualification: Essential: (i) First Class Bachelor's Degree in Engineering or Technology in Metallurgical Engineering/ Material Science Engineering from a recognized University or equivalent. (ii) Minimum 10 years' practical experience in Research / Design / Development / Production in one or more of the following: a. Aerospace or Aeronautical Materials b. Characterization of Ti, Al, Ni based alloys, Steel, Nano Materials, Magnetic Materials, Electronic Materials, Smart Materials etc c. Casting / Forging / Additive Manufacturing / Welding of Aerospace or Aeronautical Materials Desirable: (i) Master's Degree in Metallurgy Engg. /Material Science Engg. (ii) Doctorate Degree in the field of Metallurgy / Material Science Engg. (iii) Min 3 Years of Management Experience in Research / Design / Development / Production (iv) Knowledge of German, French, Russian, Japanese or Chinese.	1. Metallurgy & Material Tech 2. Metallurgical Engg. 3. Materials Engg. 4. Material Science Engg. 5. Material Science & Metallurgical Engg. 6. Any other relevant discipline with qualifying degree which mentions 'Material Engg.' or 'Material Science' or 'Metallurgy' as the main discipline

5	01	Chemical Engineering	Qualification: Essential: (i) First Class Bachelor's Degree in Engineering or Technology in Chemical Engineering from a recognized University or Equivalent. (ii) Minimum 10 years' practical experience in Research / Design / Development / Production in one or more of the following: - Evaluation / Quality Assurance / Testing of Explosives, Propellants and Devices - Applied Chemical and Polymer Technology - Chemical/Polymer/ Additive Manufacturing/stealth/Nano materials. - Quality Assurance or Quality control in Chemical/Polymer/Additive Manufacturing/Stealth/Nano materials. Desirable: (i) M. Tech / M.E in Chemical Engineering (ii) Doctorate Degree in the field of Chemical Engineering / Chemical Technology (iii) Minimum 3 Years' of Management Experience in Research / Design / Development / Production (iv) Knowledge of German, French, Russian, Japanese or Chinese.	- Chemical Engineering - Chemical Technology - Chemical Plant Engg. - Applied Chemical & Polymer Technology - Polymer Science & Chemical Technology - Chemical Science & Technology - Any other relevant discipline with qualifying essential degree which mentions 'Chemical ' as the main discipline
Scientist 'D' (Basic Pay: Rs. 78,800/- , Level 12 as per 7 th CPC) – 04 Vacancies				
Item No.	No. Of Vacancies	Subject/ Discipline	Qualifications & Experience	Equivalent acceptable subjects of Essential Qualification
6	01	Mechanical Engineering	Qualification: Essential: (i) At least First Class Bachelor's Degree in Engineering or Technology in Mechanical Engineering from a recognized university or equivalent. (ii) Minimum Seven Years' of experience in Design of new products, detailed design and engineering analysis, evolving of Technical specification, review of manufacturing drawings and liaising with fabricators, field engineering during installation and trials. Desirable: (i) Master's degree in Engineering or Technology in the relevant field as mentioned in essential qualification. (ii) Knowledge of German, French, Russian, Japanese or Chinese foreign language.	- Mechanical Engineering - Mechanical & Automation Engg. - Mechanical & Production Engg. - Any other relevant discipline with qualifying essential degree which mentions 'Mechanical' as the main discipline
7	01	Chemical Engineering	Qualification: Essential: (i) At least First Class Bachelor's Degree in Engineering or Technology in Chemical Engineering from a recognized university or equivalent. (ii) Minimum Seven Years' experience in experimental research, design & development of porous materials including carbonaceous materials for absorption technologies towards environmental application such as CO₂ and other pollutants capture/removal. Desirable: (i) Master's degree in Engineering or Technology in the relevant field as mentioned in essential qualification. (ii) Knowledge of German, French, Russian, Japanese or Chinese foreign language.	- Chemical Engineering - Chemical Technology - Chemical Plant Engg. - Applied Chemical & Polymer Technology - Polymer Science & Chemical Technology - Chemical Science & Technology - Any other relevant discipline with qualifying essential degree which mentions 'Chemical ' as the main discipline

8	01	Mechanical Engineering/ Aerospace / Aeronautical	Qualification: Essential: (i) First Class Bachelor's Degree in Engineering or Technology in Mechanical / Aerospace / Aeronautical Engineering from a recognized University or Equivalent. (ii) Minimum Seven Years' practical experience in Research / Design / Development / Production in relation to Aero Gas Turbine Engines and its systems, with experience in one or more of the following: a. Research or Design Activities. b. Knowledge in Manufacture, Repair and Overhaul. c. Knowledge in Life Extensions. d. Knowledge in Testing and trouble shooting. e. Knowledge in Casting, Forging, Machining, Mechanical Metallurgy etc. f. Knowledge in Quality Assurance. Desirable: (i) Master's Degree in Mechanical Engineering domain / Gas Turbine Engines / Aerospace Propulsion Systems. (ii) Doctorate Degree in Mechanical Engineering / Gas Turbine Engines / Propulsion Systems/Aeronautics (iii) Knowledge of German, French, Russian, Japanese or Chinese.	1. Aerospace Engineering 2. Aeronautical Engineering 3. Mechanical Engineering 4. Mechanical & Automation Engg. 5. Mechanical & Production Engg. 6. Aerospace Engg. (Avionics) 7. Any other relevant discipline with qualifying essential degree which mentions 'Mechanical' or 'Aerospace' or 'Aeronautical' as the main discipline
9	01	Mechanical / Aerospace / Aeronautical	Qualification: Essential: (i) First Class Bachelor's Degree in Engineering or Technology in Mechanical / Aerospace / Aeronautical Engineering from a recognized University or Equivalent. (ii) Minimum Seven years' practical experience in Research / Design / Development / Production in one or more of the following: a. Research or Design Activities of Airborne Systems b. Design & Development or Production of Aeromechanical Systems. c. Casting, Forging, Machining, Mechanical Metallurgy of Aeromechanical Systems. d. Quality Assurance of Aeromechanical systems. Desirable: (i) Master's Degree in Mechanical Engineering domain / Aerospace / Aeronautics. (ii) Doctorate Degree in Mechanical Engineering / Aeronautics (iii) Knowledge of German, French, Russian, Japanese or Chinese.	1. Aerospace Engineering 2. Aeronautical Engineering 3. Mechanical Engineering 4. Mechanical & Automation Engg. 5. Mechanical & Production Engg. 6. Aerospace Engg. (Avionics) 7. Any other relevant discipline with qualifying essential degree which mentions 'Mechanical' or 'Aerospace' or 'Aeronautical' as the main discipline
Scientist 'C' (Basic Pay: Rs. 67,700/- , Level 11 as per 7th CPC) – 12 Vacancies				
Item No.	No. of Vacancies	Subject/ Discipline	Qualifications & Experience	Equivalent acceptable subjects of Essential Qualification
10	02	Aerospace/ Aeronautical Engineering	Qualification: Essential: (i) At least First class Bachelor's Degree in Engineering or Technology in Aerospace/ Aeronautical Engineering from a recognized University or Equivalent. (ii) Minimum Three Years' practical experience in Aerodynamics towards Aircraft Configuration Design / Analysis / Development / Research Desirable: (i) Master's Degree in Engineering or Technology in Aerospace / Aeronautical Engineering (ii) Experience in CFD Tools / Wind Tunnel Testing / Aero data Generation / Aircraft Performance. (iii) Programming experience in C / MATLAB / PYTHON	1. Aerospace Engineering 2. Aeronautical Engineering 3. Aerospace Engg. (Avionics) 4. Any other relevant discipline with qualifying essential degree which mentions 'Aerospace' or 'Aeronautical' as the main discipline
11	02	Mechanical / Aerospace Engineering	Qualification: Essential: (i) At least First class Bachelor's Degree in Engineering or Technology in Mechanical / Aerospace Engineering from a recognized University or Equivalent. (ii) Minimum Three Years' research experience in Designing of Mechanical Systems / Propulsion Systems Desirable: (i) Master's Degree / Doctorate Degree in Mechanical Engineering / Aerospace Engineering (ii) Experience / Research work in Rocket propulsion / Combustion	1. Aerospace Engineering 2. Aeronautical Engineering 3. Mechanical Engineering 4. Mechanical & Automation Engg. 5. Mechanical & Production Engg. 6. Aerospace Engg. (Avionics) 7. Any other relevant discipline with qualifying essential degree which mentions 'Mechanical' or 'Aerospace' or 'Aeronautical' as the main discipline

12	01	Mechanical Engineering	Qualification: Essential: (i) At least First Class Bachelor's Degree in Engineering or Technology in Mechanical Engineering from a recognized university or equivalent. (ii) Minimum Three Years' practical experience in research or design or development in any two areas from the following: a) Design of Mechanical systems in the area of electro mechanical systems or towed underwater bodies or moored systems or electronic packaging b) Underwater structures c) Finite Element Structural analysis d) CFD analysis (thermal or hydrodynamics) Desirable: (i) Master's degree in Engineering or Technology in Mechanical Engineering (ii) Knowledge of German, French, Russian, Japanese or Chinese foreign language.	1. Mechanical Engineering 2. Mechanical & Automation Engg. 3. Mechanical & Production Engg. 4. Any other relevant discipline with qualifying essential degree which mentions 'Mechanical' as the main discipline
13	01	Electronics Engineering / Electronics & Tele-Communication Engineering / Electronics & Electrical Engineering / Instrumentation Engineering / Mechanical Engineering	Qualification: Essential: (i) At least First Class Bachelor's degree in Engineering or Technology in Electronics Engineering / Electronics & Tele-Communication Engineering / Electronics & Electrical Engineering / Instrumentation Engineering / Mechanical Engineering from a recognized university or equivalent. (ii) Minimum Three Years' experience in research or design or development or production in one or more of the following areas: a) Design and simulation of MEMS sensors b) Silicon based MEMS sensor fabrication technology c) MEMS sensors packaging and characterization Desirable: (i) Master's degree in Engineering or Technology in Microelectronics / VLSI/ Nanotechnology / Solid State technology / Sensor Systems Technology / Solid state materials (ii) Knowledge of German, French, Russian, Japanese or Chinese foreign language.	1. Electronics Engg. 2. Electronics & Computer Engg. 3. Electronics & Control Engg. 4. Electronics & Communication System Engg. 5. Electronics & Telematics Engg. 6. Industrial Electronics Engg. 7. Electronics & Tele-communication Engg. 8. Tele-Communication Engg. 9. Tele-communication & Information Tech 10. Electronics & Instrumentation Engg. 11. Applied Electronics & Instrumentation Engg. 12. Electronics & Electrical Communication Engg. 13. Electronics & Communication Engg. (Avionics) 14. Electrical with Communication Engg. 13. Radio Physics & Electronics 14. Electrical Engg. 15. Electrical & Electronics Engg. 16. Electrical Power System Engg. 17. Electrical & Renewable Energy Engg. 18. Power Engg. 19. Power Electronics Engg. 20. Instrumentation Engineering 21. Instrumentation & Control Engg. 22. Mechanical Engineering 23. Mechanical & Automation Engg. 24. Mechanical & Production Engg. 25. Any other relevant discipline with qualifying essential degree which mentions 'Electronics' or 'Electrical' or 'Instrumentation' or 'Mechanical' as the main discipline
14	02*	Nuclear Medicine	Qualification: Essential: (i) A medical qualification Included in the First Schedule or the Second Schedule or the Part II of the Third Schedule to the Indian Medical Council Act, 1956 (102 of 1956). Holders of medical qualifications included in Part II of the said Third Schedule should also fulfil the conditions specified in sub-section (3) of section 13 of the said Act. (ii) Required Post-Graduate Degree qualification in Nuclear Medicine (iii) Three years' practical and administrative experience in the required field of Nuclear Medicine	--

15	04	Electronics and Communication Engineering	Qualification: Essential: 1. First Class Bachelor's Degree in engineering or Technology in Electronics and Communication Engineering or equivalent from recognized university. 2. Minimum Three Years' experience in Research or design and Development Or Production a) In area of design, simulation using Microwave CAD tools (HFSS/ADS/Microwave office/ CST studio etc.), development, testing/characterization of Broadband RF circuits and Antennas (or) b) In area of design, simulation, analysis, testing & qualification, Integration and performance evaluation of Radar/Communication/EW Subsystem/System (or) c) In area of hardware and software design, algorithm development using MATLAB/C/C++, simulation, analysis, testing, Integration and performance evaluation of Signal Processing unit (or) d) In area of Embedded System Hardware/Software design and development using MATLAB/C/C++, Operating system/device drivers etc., (or) e) In area of FPGA based hardware and firmware development using VHDL/Verilog , VLSI/Chip design etc. Desirable: 1. Doctorate or Master's Degree in engineering or Technology in the Electronics and communication Engineering or equivalent discipline 2. Knowledge of German, French, Russian, Japanese or Chinese	1. Electronics Engg. 2. Electronics & Computer Engg. 3. Electronics & Control Engg. 4. Electronics & Communication Technology 5. Electronics & Communication Engg. (Industry Integrated) 6. Electronics & Communication System Engg. 7. Electronics & Communication Engg.(Microwaves) 8. Electronics & Communication Engg. (Sandwich) 9. Electronics & Communication Engg. (Radio & System) 10. Electronics & Instrumentation Engg. 11. Electronics & Tele- Communication Engg. 12. Electronics & Tele- Communication Technology(Electronic Radio) 13. Electronics & Telematics Engg. 14. Industrial Electronics Engg. 15. Tele Communication Engg. 16. Telecommunication & Information Tech 17. Applied Electronics & Instrumentation Engg. 18. Electronics & Electrical Communication Engg. 19. Electrical with Communication Engg. 20. Radio Physics & Electronics 21. Electrical Engg. 22. Electrical & Electronics Engg. 23. Electronics & Communication Engg. (Avionics) 24. Any other relevant discipline with qualifying degree which mentions 'Electronics' as the main discipline
----	----	---	--	--

(*) 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.

IMPORTANT INFORMATION:

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. **09 May 2025 (1600 hrs.)**. Candidates are required to first register online at the RAC website (<https://rac.gov.in>) for filling the online application form.

- a. On successful registration, the candidates may login and submit the online application before the closing date of the advertisement to avoid last minute network congestion.
- b. Candidates desirous of applying for more than one post must apply separately for each post. In such case, please mention the item no. (nos.) of all other posts where you have applied/intend to apply alongwith the order of preference for all Items in case of final selection against multiple Items.
- 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. After previewing the application along with uploaded certificates/documents, the application needs to be locked for submission. **Only locked/finalised applications in all respects shall be considered. 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 regular updates regarding 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

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) Post Graduate Degree in Medicine(For Medical Post only):**3 years of weightage.**
 - (iii) 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)&(iii) above, weightage of higher degree only will be given subject to the note above.

- (c) Weightage of higher qualifications to be equated as experience only when the higher qualification is in the relevant discipline and the respective higher qualification(s) has been acquired before the closing date. Candidates are therefore, advised to highlight the experience acquired (either through Higher Qualification or Job Experience) matching to requirements mentioned under Essential and/or Desirable Qualification while filling the **Justification column under 'Other' Section** in the online Application form.
- (d) 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 that has been obtained post re-designation.
- (e) **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)

- a. For Scientist 'D'/'E'/'F': not exceeding 50 years.
- b. For Scientist 'C': not exceeding 40 years.

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

- a. Upto 10 years for Divyang/PwD candidates
- b. The upper age limit is relaxable up to 5 years for serving **Civilian Central Govt. Employees** working (on regular basis) in posts which are in the same line or allied cadres and where a relationship could be established that the service already rendered in a particular post will be useful for the efficient discharge of the duties of the advertised posts.
- c. The upper age limit is relaxable for Ex-servicemen including Ex SSCOs/ECOs as per rules in vogue.
- d. For vacancies pertaining to Sc C and above, category reservation is not applicable, therefore, there is no age relaxation under reserved categories

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. While counting the experience, the suitability of the level of experience possessed will also be considered. **For details regarding Suitable level or Pay equivalence, please visit RAC website and check 'Pay Equivalence Criteria'.**
- 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-10 as per 7th CPC or equivalent will not be considered. For details regarding Suitable level or Pay equivalence, please visit RAC website and check 'Pay Equivalence Criteria'.**
- 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 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.

Cadre Controlling Authority (CCA) Declaration & Acknowledgement:

- 4.10 All serving candidates (working 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) regarding objection within 15 days of the closing date of online registration.**
- 4.11 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.
- 4.12 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.
- 4.13 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.

5. 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.**

6. Screening/ Shortlisting

Screening of received applications will be carried out at multiple stages including:

- 6.1 **Administrative Screening** will be carried out for verification of identity, age, essential & higher qualifications and length of suitable experience at initial stage

6.2 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:

- a. On the basis of educational qualifications and / experience
- b. Relevance of suitable experience
- c. On the basis of Desirable Qualification
- d. By holding a Technical Screening Committee Meeting including Technical Experts from Industry/ Academia/ DRDO

6.3 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):

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

(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

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:

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

(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

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 06 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 (min. of 06 candidates per vacancy for Final Personal Interview), then the number of vacancies will be reduced to the number for which the number of candidates is found to be sufficient for Final Personal Interview. If it is not sufficient for even one vacancy then the recruitment process for that item will be cancelled.
- In case of cancellation of recruitment process due to any of the above mentioned reasons, the respective posts may then be re-advertised.

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

7. Selection Process

- 7.1 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. **For all vacancies, the candidates must score a minimum of 75% marks (i.e. 75 out of 100) in the Final Personal Interview for consideration for selection. The intimation/interview schedule for the same will be provided through RAC website.**
- 7.2 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.

8. 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.

9. Closing Date

Online submission will remain available on RAC website upto **09 May 2025 (1600 hrs.)**.

10. General Instructions

- 10.1 Candidates will be shortlisted for personal interview on the basis of the information provided by them in their online applications. They must ensure that information provided by them is correct. If at the time of interview or at any subsequent stage, any information given by them or any claim made by them in their online application is found to be false/ incorrect, their candidature will be rejected and they may also be debarred either permanently or for a specified period from appearing in any future selection activity conducted by RAC.
- 10.2 The number of vacancies may vary.
- 10.3 Translation ambiguity, if any, will be resolved to the English version of the advertisement
- 10.4 The period of experience claimed like date of joining/date of leaving/current job status should be easily verifiable from experience certificates/documents uploaded.
- 10.5 Proper salary proofs shall be uploaded as Passbook entries, Bank Account statements etc. will not be considered as salary proofs
- 10.6 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.
- 10.7 Applicant must clearly mention details of relatives presently working in DRDO, if any.
- 10.8 Canvassing in any form will disqualify the candidate.

11. Check List (Important Documents To Be Uploaded)

Please ensure that:

The file size of each document/certificate to be uploaded should be between 100 KB to 500 KB and **UPLOADED DOCUMENTS MUST BE LEGIBLE/ READABLE AND NOT PASSWORD PROTECTED.**

- 11.1 **Date of Birth (DOB) proof i.e.** Self attested Matriculation certificate/High School certificate/Birth Certificate issued by appropriate Local Authority etc. has been uploaded and it mentions birth date.
- 11.2 **A recent passport size colour photograph** (size not exceeding 50 KB) has been uploaded
- 11.3 Scanned sample of candidate's **signature**(size not exceeding 50 KB) has been uploaded
- 11.4 Self-attested degree certificates/testimonials regarding **Essential qualification** and Higher qualification along with mark-sheets have been uploaded
- 11.5 Fellowship proofs mentioning the start date and end date of fellowship have been uploaded.
- 11.6 Duly **signed CCA Declaration**(if applicable) has been uploaded
- 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 has been 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 **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(in the beginning and at the end) as proof of pay drawn for the each employment/experience claimed have been uploaded
- 11.10 **Uploaded experience certificate has been issued by competent authority** like Admin/ HR Head/Director/Principal/Dean/Registrar/Head of the Organisation only.
- 11.11 Requisite caste/ disability certificate, in case you belong to Divyang/ SC/ST category (**for fee waiver only**) has been uploaded
- 11.12 Requisite Release certificate in case you are a retired Armed Forces personnel has been uploaded
- 11.13 **Fee** has been paid, if you belong to UR/OBC/EWS Category(except Women candidates).
- 11.14 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 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

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