

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

-NOTIFICATION-

File No. : 1-7/2025-Pers./TEC

Dated: 29.10.2025

Sub.:- Engagement of Consultants in Telecommunication Engineering Centre, New Delhi on short-term contract basis.

Telecommunication Engineering Centre, Department of Telecommunications, New Delhi intends to engage consultants on short-term contract basis, from among the retired central/state government servants and retired officials of BSNL/MTNL, as per the details given below:

Name of the Cadre	Scale of Pay (as per 6th Pay Commission)	Grade Pay	Level as per 7th CPC	No. of Posts likely to be filled	Place of posting
Junior Telecom Officer (JTO)	PB-2 Rs. 9300-34800	Rs. 4600	Level 7	04	New Delhi

2. The above vacancies are provisional and may vary as per the actual requirements at the time of finalisation of the selection.
3. The period of engagement will be initially for a period of six months. Based on performance and requirement of services, the contract can be further extended upto a maximum of six terms (six months each) or sixty-five years of age whichever is earlier.
4. The term and conditions of the engagement as stipulated in "Guidelines for engaging Consultants in TEC" issued vide OM No.1-7/2025-Pers./TEC/02 dated 29.10.2025(**Annexure-I**) shall be applicable. Further, conditions of DoT OM No. 1-50(1)/2018-Estt dated 10.09.2020 and subsequent circulars, if any from DoT in this regard shall also be applicable.
5. The eligibility condition applicable for the above posts are given in **Annexure-II**. Job profile is given in **Annexure-III**, and the Application Form is given at **Annexure-IV**.



6. The willing and eligible officers/officials may send their duly filled application in the prescribed Proforma (**Annexure-IV**) along with Declaration (**Annexure-V**) and other required documents by post or submit personally to the Assistant Director General (Estt.), Telecommunication Engineering Centre, K.L. Bhawan, Janpath, New Delhi-110001 on or before **13.12.2025/30 days** from the publication in Newspaper whichever is later. Delayed / incomplete applications will be rejected summarily.

7. For more details visit the website www.tec.gov.in or www.dot.gov.in.

Enc: Annexure I, II, III, IV & V

Yogesh
29/10/2025
(Yogesh Goyal)
ADG (Estt.)
TEC, New Delhi
Tel: 011-23325119

Copy to:

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

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

No. 1-7/2025-Pers./TEC/02

Dated: 29.10.2025

Guidelines for engaging Consultants in TEC

1.0 OBJECTIVE:

1.1 Telecommunication Engineering Centre (TEC) is an attached office and technical arm of Department of Telecommunications (DoT). It is responsible for formulation of standards, specifications, test procedures, service specifications and technical regulations for telecommunication and related ICT sector. The technical work at TEC Headquarters is accomplished through various Divisions such as Mobile, Radio, Information Technology, Internet of Things, Smart Network, Next Generation Switching, Transmission, Fixed Access, Future Networks, Telecom Certification, Standardization, Convergence and Broadcasting etc. List of Divisions and their work areas in short is given at Enclosure-A. Besides its headquarters in New Delhi, there are regional offices for Northern, Eastern, Western and Southern Regions located at New Delhi, Kolkata, Mumbai and Bengaluru respectively.

1.2 TEC seeks to engage retired central/state Government Servants/ retired officials of BSNL/MTNL as Consultants on short term contract basis.

Terms and Conditions of engagement:

2.1 The terms & conditions for hiring of services of the consultants will be governed by DoT OM No.1-50(1)/2018-Estt dated 10.09.2020, and other circulars/orders issued by the Government from time to time and the terms and conditions mentioned in this guideline. The important conditions mentioned in DoT OM No.1-50(1)/2018-Estt dated 10.09.2020 is as under:

2.1.1 The retired person(s) shall be appointed /engaged on a short term contract basis initially for a period of six months. Based on his/her performance and requirement of his/her services, the contract can be further extended upto a maximum of six terms (six months each) or sixty five years of age whichever is earlier. The assessment of Head of respective unit shall be final in this regard.

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2.1.2 Candidates should not be more than sixty-five years of age on the date of his/her engagement.

2.1.3 Computer literacy is necessary.

2.1.4 The engagement of retired personnel in short term contract basis can be terminated by either of the party with prior notice of 30 days.

2.0 ELIGIBILITY:

2.1 The retired central/state Government Servants and retired officials of BSNL/MTNL are eligible to apply.

2.2 At the time of retirement, the applicant should have held on regular basis the post which is equivalent to the post he is applying for.

2.3 TEC may specify other special eligibility criteria and work experience, as per the requirement of the posts to be filled up and in the interest of the service.

4.0 DURATION OF ENGAGEMENT:

4.1 The retired person(s) shall be appointed /engaged on a short term contract basis initially for a period of six months.

4.2 Based on his/her performance and requirement of his/her services, the contract can be further extended upto a maximum of six terms (six months each) or sixty five years of age whichever is earlier.

5.0 FEE/REMUNERATION:

5.1 The consolidated fee/remuneration payable to retired person(s) engaged as consultant on short term contract basis shall be governed by Department of Expenditure, Ministry of Finance O.M. No.3-25/2020-E.IIIA dated 09.12.2020 [endorsed by Department of Telecommunications vide No. 1-3(01)/2021-PAT dated 08.02.2021] , DoT (Integrated Finance Division) letter no. 3-10/2014-SEA-I/Fin. Dated 29.03.2022 and other circulars/orders, if any issued by the Government from time to time.

5.2 As per above DoE OM, a fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of

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retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract

5.3 There will be no annual increment/percentage increase during the contract period.

5.4 The income tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source and for this, department will issue TDS certificate.

6.0 ALLOWANCES:

6.1 Accommodations/HRA: No accommodation or HRA will be provided by the department.

6.2 Transportation Allowance: An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. No Dearness Allowance shall be admissible on the Transportation Allowance.

6.3 TA/DA: No TA/DA is admissible for joining the assignment or on its completion. The retired employees engaged as consultants may be allowed TA/DA on official Tour, if any, as per his/her entitlement at the time of retirement.

6.4 Leave: Paid leave of absence will be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year shall not be allowed.

7.0 HOW TO APPLY:

7.1 Interested and eligible candidates must submit their applications along with their CVs, areas of work interest in the prescribed application form to designated office of TEC, in response to the advertisement/ notification from the TEC.

8.0 SELECTION:

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8.1 After the preliminary scrutiny regarding eligibility, the applications of shortlisted candidates will be placed before the selection committee.

8.2 A three-member Selection Committee would be formed to go through the applications received and draw a panel for each level of post.

8.3 The Selection Committee may conduct personal or telephonic interview, if required. No TA / DA shall be paid to candidates for attending the personal interview.

8.4 The list of empanelled Consultants will be put in the public domain through TEC website. The panel shall be valid for a period of six months, which may be extended up to one year for the eligible candidates.

8.5 Depending upon the number of applications received, Selection Committee may shortlist the best candidates as per the required number of vacancies to be filled during the particular period. The committee may also decide the suitability criteria, screening methodology, size of empanelled list etc. on case to case basis.

9.0 PLACEMENT:

9.1 An orientation/introductory session may be held for the Consultants at the beginning of their engagement, if required.

9.2 The Consultant would be attached with one of the Divisions of the TEC and the head of the Division may further attach the consultant with one of the subordinate officers for reporting and work assignment.

9.3 The attendance record and the details of work supervision shall be maintained by the Divisions/Units in TEC. The work of Consultant will also be monitored through periodical interactions by respective Divisional Head.

10.0 CODE OF CONDUCT:

10.1 The Consultants engaged by the TEC shall observe the Code of Conduct, which shall include but will not be limited to, the following:

10.1.1 The Consultants shall follow the rules and regulations of the organization.

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- 10.1.2 Work plans and work schedules shall be developed by the controlling officer/official and the Consultants shall invariably adhere to the same.
- 10.1.3 The Consultants shall not reveal to any person or organization, confidential information pertaining to the organization, its work and its policies.
- 10.1.4 Consultants may, with the prior permission of the organization, present their work to academic bodies and at seminars and conferences. However, even for this purpose information that is confidential to the organization cannot be revealed under any circumstances.
- 10.1.5 Any papers and documents written and/or published, if any, by the Consultants should carry the caveat that the views are the personal and do not represent or reflect the views of the TEC/DoT.
- 10.1.6 Consultants will follow the advice given to them by the TEC regarding representations to third parties.
- 10.1.7 No Consultant shall interact with or represent the TEC to any type of the media (print and/or electronic) including social media like facebook / twitter handles etc.
- 10.1.8 Consultants will conduct themselves professionally in their relationship with the TEC and the public in general.
- 10.1.9 It may be strictly observed that the conduct of the Consultants and their access to the data shall be the sole responsibility of the concerned Division.
- 10.1.10 Any work done for TEC by the Consultants during the period of their engagement will be the sole property of the TEC and TEC reserves the right to use any such work for its own purpose. The Consultant is barred from claiming intellectual property rights on the work done in TEC during the period of their engagement with TEC.

11.0 TERMINATION OF SERVICES:

- 11.1 The TEC reserves the right to terminate services of any Consultant at any point of time without assigning any reason, with 30 day's prior notice.

A handwritten signature in blue ink, appearing to read 'Yogesh', with a horizontal line extending from the end of the signature.

11.2 If the Consultant decides to disengage from the TEC, he should provide 30day's prior notice.

11.3 At the time of relieving, the Consultant must hand over to the TEC, any papers, equipment or other assets which might have been given to him by the TEC in course of his work with the TEC. This will include any badges or ID Cards which may have been issued to the Consultant.

11.4 If it comes to the notice of the TEC that the Consultant, who has been terminated /disengaged by the TEC, continues to act in a manner which gives an impression that he is still engaged for the TEC, the TEC shall be free to take appropriate legal action against such person.

12.0 PERIODICITY AND NUMBER OF ENGAGEMENT:

12.1 Engagement of Consultants will be done as per requirement of the organization.

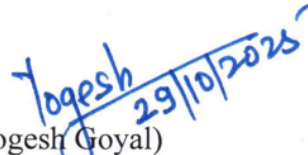
12.2 TEC will engage the services of the Consultants after assessing the requirement as per provisions of the extant rules and the requirements of TEC.

13.0 SCHEME REVIEW:

13.1 TEC reserves the right to review the guidelines at any time. The guidelines so reviewed will be placed in the public domain preferably through the website of TEC. However, decision of TEC will be final in this regard.

14.0 POWER TO REMOVE DIFFICULTIES:

13.1 Head of TEC or his appointed/nominated representative shall have the power to remove any difficulty in the way of the implementation of these guidelines.


(Yogesh Goyal)
ADG (Pers.)
TEC, Janpath,
New Delhi-110001

ANNEXURE-II

ELIGIBILITY CONDITIONS

1. Junior Telecom Officer:-

A) Officer who has worked under the Central/ State Govt. or BSNL/MTNL, and at the time of retirement was-

- i) Holding analogous post of Junior Telecom Officer on regular substantive basis in Central/State Govt. in the pay scale of PB2 with Grade Pay of Rs. 4600 (6th CPC) or retired from CDA scale with a substantive grade of Level 7 of the 7th CPC or equivalent pay scale as revised from time to time. Non Functional Upgradations, if any in the substantive grade may also apply.

Or

- ii) Holding JTO or analogous post in BSNL/MTNL. Functional Upgradations, if any in the substantive grade may also apply.

Or

- iii) Holding a post in PB2 with GP of 4200 in CDA (6th CPC) OR holding analogous TTApost in the BSNL/MTNL with minimum of 3 years' experience in the grade or equivalent pay scale as revised from time to time.

B) Minimum Educational Qualification:

- i) Diploma in Engineering or Technology or Equivalent in any discipline.

Or

- ii) Bachelor Degree in Science or equivalent from recognised university.

A) Desirable Experience:

- i) Working experience in the field of Telecommunications or Information Technology
- ii) Working knowledge of Computer utility software such as MS Office/ MS Access/ Linux/ RDBMS.

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JOB PROFILE IN TEC

(A) Job profile of JTO: -

- i. Formulation of specifications, standards and regulations viz., Generic, Interface, Essential requirements, Service Requirements and Technical reports (GR, IR, ER, SR & TR), TSTP (Test schedule and test procedure) for telecom equipments, interfaces, and services.
- ii. Testing and certification of networks, equipment, for conformance and interoperability.
- iii. Testing and validation of technologies and equipment,
- iv. Monitoring of networks for compliance to the laid-down norms and standards.
- v. Providing support in formulation of Fundamental National Telecom Plans, viz., Numbering Plan, Spectrum Management Plan, Transmission Plan, Switching Plan, Synchronisation Plan, and provide technical support to service providers in implementing them.
- vi. Interaction with international telecommunication standards organisations, such as ITU, IEEE and other national and international standardization bodies.
- vii. Interaction with academia, R&D/scientific organisations, industrial/service provider's associations.
- viii. Handling the cases for designation of domestic Conformance Assessment Bodies (CAB) and recognition of foreign Conformance Assessment Bodies (CAB) and Certification Bodies (CB) for testing and certification of telecom products for the use in the countries having Mutual Recognition Agreement (MRA), as Designating Authority (DA) for India.
- ix. Planning, consultancy and implementation etc. of ICT related projects.
- x. Handling Personnel, Establishment, Administration and Vigilance related functions and other routine office work.
- xi. General works such as Parliament Question/ PG/RTI/ Handling of Court Cases/ Disaster Management/ Coordination etc.
- xii. Any other work as assigned from time to time by superior officers.

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Annexure-IV**APPLICATION FOR ENGAGEMENT AS CONSULTANT
IN TELECOM ENGINEERING CENTRE, NEW DELHI**

1. Name of post applied for :

2. Name of applicant :

3. Residential address, email, Contact No. :

4. Date of Birth(dd/mm/yyyy) :

5. Date of retirement (dd/mm/yyyy) :

6. Retirement Details:

(i) Name and address of Office
/Organisation from which retired :

(ii) Post held on regular basis :

(iii) Date from which post was held :

(iv) Last Basic pay / Pay scale :

(v) Present Pension Details (Pay, DA,
Scale of Pay and Total drawn per month):Affix latest
passport size
photograph
(self-attested)

7. Education Qualification and work experience:

Qualification	SL.	Qualification/Experience required	Qualification/Experience possessed by the officer
Essential	1	Pay Scale of the post	
	2	Educational Qualification	
Desirable	1	Work Experience	
	2	Computer literacy	
Any Other			

8. List of Documents/Certificates attached :

- (i) Proof of Last Pay scale and Pay drawn (Required) : (Yes / No)
(ii) Proof of Last Post held (Required) : (Yes / No)
(iii) Proof of Educational Qualification (Required) : (Yes / No)
(iv) Retirement Document/Certificate (Required) : (Yes / No)
(v) Pension Document, if applicable (Required) : (Yes / No)
(vi) Brief Bio-Data with work experience details (optional) : (Yes / No)
(vii) Any other document, if any (optional) : (Yes / No)

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9. Details of employment in chronological order (Attach separate duly authenticated by your

Signature sheet if required)for last ten years:

Sl. No.	Name of office/ organization where employed	Post held	From	To	Scale of Pay/Pay Band with Grade Pay	Nature of duties performed
Please use separate sheet.						

10. Nature of past employment i.e. whether Permanent, temporary, adhoc or quasi permanent :

11. In case the presently employed after retirement, please state

- a) The date of initial appointment :
- b) The period of appointment :
- b) Name of the parent office/organization :
- c) Type of appointment (regular/contract) :

12. Details of 02 references (only controlling officer) during last 05 year of service :

Sno.	Name of Officer	Post	Contact Details (Mobile no., Email ID)	Remarks, if any

13. Additional information if any which may support your suitability for thepost. :

14. Remarks, if any :

Date:

Signature of the Applicant
Mobile No.

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DECLARATION

I, _____ hereby declare that my engagement as Consultant in Telecommunications Engineering Centre, Department of Telecommunications, New Delhi is purely on short term contract basis.

II. I shall not have any right to claim for seniority or regular service in the Government/TEC on the basis of the service rendered by me as a Consultant in TEC.

III. I am not entitled for any other entitlement in the Department of Telecommunications or Telecommunications Engineering Centre except consolidated lump sum payment admissible as per rule and therefore will not resort to lay any claim for the same.

Place:

Date:

Signature of the applicant

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Enclosure-A

LIST OF TECHNICAL DIVISIONS AND THEIR WORK AREAS

Sl. No.	Division	Work Areas
1.	Fixed Access (FA)	Fixed Access Technology, Reduction of Carbon foot print, E-waste, Energy Efficiency & Green Telecom etc.
2.	Future Networks (FN)	Future Network & Technology Development, Broadband Network Policy Initiatives & Technology Solutions, Preferential Market Access (PMA) methodology etc.
3.	Information Technologies (IT)	IPv6 implementation, Standardization of IT equipment & Services etc.
4.	Internet of Things (IoT)	Internet of Things (IOT)/ Machine to Machine (M2M) communications, Study and standardization of M2M Gateway and Architecture, Smart Power, Smart Automotive, Smart Health, Smart Safety and Surveillance solutions etc.
5.	Mobile Technologies (MT)	5G, LTE-Advance, LTE, WCDMA (including HSDPA, HSUPA, HSPA, HSPA+ etc.), CDMA 2000 1X, WIMAX, Numbering Plan etc.
6.	Next Generation Network (NGN)	TDM & NGN based switching technologies, Media Gateways, Centralized Monitoring System, PSTN Lawful interception, Routing & Signalling Plans etc.
7.	Radio (R)	Terrestrial Radio-communication, Ground Equipment for Satellite Communication, Wi-Fi Systems, Spectrum, Radio wave propagation Studies, EMF Exposure measurement framework, Disaster Management, Safety, Environment and EMI/EMC standards etc.
8.	Standardization (SD)	Standardization in ICT, Cross-sector standardization co-ordination etc.
9.	Transmission (TX)	Optical Transport and Optical Fiber Cables/systems, Transmission synchronization equipment etc.
10.	Telecom Certification (TC)	Implementation of Mandatory Testing and Certification of Telecommunication Equipment (MTCTE) framework, Development and administration of MTCTE portal, Type approval & Interface Approval Certification, Co-ordination with stakeholders etc.
11.	Indigenous Manufacturing Promotion & TBT Enquiry Point (IMP & TEP)	Matters related to policy & implementation of DoT PPP MII Order, Handling all matters related to TEC in DoT PLI Scheme, Establishment & operation of WTO TBT Enquiry Point (of telecom sector) in TEC and other works related to WTO TBT Agreement, Working with DoT and other organizations for devising & promoting special schemes like Phased Manufacturing Programme (PMP) in telecom & related ICT sector
12.	Telecom Security (TS)& Cyber Security (CS)	NGN transport lab, IPv6 Ready Logo approved lab, IPv6 Conformance and interoperability testing, Setting up Telecom Security Test Lab etc. Contribution in Defining the Security indexing guidelines for telecom equipment, Defining security auditing guidelines specific to telecom Service providers etc.
13.	Control Lab	Setting up Control Lab
14.	Green Passport Lab	Setting up Green Passport Lab
15.	Conformity Assessment	Mutual Recognition Agreements, Designation of Conformity Assessment Bodies



	(CA)	(CABs) and Certification Bodies (CBs) etc.
16.	Convergence and Broadcasting (C&B)	Artificial Intelligence, Broadcasting, Convergence, Distributed Ledger Technology/ Blockchain, Emerging Technologies
17.	Regional TEC offices	Testing of telecommunication equipment/ systems/ services etc.
18.	Admin, Pers, Esttt. and Finance Divisions	These Divisions perform their standard functions pertaining to TEC

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