



File No. A-12016/23/2025-E-III, 1418806

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Advertisement for engagement of 25 professionals for the Project Management Unit (PMU) of ICT Division on full-time fixed-term contractual basis in ESI Corporation

Employees' State Insurance Corporation (ESIC) is a statutory body established under the Employees' State Insurance Act, 1948 and operates under the administrative control of the Ministry of Labour and Employment, Government of India. ESIC invites applications for the engagement of 26-PMU Professionals for ICT Division of ESIC Hqrs on fixed-term contractual basis, as per the requirement, or 3 years, extendable by one year at a time up to a maximum of five years (3+1+1).

1. The name and number of the positions along with the Consolidated Remuneration per month is as under:

S. No.	Name of the Position	No. of Positions	Consolidated Remuneration per month (Rs.)
1	Project Director (PMU Head)	1	2,65,000-3,30,000
2	IT Operations Lead	1	1,45,000-2,65,000
3	System Administrator Engineer (Windows)	1	80,000-1,45,000
4	System Administrator Engineer (Linux)	1	80,000-1,45,000
5	Virtualization Engineer (VMware/Nutanix/RHCOS)	1	80,000-1,45,000
6	Cyber Security Lead	1	1,45,000-2,65,000
7	Cyber Security Engineer (NOC Specialist/ZTNA)	1	80,000-1,45,000
8	Cyber Security Engineer (SIEM / SOAR / XDR)	1	80,000-1,45,000
9	Vendor & Procurement Lead (PM/Procurement)	1	1,45,000-2,65,000
10	Vendor Management Specialist	1	80,000-1,45,000
11	Procurement Specialist	1	80,000-1,45,000
12	Infrastructure Lead	1	1,45,000-2,65,000
13	Infrastructure Engineer (Infra mgmt/ capacity planning/ asset mgmt)	1	80,000-1,45,000
14	Database Administrator (Production & Performance)	1	80,000-1,45,000
15	Database Administrator (Backup, DR & Replication)	1	80,000-1,45,000
16	Applications Lead	1	1,45,000-2,65,000
17-18	Application Engineer (Dot Net / DB)	2	80,000-1,45,000
19	Application Engineer (Java / DB)	1	80,000-1,45,000
20	SAS Administrator Engineer	1	80,000-1,45,000

S. No.	Name of the Position	No. of Positions	Consolidated Remuneration per month (Rs.)
21	Network & DC Lead	1	1,45,000-2,65,000
22	Networking Engineer (Data Centre)	1	80,000-1,45,000
23	Networking Engineer (Data Recovery Centre)	1	80,000-1,45,000
24	Networking Engineer (DC-DR Drill / DB Sync)	1	80,000-1,45,000
25	Network Administrator (Load Balancer / WAF / Anti-DDoS)	1	80,000-1,45,000

2. The Job description, Educational qualification and Working Experience requirements are as under:

(i) Project Director (PMU Head)

Job description:

- Serve as the head of the Project Management Unit and provide single-point leadership, overall accountability and strategic direction for all PMU activities within the ICT Division.
- Translate direction from the CTO and senior management into executable ICT programmes, annual plans and prioritised workstreams for Panchdeep operations and modernization.
- Chair and coordinate governance forums including monthly PMU reviews and quarterly steering committees; circulate minutes and ensure closure of action items.
- Oversee and approve procurement drafts, RFPs, technical evaluations and vendor selection recommendations prepared by PMU domain leads, ensuring compliance with GFR and ESIC financial rules.
- Interface with Finance Division, Ministry of Labour & Employment, System Integrators, OEMs and other external stakeholders for approvals, escalations and technical clarifications.
- Monitor PMU performance through agreed KPIs (availability, incident resolution, procurement milestones), conduct quarterly performance reviews and recommend contract extensions based on outcomes.
- Ensure documentation of SOPs, runbooks, knowledge transfer packs, configuration baselines and audit evidence for future handover or regular cadre use.
- Drive risk management and audit readiness: maintain risk register, coordinate internal/external audit responses and supervise remediation of audit observations.
- Approve technical change requests, release calendars and prioritisation of defect fixes; ensure alignment with business continuity and DR plans.
- Undertake ad-hoc strategic tasks assigned by ESIC, including policy inputs, capacity building programmes and stakeholder briefings.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelor's or Post-Graduate degree in Electronics/Computer Science / IT / telecommunication or other engineering stream and MBA (IT / Project Management) from a recognized University.

Working experience:

Minimum 20 years of experience in large-scale IT systems, e-Governance programs, or enterprise ICT environments. Preference for candidates with prior Government / PSU / large public sector project experience.

Demonstrated experience in ICT program leadership, vendor management, procurement oversight, cyber security and audits, and multi-stakeholder coordination. At least 8 years Experience of managing mission-critical systems with high availability requirements is essential.

(ii) IT Operations Lead

Job description:

- Lead day-to-day IT operations covering servers, operating systems, virtualization, middleware and enterprise monitoring to ensure continuous availability.
- Own incident and change management processes for operations: triage incidents, coordinate root-cause analysis and supervise implementation of corrective actions.
- Maintain operational runbooks and standard operating procedures for routine and exceptional activities, and ensure their regular updates.
- Coordinate with application, network and security teams to manage dependencies during deployments, maintenance windows and emergency fixes.
- Monitor system health and performance baselines; trigger capacity planning and provisioning actions to avoid performance degradation.
- Supervise patch management cycles, OS hardening activities and compliance of operational devices with security policies.
- Oversee backups, restore tests, and participation in DR/BCP drills; validate restore outcomes and document lessons learned.
- Liaise with OEMs and vendors for hardware/software escalations, warranty claims and timely resolution of operational faults.
- Maintain metrics and prepare periodic operational reports and dashboards for the Project Director and CTO.
- Support onboarding and handover activities to ensure continuity during vendor transitions or staff rotations.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelor's or Post-Graduate degree in Electronics/Computer Science / IT / telecommunication or other engineering stream from a recognized University. Preference will be given to those having additional qualification of MBA/MTech.

Working experience:

Minimum 12 years of experience in enterprise IT operations with at least Five years of experience as IT operations Lead. Preference for experience in Government/PSU or BFSI will be given. Proven experience in managing large production environments with 99.5% or higher SLA. At least 5 years of experience in IT projects and application architecture in lead role.

(iii) System Administrator Engineer (Windows)

Job description:

- Administer and maintain MS Windows-based servers and systems across physical and virtual environments.
- Perform OS configuration, patching, updates, and performance tuning.
- Manage Active Directory, Group Policies, DNS, DHCP, and other Windows services.

- Monitor system health, automate routine tasks using PowerShell or equivalent scripting tools.
- Ensure system security, antivirus updates, backup configuration, and compliance with IT policies.
- Troubleshoot hardware/software issues and coordinate with OEMs for resolution.
- Maintain system documentation and support DR/BCP procedures, and participate in DR drills.
- Implement and maintain OS hardening measures to ensure compliance with security policies and best practices.
- Perform any other tasks assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/Electronics & communication/ or other engineering stream or MCA from recognized University.

Possession of valid OEM certifications related to Windows system administration will be preferred.

Working experience:

Minimum 6 years of relevant experience in administration and maintenance of Windows operating systems. Preference will be given to individuals with prior experience in Government or PSU setups. Industry experience in Active Directory, Group Policy, patch management, system monitoring, and handling hardware/software escalations. Exposure to production data center environments (>100 servers) in sectors such as Banking, Finance, Insurance, telecom or large enterprises. Proven ability to independently manage shift operations, troubleshooting, and root cause analysis (RCA). Experience in supporting critical infrastructure environments with a minimum SLA uptime of 99.5%.

(iv) System Administrator Engineer (Linux)

Job description:

- Administer Linux servers (RHEL/Ubuntu/CentOS) and ensure system availability, security, and performance.
- Perform kernel upgrades, package management, system hardening, and patching.
- Manage users, permissions, cron jobs, log monitoring, and storage configurations.
- Automate administration tasks using shell scripting or equivalent.
- Support virtualization platforms, containers, and middleware components as required.
- Collaborate with application and network teams for system integration and deployment.
- Maintain documentation and participate in DR drills, support DR/BCP procedures.
- Implement and maintain OS hardening measures to ensure compliance with security policies and best practices.
- Perform any other tasks assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/Electronics & communication/ or other engineering stream or MCA from recognized University.

Valid OEM certifications related to Linux administration are desirable.

Working experience:

Minimum 6 years of relevant experience in administration of Linux-based environments (RHEL/Ubuntu/CentOS). Preference for candidates with prior experience in Government or PSU organizations. Relevant experience in enterprise environments involving shell scripting, system hardening, patching, and kernel/module updates. Onsite experience in managing production servers (>100) in banking, Finance,

Insurance, telecom or large enterprises data centers. Capable of handling shift operations, escalation, troubleshooting, and conducting RCA independently. Experience in managing high availability Linux systems with minimum 99.5% SLA.

(v) Virtualization Engineer (Open Text, VMWare core operation, RHCOS)

Job description:

- Administer, monitor, and maintain virtual infrastructure using enterprise virtualization platforms.
- Perform provisioning, scaling, and optimization of virtual machines, storage, and compute resources.
- Manage and troubleshoot VMWare environments including vCenter, ESXi hosts, and associated components.
- Deploy and support Red Hat CoreOS (RHCOS)-based nodes as part of containerized workloads, OpenText virtualization tools.
- Ensure high availability and resource optimization through VM migrations, snapshots, and clustering.
- Apply patches, monitor system health, and perform backup and recovery tasks.
- Maintain access controls, audit logs, and ensure compliance with organizational IT policies.
- Collaborate with application and infrastructure teams for seamless service delivery.
- Perform any other duties as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/Electronics & communication/ or other engineering stream or MCA from recognized University.

OEM certificate for Virtualization Tools will be an added advantage.

Working experience:

Minimum 6 years of experience in managing virtualization environments using enterprise-grade platforms. Preference for candidates with PSU or BFSI/telecom or large enterprises data center experience. Hands-on experience in provisioning and managing VMs, virtual networks, and storage resources using hypervisors and orchestration tools. Knowledge of Red Hat CoreOS (RHCOS) and container-based virtualization environments. Proven ability to handle production workloads, perform RCA, and manage shift operations with 99.5% or higher SLA. Relevant OEM certifications in virtualization platforms (e.g., VMWare, KVM, or RHEL) are desirable.

(vi) Cyber Security Lead

Job description:

- Provide leadership for cyber security governance: policy implementation, compliance monitoring and alignment with Government cyber directives.
- Should have key understanding of technology, IT and governance aspects from cybersecurity perspective, performing gap assessment on organization cybersecurity landscape primarily to prevent them from cybersecurity threats. Understanding of IT Act requirements.
- Should have exposure to design, implementation and maintenance of information security framework like ISO 27001.
- Should have managed end-to-end information security, cyber security for an organization.
- Oversee SOC and NOC coordination, manage vulnerability assessment and penetration testing cycles and ensure timely remediation.
- Supervise incident response operations, provide escalation guidance and ensure post-incident RCA and closure.

- Establish and review security playbooks, escalation matrices and communication protocols for security incidents.
- Monitor threat landscape and coordinate threat intelligence ingestion into detection and response frameworks.
- Ensure security controls and configurations across systems and network assets meet audit and regulatory expectations.
- Coordinate security audits and compliance assessments; track remediation of audit observations and compliance gaps.
- Provide training and awareness programs for operational teams on security best practices and secure change management.
- Validate security reports, dashboards and SLA adherence for security operations; present summaries to the Project Director and ESIC.
- Oversee integration of identity, access and endpoint protection strategies across ICT assets.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications: ISO 27001, Lead Auditors. Cyber security certifications will be an added advantage.

Working experience:

Minimum 12 years of experience in cyber security operations and security audits. Experience of Lead Auditor Cybersecurity and clouds will be added advantage.

(vii) Cyber Security Engineer (SIEM, SOAR, NAC, XDR)

Job description:

- Administer and monitor security platforms including SIEM, SOAR, NAC, XDR.
- Investigate alerts, correlate logs, and respond to potential security incidents as per defined workflows.
- Implement and fine-tune detection rules, playbooks, and response automation in SOAR/SIEM tools.
- Enforce NAC policies to control device access and ensure endpoint compliance.
- Monitor threat intelligence feeds and integrate them into detection frameworks.
- Perform periodic audits of security controls and generate compliance reports.
- Conduct RCA for incidents and recommend preventive actions.
- Work with internal teams to strengthen identity, access, and endpoint protection strategies.
- Use ESIC's EMS tool for Infra and Applications monitoring.
- Undertake any other tasks assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Valid certifications in cyber security platforms (e.g., SIEM, XDR, NAC) are preferred.

Working experience:

Minimum 6 years of hands-on experience in managing and configuring enterprise-grade cyber security platforms including SIEM, SOAR, NAC, XDR. Preference for candidates with experience in regulated

environments like Government/PSU or BFSI/telecom or large enterprises. Proven experience in alert correlation, automation playbook execution, and response to security incidents. Ability to conduct RCA, generate compliance/security reports, and coordinate with internal/external teams. Experience working in 24x7 production environments with strict SLA compliance (99.5% or higher).

(viii) Cyber Security Engineer (SOC, NOC, ZTNA)

Job description:

- Monitor enterprise IT infrastructure in real-time using network operations tools and dashboards.
- Respond to security alerts, anomalies, and performance degradations across network and systems and Zero Trust Network Access (ZTNA).
- Coordinate with incident response teams to escalate and resolve security or service incidents.
- Maintain event logs, assist in triage, and document response actions.
- Conduct periodic checks on system availability, backup status, and link uptime.
- Generate daily/weekly reports on NOC health, incidents, and SLA metrics.
- Collaborate with infrastructure and security teams to ensure continuous service delivery.
- Work in a 24x7 rotational shift environment, adhering to escalation protocols.
- Perform any other tasks assigned by ESIC in the NOC-SOC domain.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Valid certifications in cyber security platforms (NOC, SOC) are preferred.

Working experience:

Minimum 6 years of experience in network operations and cyber security monitoring in enterprise environments. Preference for candidates with prior experience in PSU/Government or BFSI/telecom or large enterprises. Hands-on experience in real-time alert monitoring, incident escalation, and shift-based NOC-SOC operations. Proficiency in log analysis, incident tracking, and RCA documentation. Experience in handling high-availability systems and participating in DR drills and security posture monitoring. Familiarity with tools like SIEM/NMS and adherence to SLA-driven operations is required.

(ix) Project, Vendor & Procurement Lead

Job description:

- Lead and oversee all vendor management, project coordination, and procurement-related activities of the ICT Division in accordance with ESIC rules and Government of India guidelines.
- Plan and supervise preparation of RFPs, EoIs, bid documents, technical and commercial evaluation criteria for ICT procurements.
- Provide overall coordination between ICT technical teams, Finance Division, vendors, and external stakeholders for timely execution of procurements and projects.
- Monitor vendor performance against approved Scope of Work (SoW), milestones, timelines, and Service Level Agreements (SLAs).
- Ensure enforcement of contractual provisions including penalties, liquidated damages, and corrective measures for delays or non-performance.
- Oversee project schedules, dependencies, and risk mitigation plans for ICT projects executed through vendors and system integrators.

- Ensure compliance with General Financial Rules (GFR), procurement manuals, audit requirements, and ESIC internal financial procedures.
- Supervise preparation and submission of procurement-related MIS, progress reports, and compliance notes for senior management and audit authorities.
- Coordinate resolution of contractual disputes, deviations, and escalations in consultation with Finance and Legal divisions.
- Maintain institutional documentation including vendor performance records, contract registers, procurement timelines, and audit responses.
- Perform any other duties related to vendor management, procurement governance, or project oversight as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Working experience:

Minimum 12 years of experience in IT project management, vendor management, and procurement in Government, PSU, or large enterprise environments with at least Five years of experience as project/procurement lead. Proven experience in preparation and evaluation of RFPs, contract management, SLA enforcement, and coordination with Finance and audit authorities. Exposure to large-scale IT or e-Governance projects is desirable. Demonstrated ability to independently manage multi-vendor environments and procurement cycles in compliance with Government rules.

(x) Project & vendor management

Job description:

- Support planning, coordination, and monitoring of ICT projects executed through vendors and system integrators.
- Track vendor deliverables, milestones, timelines, and dependencies as per approved project plans and contracts.
- Assist in monitoring vendor compliance with technical specifications, SoW, and SLA parameters.
- Maintain project documentation including project schedules, risk registers, issue logs, meeting minutes, and action trackers.
- Coordinate with technical teams for validation of deliverables, UAT sign-offs, and milestone completion certificates.
- Assist in preparation of progress reports, dashboards, and MIS for submission to senior management.
- Support implementation of change management processes including documentation of scope changes and approvals.
- Maintain records of deviations, delays, and non-compliance by vendors and assist in initiating corrective actions.
- Coordinate with Finance and Procurement teams for linking deliverables with payment milestones.
- Support audit and vigilance queries related to project execution and vendor performance.
- Perform any other project or vendor coordination tasks assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Working experience:

Minimum 6 years of experience in IT project coordination, vendor management, or system integration environments. Preference for candidates with experience in Government/PSU projects. Experience in tracking project milestones, vendor deliverables, SLA monitoring, and preparation of MIS reports. Familiarity with IT project documentation, UAT coordination, and audit requirements is required.

(xi) Procurement Engineer**Job description:**

- Preparation of procurement documents including RFPs, bid schedules, eligibility criteria, technical specifications, and evaluation matrices for ICT procurements.
- Support end-to-end procurement processes from requirement finalisation to bid submission, evaluation, and contract award.
- Coordinate with technical teams for finalisation of specifications and with Finance Division for commercial and financial vetting.
- Maintain procurement timelines and ensure adherence to prescribed procedures and approval hierarchies.
- Assist in bid evaluation processes including compilation of technical and commercial evaluation documents.
- Maintain records of bid proceedings, clarifications, pre-bid meetings, corrigenda, and evaluation outcomes.
- Support preparation and issuance of Purchase Orders (POs), Work Orders (WOs), and contract amendments.
- Maintain procurement registers, contract files, and documentation for audit and vigilance purposes.
- Assist in responding to audit observations, RTI queries, and procurement-related clarifications.
- Coordinate with vendors for submission of documents, clarifications, and compliance requirements.
- Perform any other procurement-related duties assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Working experience:

Minimum 6 years of experience in IT procurement or procurement support roles in Government, PSU, or large organisations. Hands-on experience in preparation of RFPs, bid documentation, evaluation support, and coordination with Finance and technical teams. Familiarity with General Financial Rules (GFR), GeM, e-procurement systems, and audit processes will be an added advantage.

(xii) Infrastructure Lead**Job description:**

- Lead infrastructure planning activities including compute, storage, network allocations, virtualization and backup strategy for enterprise systems.
- Supervise capacity planning, forecasting and resource optimisation to meet current and projected workload requirements.
- Ensure compliance with asset management, licensing policies and support periodic infrastructure audits.

- Coordinate infrastructure upgrades, refresh cycles and lifecycle management of servers, storage and supporting components.
- Oversee backup and retention policies, periodic restore testing and validation of recovery processes.
- Liaise with system integrators, OEMs and procurement teams for technical specification and procurement of infrastructure components.
- Maintain infrastructure runbooks, architecture diagrams and configuration baselines for operational continuity.
- Support incident resolution of infrastructure issues and lead RCA for recurring infrastructure faults.
- Provide inputs for budgetary estimates and justification for infrastructure investments and refresh.
- Participate in DR/BCP planning, conduct drills and validate infrastructure readiness to meet RTO/RPO targets.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Working experience:

Minimum 12 years of experience in enterprise IT infrastructure management with at least Five years of experience as Infrastructure Lead. Understanding technology, IT and governance aspects from infrastructure perspective, gap assessment on organization's network and technological solutions will be preferred.

(xiii) Infrastructure Engineer (Infra mgmt / capacity planning / asset mgmt)

Job description:

- Perform workload analysis and infrastructure sizing for compute, memory, storage, and network resources to ensure right-sized and efficient capacity allocation.
- Allocate, track, and manage virtual machines, storage volumes, network segments, and IP addresses, and maintain accurate records to prevent conflicts and over-provisioning.
- Monitor utilisation dashboards and capacity trends, and initiate timely augmentation, rebalancing, or consolidation actions.
- Coordinate infrastructure provisioning and de-provisioning requests from application and project teams in accordance with approved standards and change procedures.
- Maintain comprehensive documentation of infrastructure allocation plans, configuration baselines, ownership, and change history for audit and operational continuity.
- Maintain a complete and up-to-date inventory of hardware and software assets, including licenses, warranties, AMC/ATS, and lifecycle status.
- Ensure compliance with licensing, asset management policies, and procurement records, and support periodic internal and external audits.
- Coordinate with vendors and OEMs for warranty claims, renewals, escalations, and asset lifecycle activities, including replacement and disposal.
- Support infrastructure cost optimisation through capacity consolidation, license rationalisation, and lifecycle planning based on utilisation and end-of-life data.
- Participate in DR drills and change windows to ensure infrastructure readiness, recoverability, and compliance with security and business continuity requirements.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Working experience:

Minimum 6 years of relevant experience in IT infrastructure planning and operations. Preference for candidates with experience in PSU or Government projects. Industry experience in resource allocation (CPU, RAM, storage), IP address planning, and VM provisioning in virtualized environments. Experience in managing multi-vendor virtualization and network systems in data center settings. Exposure to large-scale environments with more than 1000 servers and storage exceeding 200 TB will be preferred. Ability to work independently on infrastructure provisioning, monitoring, and escalation handling. Familiarity with documentation, compliance tracking, and working in SLA-driven production environments.

(xiv) Database Administrator (Production & Performance)**Job description:**

- Administer and maintain enterprise production databases supporting ESIC's core ICT applications to ensure continuous availability and data integrity.
- Monitor database performance on a continuous basis and carry out tuning of queries, indexes, memory, and database parameters to meet performance benchmarks.
- Perform installation, configuration, upgrades, and patching of database software in coordination with application and infrastructure teams.
- Manage database schemas, objects, and structural changes in line with approved change management procedures.
- Administer database security including user accounts, roles, privileges, and auditing as per organisational security policies.
- Diagnose and resolve database-related incidents in production environments and conduct root cause analysis (RCA) for recurring issues.
- Coordinate with application teams during deployments and releases to ensure database compatibility, stability, and performance.
- Monitor database capacity, growth trends, and resource utilisation and provide inputs for capacity planning and infrastructure provisioning.
- Maintain documentation related to database configuration, performance baselines, change history, and incident records for audit and reference.
- Provide on-call and shift support for production databases and perform any other database-related duties assigned by ESIC.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Relevant certifications in Database Administration (Oracle / PostgreSQL / MySQL or equivalent enterprise databases) will be an added advantage.

Working experience:

Minimum 6 years of relevant experience in administration and management of enterprise production databases. Preference will be given to candidates with prior experience in Government / PSU or regulated

environments such as Banking, Finance, Insurance, telecom, or large enterprises. Hands-on experience in database installation, configuration, patching, performance monitoring, and tuning. Proven experience in managing high-availability database environments supporting mission-critical applications with minimum 99.5% SLA uptime. Ability to independently handle database incidents, conduct root cause analysis (RCA), and coordinate with application and infrastructure teams.

(xv) Database Administrator (Backup, DR & Replication)

Job description:

- Design, configure, and manage database backup strategies including schedules, retention policies, and restore procedures in accordance with ESIC's BCP requirements.
- Monitor daily backup jobs, validate backup integrity, and ensure timely resolution of backup failures or exceptions.
- Administer database replication, synchronization, and standby mechanisms between Data Centre (DC) and Disaster Recovery Centre (DRC).
- Conduct periodic restore testing and database recovery drills to validate recoverability and compliance with defined RTO/RPO objectives.
- Support planning and execution of DC-DR drills from a database perspective and document outcomes, gaps, and corrective actions.
- Monitor replication health, data consistency, and lag metrics and coordinate corrective actions with infrastructure and network teams.
- Maintain detailed documentation of backup configurations, DR procedures, replication architecture, and drill reports for audit purposes.
- Support audit, inspection, and compliance activities by providing database backup and DR evidence, logs, and reports.
- Coordinate with application and production DB teams during DR simulations and actual failover/fallback events to ensure smooth switchover.
- Perform any other database continuity and disaster recovery-related tasks assigned by ESIC from time to time.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications related to database backup, replication, or disaster recovery tools and technologies will be an added advantage.

Working experience:

Minimum 6 years of experience in database backup, recovery, replication, and disaster recovery operations in enterprise environments. Preference for candidates with experience in Government / PSU or BFSI / telecom or large enterprise data centres. Hands-on experience in configuring and managing database backups, standby databases, replication mechanisms, and DR drills. Proven exposure to restore testing, DC-DR simulations and 99.5% or higher SLA requirements. Ability to maintain compliance documentation, support audits, and coordinate with application, network, and infrastructure teams during failover and recovery activities.

(xvi) Applications Lead

Job description:

- Lead application support and lifecycle management activities including release planning, deployment coordination and post-release validation.
- Act as the primary liaison with System Integrators and internal stakeholders for application defect resolution and enhancement prioritisation.
- Maintain and enforce release governance, application change windows and rollback procedures to minimise production impact.
- Monitor application performance metrics and work with infrastructure/DB teams to address performance bottlenecks.
- Ensure application security controls and secure coding checklists are observed before production deployments.
- Manage application documentation: interfaces, APIs, data flows, configuration parameters and runbooks.
- Coordinate UAT, user acceptance sign-offs and ensure traceability of issues from identification to closure.
- Maintain a prioritized backlog of application improvements and defect fixes consistent with business needs and regulatory obligations.
- Support data migration, integration and mapping exercises required for application changes or upgrades.
- Participate in DR drills to validate application failover and co-ordinate restoration procedures.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications/training in any of the following: data analytics, cloud technology, AI/ML, microservices, DotNet core, Java, blockchain will be preferred.

Working experience:

Minimum 12 years of experience in enterprise application support and management with at least Five years of experience in application lead role.

(xvii) Application Engineer (Dot Net, DB)

Job description:

- Assist in development, maintenance, and enhancement of applications built on .NET technologies.
- Write and debug code, APIs, and front-end interfaces as per project requirements.
- Interact with databases (e.g., SQL Server/Oracle) for data access, reporting, and stored procedures.
- Participate in unit testing, documentation, and issue resolution.
- Support system integration, deployment activities, and maintain change logs.
- Carry out any other application development tasks assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Relevant certifications (e.g., Microsoft Certified: .NET Developer), Database administrator etc. will be an added advantage.

Working experience:

Minimum 6 years of relevant experience in application development using .NET technologies and backend databases. Preference for candidates with experience in Government or PSU IT environments. Industry exposure to software design, database integration, secure coding, and debugging. Experience working with backend systems, APIs, and report generation tools. Familiarity with Agile development, SDLC practices, and tools such as Git, JIRA, or equivalent.

(xviii) Application Engineer (Java, DB)**Job description:**

- Support design and development of Java-based applications and backend systems.
- Work with databases to create queries, optimize data access, and support application logic.
- Develop APIs, web services, and integrate applications across systems.
- Perform debugging, testing, and documentation of modules.
- Collaborate with cross-functional teams to deliver and maintain scalable applications.
- Undertake any other application development tasks as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications such as Oracle Certified Java Programmer, DB administrator or equivalent are desirable.

Working experience:

Minimum 6 years of experience in Java application development and backend database integration. Preference for candidates with working experience in PSU/Government IT systems. Relevant exposure in enterprise application development, SQL/PL-SQL, API design, and secure coding practices. Industry knowledge of version control, unit testing, and integration support. Experience in production-grade systems in sectors like BFSI/telecom or large enterprises will be preferred.

(xix) SAS Administrator Engineer**Job description:**

- Administer, monitor, and maintain the SAS environment including SAS servers, metadata, and associated components to support enterprise reporting and analytics.
- Install, configure, and upgrade SAS software and components in multi-tier environments (Metadata Server, Compute Server, Web Server, and Mid-Tier Server).
- Manage SAS metadata security, user/group roles, permissions, and access control in alignment with organizational policies.
- Monitor performance, tune the SAS environment, and troubleshoot system issues to ensure high availability and responsiveness.
- Coordinate and support integration of SAS with databases, authentication systems, and third-party tools as required.
- Implement backup, recovery, and disaster recovery procedures for SAS applications and configurations.
- Apply patches, updates, and security configurations in accordance with IT governance standards.
- Collaborate with data, analytics, and infrastructure teams to support data pipelines, job scheduling, and workload balancing.

- Maintain detailed documentation of configurations, environment architecture, change logs, and incident reports.
- Support development, testing, and production environments, ensuring smooth migration and minimal downtime during deployment activities.
- Perform any other related tasks as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications in data analytics like SAS will be preferred.

Working experience:

Minimum 6 years of relevant experience. Preference will be given to candidates with experience in Government/PSU settings. Hands-on experience in administering multi-tier SAS environments, managing user access, performance tuning, backups, and system troubleshooting. Experience in high-availability production setups with strict SLAs, including RCA and incident handling. Exposure to integration with databases, authentication systems, and analytics tools will be an added advantage.

(xx) Network and DC Lead

Job description:

- Lead network operations and data-center management including capacity, availability and resilience of core network and DC services.
- Supervise DC environmental dependencies (power, UPS, cooling, fire suppression) and coordinate with facility management for uptime.
- Plan and oversee DC/DR drills, validate DR readiness and ensure documented RTO/RPO outcomes.
- Manage relationships with telecom service providers, coordinate link SLAs and escalation management.
- Oversee configuration management for network devices, maintain topology diagrams and change logs.
- Coordinate network capacity planning, peering arrangements and link aggregation strategies.
- Ensure network security posture by enforcing segmentation, access controls and collaborating with cyber security teams.
- Maintain documentation for network architecture, failover procedures and incident response playbooks.
- Drive network performance tuning and lead RCA for major network incidents.
- Support procurement inputs for network and DC equipment and validate technical specifications.
- Any other work as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications like Microsoft or Cisco certified network administrator/professional, Certified CompTIA, etc. will be preferred.

Working experience:

Minimum 12 years of experience in enterprise networking and data center operations with at least Five years of experience as Network management lead.

Certification in network management or having experience of working in large organization network infrastructure. Exposure to design, development, implementation and maintenance of network framework and new technologies like SDWAN aligned to IT act requirements and regulatory compliance requirements.

(xxi) Networking Engineer (Data Center)

Job description:

- Monitor and support the network infrastructure of the primary data center.
- Assist in configuration, management, and troubleshooting of routers, switches, firewalls, and load balancers.
- Maintain link availability, IP allocation, and ensure network security compliance.
- Monitor and coordinate Building Management System (BMS), including uptime of power, network, and PAC (Air Conditioning) systems, UPS, Fire system.
- Document network topology, incidents, and change history.
- Support failover/fallback activities during DC/DR drills or incidents.
- Liaise with telecom and equipment vendors for issue resolution.
- Support any other tasks as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University. Certifications like Microsoft or Cisco certified network administrator/professional will be preferred. Familiarity with networking, EMS tools and certifications will be advantageous.

Working experience:

Minimum 6 years of relevant experience in network administration within enterprise data center environments. Preference will be given to candidates with prior exposure in PSU or Government data centers. Hands-on experience with routing, switching, firewall configuration, and basic network security. Experience in working with multi-OEM networking devices in sectors like Banking/Finance/Insurance/telecom or large enterprises. Exposure to large-scale environments with more than 1000 servers and storage exceeding 200 TB will be preferred. Ability to independently manage shift operations, troubleshoot connectivity issues, and perform RCA. Familiarity with network documentation and high availability (HA) configurations is required.

(xxii) Networking Engineer (Disaster Recovery Center)

Job description:

- Monitor and maintain the network connectivity and infrastructure at the Disaster Recovery (DR) site.
- Assist in replication, synchronization, and health-checks of DR site components.
- Support failover/fallback activities during DR drills or incidents.
- Maintain DR network documentation and testing logs.
- Coordinate with application and infra teams for DR readiness.
- Monitor and coordinate Building Management System (BMS), including uptime of power, network, and PAC (Air Conditioning) systems at the DR site.
- Perform any other duties as assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications like Microsoft or Cisco certified network administrator/professional will be preferred. Familiarity with networking, EMS tools and certifications will be advantageous.

Working experience:

Minimum 6 years of relevant experience in managing IT/Network infrastructure at Disaster Recovery (DR) sites. Preference for candidates with experience in Government/PSU or BFSI/large enterprises DR centers. Knowledge of DR architecture, network replication, and failover procedures. Experience in monitoring link health, ensuring data integrity, and troubleshooting DR connectivity issues. Exposure to large-scale environments with more than 1000 servers and storage exceeding 200 TB will be preferred. Capable of handling shift duties, incident response, and supporting DR drills.

(xxiii) Networking Engineer (DC-DR Drill, DB application Synchronization)

Job description:

- Assist in planning and execution of Data Center to Disaster Recovery (DC-DR) drills.
- Monitor synchronization of databases and applications between DC and DR sites.
- Ensure data consistency and support verification of recovery time objectives (RTOs).
- Coordinate with database, application, and infrastructure teams during simulation and actual switchovers.
- Document results, gaps, and corrective actions from DC-DR drills.
- Support any related tasks assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Certifications like Microsoft or Cisco certified network administrator/professional will be preferred. Familiarity with networking, EMS tools and certifications will be advantageous.

Working experience:

Minimum 6 years of experience in IT/Network operations involving DC-DR replication and drill execution. Preference to candidates with PSU/Government experience. Hands-on experience in database synchronization techniques, DR simulation, and switchover/fallback procedures. Proven ability to coordinate across application, infra, and database teams during high-stakes operations. Exposure to large-scale environments with more than 1000 servers and storage exceeding 200 TB will be preferred. Capable of maintaining compliance logs, RCA reports, and supporting post-drill analysis. Exposure to enterprise data center environments with SLA-driven availability requirements.

(xxiv) Network Administrator Engineer (Load balancer, WAF, Anti-DDoS)

Job description:

- Administer and monitor Network security including load balancers, web application firewalls (WAF), and anti-DDoS, IPS, HIPS systems across the enterprise network.
- Ensure availability, failover, and security for web applications and services through proper configuration of Layer 4/7 traffic policies.
- Conduct log analysis, rule tuning, and security rule implementation to optimize traffic handling and minimize false positives.
- Participate in VA, PT - vulnerability assessments and assist in mitigation related to web-based threats.
- Troubleshoot security device-related issues and escalate to OEM/support partners where needed.

- Maintain updated documentation of configuration, policies, and incident handling.
- Participate in periodic DR drills and testing of high availability features.
- Stay updated on evolving security threats and best practices related to Total network security.
- Aware and Use of AI in Network security.
- Undertake any other duties assigned by ESIC.

Educational Qualification:

Bachelors' or Post Graduate degree in Computer Science/IT / Software Engineering/Electronics/ or other engineering stream or MCA from recognized University.

Valid certifications in security devices viz WAF, IPS, DDoS, HIPS, load balancing and security appliances will be an added advantage.

Working experience:

Minimum 6 years of experience in deploying and managing load balancers, web application firewalls (WAFs), and anti-DDoS systems. Preference to candidates with experience in PSU, Government, or regulated industries such as BFSI/telecom or large enterprises. Hands-on experience in configuring traffic policies, SSL offloading, and application-layer security rules. Exposure to multi-vendor environments and troubleshooting application/network performance issues. Ability to conduct RCA, maintain documentation, and ensure high availability as per defined SLAs.

3. OPENING & CLOSING DATE OF APPLICATION / HOW TO APPLY:

Eligible candidates may apply in the application format attached with the detailed advertisement available at **www.esic.gov.in**, **within 21 days from the date of publication** of this advertisement, through email at **estt3-recruitment.hq@esic.gov.in**.

Applications received after the closing date will not be entertained.

All the documents, testimonials & certificates etc. should be in PDF format only.

4. Age: The age of a person at the closing date of application submission shall not be less than 18 years and shall not exceed the upper age limit i.e. 62 years.

5. The Terms and Conditions for above engagement of Project Management Unit (PMU) in ICT Division on full-time fixed-term contractual basis is as under:

A. Period of Engagement: The engagement of above PMU-ICT professionals in ICT Division, ESIC on fixed-term contractual basis shall be for a predefined period and project/objective. They will be engaged for a fixed period, as per the requirement, or 3 years, extendable by one year at a time up to a maximum of five years (3+1+1), subject to satisfactory performance and continued functional requirement. The contract shall not exceed 5 years or the age of 65 years, whichever is earlier.

B. Legal Status: PMU professionals engaged on fixed-term contractual basis shall not have any claim/right for regular appointment/absorption in ESIC as their engagement is purely contractual. They shall not be regarded, for any purposes, as being either a “staff member” of ESIC, or an “official” of ESIC. Accordingly, nothing within or relating to the PMU Professionals in ICT Division on fixed-term contractual basis shall establish the relationship of employer and employee, or of principal and agent, between ESIC and the PMU Professionals in ICT Division on fixed-term contractual basis.

- C. PMU professionals in ICT Division on fixed-term contractual basis are not being engaged against regular vacant post of the Corporation. Their engagement shall be for specific task and for a fixed duration with clear output-oriented goals.
- D. The PMU Professionals in ICT Division on fixed-term contractual basis shall be engaged on a full-time basis. They would not be permitted to take up any other assignment during the period of contract with ESIC.
- E. The engagement of PMU Professionals in ICT Division on fixed-term contractual basis is of a temporary nature and the ESIC can cancel the engagement at any time without providing any reasons thereof.
- F. PMU Professionals in ICT Division on fixed-term contractual basis shall declare prior to taking up the contractual engagement in ESIC that neither their previous work nor any existing interest will create any conflict of interest vis-à-vis the work assignment at ESIC.
- G. The Individual can apply for any of the positions provided they meet the eligibility, experience and other required criteria for the positions advertised.
- J. The consolidated remuneration to PMU Professionals in ICT Division on fixed-term contractual basis will be inclusive of all applicable taxes and no other facility or allowance will be allowed. The remuneration of retired government servants so engaged as PMU Professionals in ICT Division on fixed-term contractual basis shall be governed as per the applicable Govt. of India guidelines in this regard.
- K. **Place of Posting:** A PMU professional on fixed-term contractual basis engaged on fixed term basis under ESIC will be posted at New Delhi. However, they can be posted anywhere in India and shall be transferrable from one office to another office of ESIC under administrative requirements.
- L. **Termination of Contract:** During the period of engagement, the services will be terminable by giving 15 days' notice in writing from either side. However, ESIC may make/accept payment, as applicable, in lieu of notice period/shortfall in notice period at its sole discretion. ESIC reserves the right to accept or not to accept the resignation or payment in lieu of notice period in the event any disciplinary proceedings are pending or contemplated against the PMU Professionals in ICT Division on fixed-term contractual basis or where the circumstances so warrant. If, however, discontinuance of PMU Professionals in ICT Division on fixed-term contractual basis is considered necessary for reasons of misconduct, no notice shall be required and the contract shall stand terminated with immediate effect.
- M. **Working Hours/ Weekly Offs:** The PMU Professionals in ICT Division on fixed-term contractual basis shall observe the work days/timings as observed by ESIC at the place of posting.
- N. **Leave & Holidays:** The PMU Professionals in ICT Division on fixed-term contractual basis shall observe holidays as observed at the place of posting. PMU Professionals in ICT Division on fixed-term contractual basis shall be entitled to leave at the rate of 1.5 days of each completed month with no accumulation of leave beyond a calendar year on pro-rata basis. Un-availed leaves cannot be carried forward to the next year. Further, leave up to one month may be considered without remuneration with the approval of DG, ESIC. However, in exceptional case for professional development, this condition may be relaxed by DG, ESIC.

O. MODE OF ENGAGEMENT

All engagement on fixed term basis shall be made on the recommendations of the duly constituted Selection Committee approved by Competent Authority/ Director General, ESIC.

P. Other:

- (i) The engagement of PMU Professionals in ICT Division on fixed-term contractual basis shall be subject to producing, at the time of joining, certain documents including but not limited to the following:

- (i) Declaration regarding relationship with ESIC staff members/ officers/ members etc.
- (ii) Certificate of medical fitness.
- (iii) Declaration to maintain office secrecy while in ESIC.
- (iv) Certificates, testimonials, etc. in support of the qualifications and experience.
- (v) Unconditional release order from the present/last employer.
- (vi) Attestation Form along with the Certificate of Character.
- (vii) A copy of valid Passport.
- (viii) If any information furnished by such personnel in connection with their engagement in ESIC is found to be false or in case it is found that certain relevant information has not been revealed by such personnel, their services are liable to be terminated.

Q. Reservation: Reservation applicable as per Government of India instructions.

6. IMPORTANT INSTRUCTIONS TO CANDIDATES:

1. Eligible candidates may apply in the application format attached with the detailed advertisement available at **www.esic.gov.in**, **within 21 days from the date of publication** of this advertisement, through email at **estt3-recruitment.hq@esic.gov.in**. All the documents, testimonials & certificates etc. should be in PDF format only.
2. Applications received after the closing date will not be entertained.
3. No other means/mode of application will be accepted. Applications received through any other mode viz., by post/ by hand etc. will not be accepted and will be summarily rejected.
4. The date for determining the eligibility of all candidates in every respect shall be the date of closing of application.
5. Copies of certificates and testimonials in support of proof of age (Date of Birth), Educational Qualification, Experience etc. should be attached with the application.
6. Candidates who wish to apply for more than one post are advised to send separate application form carefully after ascertaining his/her eligibility for such position(s).
7. Candidates are advised to keep their personal email ID and mobile number valid and active as all correspondences pertaining to exam will be communicated on email address provided at the time of filling online application.
8. Incomplete applications or the applications received without the testimonials of mark sheets/certificates in support of educational qualification, proof of age (Date of Birth), experience certificates, photographs, signature etc. are liable to be rejected.
9. ESI Corporation will not undertake detailed verification of credentials / documents and other aspects while calling candidates for the interview and, therefore, the candidature is accepted only provisionally. The candidates fulfilling the eligibility criteria for the post will be called for interview on the basis of information furnished by them in the application form.
10. Mere submission of application does not confer any right to the candidates for being called for interview. Before applying, candidates are advised to go through the requirements of essential qualification, age, experience etc. and satisfy themselves that they are eligible for the post. At the time of verification/submission of documents on the day of interview, if any claim made in the application is not found substantiated, the candidature of the candidate will be cancelled and the decision of ESIC in this regard shall be final.

11. Wrong declarations/submission of false information or any other action contrary to law shall lead to cancellation of the candidature at any stage.
12. The decision of the ESIC in all matters relating to eligibility, acceptance or rejection of the applications, selection of the candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.
13. ESIC reserves the right to cancel this advertisement at any stage.
14. Canvassing in any form will lead to a disqualification of candidature.
- 15. Candidates who had appeared in the interview previously for the pervious advertisement dated 23.02.2026 for the same positions need not to apply.**

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