

भारत सरकार
संचार मंत्रालय
दूरसंचार विभाग
दूरसंचार अभियांत्रिकी केंद्र (TEC)
के. एल. भवन, जनपथ, नई दिल्ली - 110001

अधिसूचना

संख्या : 1-13/2023-Pers./TEC-Part(1)

दिनांक : 19.12.2025

विषय : 'टीईसी रिसर्च एसोसिएट योजना' के अंतर्गत रिसर्च एसोसिएट की नियुक्ति

दूरसंचार अभियांत्रिकी केंद्र (TEC), दूरसंचार विभाग, नई दिल्ली अपने 'टीईसी रिसर्च एसोसिएट (RA) योजना' के अंतर्गत नई दिल्ली में 05 (पांच) रिसर्च एसोसिएट की नियुक्ति करने का प्रस्ताव करता है। इसके लिए भारत के मान्यता प्राप्त विश्वविद्यालयों/महाविद्यालयों के पात्र अभ्यर्थियों/छात्रों से आवेदन आमंत्रित किए जाते हैं।

- नियुक्ति की शर्तें एवं नियम "टीईसी रिसर्च एसोसिएट (RA) योजना" में उल्लिखित होंगे, जो कार्यालय ज्ञापन संख्या 1-13/2023-Pers./TEC-Part(1)/01 दिनांक 19.12.2025 (संलग्नक-A) के माध्यम से जारी की गई है।
- नियुक्ति की अवधि प्रारंभ में एक वर्ष के लिए होगी, जिसे प्रदर्शन मूल्यांकन समिति (PAC) की संस्तुति पर अधिकतम 2 (दो) वर्ष तक बढ़ाया जा सकता है।
- रिसर्च एसोसिएट को ₹50,000/- (रुपये पचास हजार मात्र) प्रति माह समेकित मानदेय, प्रो-राटा आधार पर, सर्वसमावेशी रूप में देय होगा। संतोषजनक प्रदर्शन के अधीन प्रतिवर्ष ₹5,000/- की वृद्धि की जाएगी।
- इच्छुक एवं पात्र अभ्यर्थी निर्धारित प्रपत्र (योजना के परिशिष्ट-I) में विधिवत भरा हुआ आवेदन, आवश्यक दस्तावेजों सहित, डाक द्वारा अथवा व्यक्तिगत रूप से सहायक महानिदेशक (कार्मिक), दूरसंचार अभियांत्रिकी केंद्र, के. एल. भवन, जनपथ, नई दिल्ली-110001 के पते पर 02.02.2026 तक प्रस्तुत कर सकते हैं। विलंबित/अपूर्ण आवेदन संक्षेप में अस्वीकृत कर दिए जाएंगे। अभ्यर्थी को यह सुनिश्चित करना होगा कि वह आवेदन प्रपत्र के शीर्ष पर उस क्षेत्र/विषय का नाम अवश्य उल्लेख करें, जिसके लिए आवेदन किया जा रहा है।
- शॉर्टलिस्ट किए गए अभ्यर्थियों की सूची/पैनल टीईसी की वेबसाइट पर अपलोड की जाएगी तथा वास्तविक आवश्यकता के अनुसार चयनित अभ्यर्थियों को ई-मेल के माध्यम से प्रस्ताव पत्र भेजे जाएंगे।

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21/12/2025

7. चयनित अभ्यर्थियों को योजना के परिशिष्ट-IV एवं परिशिष्ट-V के अनुसार ₹100/- के गैर-न्यायिक स्टाम्प पेपर पर 'अनुबंध बांड' तथा 'गोपनीयता समझौता (Non-Disclosure Agreement)' निष्पादित करना होगा।
8. अधिक जानकारी के लिए वेबसाइट www.tec.gov.in अथवा www.dot.gov.in पर देखें।
9. किसी भी प्रकार की जानकारी/प्रश्न हेतु ई-मेल adgpers-tec@gov.in पर भेजा जा सकता है।

संलग्नक : संलग्नक – A

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भरपूर
19/12/2025
सहायक महानिदेशक(कार्मिक)
टीईसी, नई दिल्ली
ई-मेल आईडी : adgpers-tec@gov.in
दूरभाष : 011-23325119

प्रतिलिपि :

1. माननीय सदस्य (सेवाएँ) के वरिष्ठ निजी सचिव, नई दिल्ली
2. उप महानिदेशक (स्थापना), दूरसंचार विभाग मुख्यालय, नई दिल्ली
3. उप महानिदेशक (आईटी)/टीईसी/दूरसंचार विभाग – टीईसी/दूरसंचार विभाग की वेबसाइट पर प्रकाशन हेतु

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

-NOTIFICATION-

No. : 1-13/2023-Pers./TEC-Part(1)

Dated: 19.12.2025

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

Telecommunication Engineering Centre, Department of Telecommunications, New Delhi intends to engage 05 Research Associates at New Delhi under its 'TEC Research Associates (RAs) Scheme' for which applications are invited from eligible candidates/students from the recognised universities/colleges in India.

2. The term and conditions of the engagement as stipulated in "TEC Research Associates (RAs) Scheme" issued vide OM No. 1-13/2023-Pers./TEC-Part(1)/01 dated 19.12.2025 (**Enclosure - A**) shall be applicable.
3. The period of engagement will be initially for a period of one year which can be extended up to 2 years, on the recommendations of PAC (Performance Appraisal Committee).
4. A consolidated amount of Rs. 50,000/- per month on pro rata basis, all- inclusive, will be paid to RA. There shall be an annual increase of Rs. 5,000/- subject to satisfactory performance.
5. The willing and eligible applicant may send their duly filled application in the prescribed Proforma (**Annexure-I of Scheme**) along with other required documents by post or submit personally to the Assistant Director General (Pers.), Telecommunication Engineering Centre, K. L. Bhawan, Janpath, New Delhi-110001 on or before 02.02.2026. Delayed / incomplete applications will be rejected summarily. Applicant must ensure to mention the name of field/area, for which applying, on top of prescribed Proforma.
6. List/panel of shortlisted candidates will be hosted on TEC Website and offer letters, as per actual requirement, will be sent to selected candidates through e-mail.

Yogesh

7. Selected candidates shall execute a 'Contract Bond' and a 'Non-Disclosure Agreement' on non-judicial stamp paper of Rs.100/- as per **Annexure-IV** and **Annexure-V** of scheme.
8. For more details visit the website www.tec.gov.in or www.dot.gov.in.
9. In case of any query, mail may be dropped at adgpers-tec@gov.in.

Encl: Enclosure A

Yogesh
ADG (Pers.) *19/12/2023*
TEC, New Delhi
Email ID: adgpers-tec@gov.in
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.



सत्यमेव जयते

Government of India

Ministry of Communications

Department of Telecommunications

TELECOMMUNICATION ENGINEERING CENTRE

Khurshid Lal Bhawan, Janpath, New Delhi – 110001

No. 1-13/2023-Pers./TEC-Part(1)/01

Dated: 19.12.2025

TEC Research Associates (RAs) Scheme

1.0 Objective:

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

and Bengaluru respectively. For more details, visit the TEC website www.tec.gov.in.

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

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

2. Eligibility Conditions:

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

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

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

ii. (a) Work experience of one year or more in the relevant field related to any division of TEC (*for detail of divisions, TEC website www.tec.gov.in may be visited*).

OR

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

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

3. **How to apply:** Interested and eligible candidates may submit their applications along with their CVs, areas of work interest in the prescribed application form (Attached at **Annexure-I**) accompanied by the self-attested copies of the academic and experience certificate/testimonials, to designated office of TEC, in response to advertisement/ notification from TEC.
4. **Selection:**
 - 4.1 A Selection Committee will be constituted with the approval of Head of TEC, comprising of three members (One DDG & one Director from TEC and One DDG/ Director from NTIPRIT/ DoT.
 - 4.2 Details of selection process is given at **Annexure-II**.
 - 4.3 TEC reserves the right to fill up any or all positions and select candidates in any suitable position depending upon the qualification and experience required for the said position.
 - 4.4 Research Associateship is neither a job nor an assurance of a job with the TEC. Selected candidate has to enter into a contract with TEC.
 - 4.5 Selected candidates shall execute a Contract Bond and a Non-Disclosure Agreement on non-judicial stamp paper of Rs.100/- as per **Annexure-IV & Annexure-V**.
5. **Training:** RAs would be provided orientation training of 1-2 weeks for acquiring work related knowledge/ skills.
6. **Work Description & Responsibilities:**
 - 6.1 The RAs will be primarily engaged for in-depth study, formulation, operationalization and assessment of various standards/ programmes/ projects/ policies etc. related to emerging ICT areas such as Artificial Intelligence, Big Data, 5G, Internet of Things, Smart Networks, Cloud Computing, Cyber & Network Security, new developments in the fields of Mobile Technologies, Satellite Communications, EMI/EMC, EMF exposure management, Green Telecom & Sustainable Development Goals etc. They will also be associated in

preparation of contributions for various international standardization organizations such as International Telecommunication Union (ITU) Study Groups, APT, IEEE, IEC etc. Further, they will also be engaged in various works emerging from new National Digital Communication Policy (NDCP) - 2018.

6.2 The RA would be attached with one of the Divisions of the TEC and required to provide high quality work. Depending on the requirements of TEC and candidate's personal skills, RAs can be rotated to other divisions within TEC.

6.3 The work of RAs will be monitored regularly. The attendance record and the details of work supervision shall be maintained by the Divisions/Units in TEC.

7. **Place of Posting:** The place of posting will be TEC Headquarter at Khurshid Lal Bhawan, Janpath, New Delhi.

8. **Remuneration:**

8.1 A consolidated amount of Rs. 50,000/- per month on pro rata basis, all-inclusive, will be paid to every RA. There shall be an annual increase of Rs. 5,000/- subject to satisfactory performance.

9. **Leave:** Leave of 8 days shall be allowed in a year on pro-rata basis.

10. **TA/DA:**

10.1 RAs will be allowed to undertake domestic tours for which TA will be allowed for travelling by Air in Economy class or by Rail in AC Two Tier.

10.2 Reimbursement for Hotel accommodation of up to Rs. 750/- per day; reimbursement of taxi charges of up to Rs. 200 per diem for travel within the city and payment of daily allowance of Rs. 500/- per day to meet the other expenses.

11. **Performance Report Form:** Performance appraisal of RAs would be undertaken on quarterly basis, reckoned from the month of joining, through a Performance Report Form (PRF) as prescribed at **Annexure-III**. In order to bring objectivity, initial assessment would be done by the reporting officer and reviewed by the Head of the Division. The Division shall forward the PRF to Personnel Division within one week after the completion of every three-month period. Thereafter, the assessment report for each RA will be examined/ reviewed by the competent authority. After that, the PRF will be communicated to concerned RA by Personnel Division.

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

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

15. Disengagement:

- 15.1 The TEC reserves the right to disengage any RA at any point of time without assigning any reason.
- 15.2 Research Associate will not be allowed to disengage within first year. If RA wishes to disengage in first year then the conditions of Contract Bond shall be applicable. After completion of one year, one-month notice must be given to TEC. Notice period may be waived by the Head of TEC at his own discretion.
- 15.3 Upon disengagement, the RA must hand over to the TEC, any papers, equipment or other assets which might have been given to the RA by the TEC in course of his work with the TEC. This will include any badges or ID Cards which may have been issued to the RA.
- 15.4 If it comes to the notice of the TEC that the RA who has been disengaged by the TEC continues to act in a manner which gives an impression that he is still engaged for the TEC, the TEC shall be free to take appropriate legal action against such RA.
- 16.0 Number of Research Associates:**
- 16.1 TEC will assess the requirement of the RAs periodically preferably in the first quarter of calendar year. Present requirement is 5.
- 16.2 Engagement of RAs will be done normally once in a calendar year in synchronization with academic calendar of educational institutes.
- 16.3 The total number of RAs engaged at a time in TEC shall not normally exceed an average of 2 RAs per Division.
- 17.0 Scheme Review:** TEC reserves the right to review the scheme at any time. The Scheme so reviewed will be placed on the website of TEC.
- 18.0 Power to remove difficulties:** Head of TEC or his appointed/ nominated representative shall have the power to remove any difficulty in the way of the implementation of this scheme.

Annexure - I

Application Form for "Research Associate" on contract basis in TEC

(Applicants should submit only one application)

1. Name:
2. Father/Husband Name:
3. Gender:
4. Date of Birth:
(Please enclose mark-sheet of class 10th as age-proof)
5. Correspondence Address:

Paste latest
Passport Size
Photograph

6. Permanent Address:

7. Contact details:

Email id.:

Phone: (Residence)

Mobile No:

8. Academic Record:

Examination	Branch/ Specialization	Name of Institute / Board	Year of passing	CGPA*	Percentage marks
Bachelor Degree in Engineering/ Technology					
Post- Graduate Degree in Engineering/ Technology					
Any other					

***Applicants with CGPA degree should fill in equivalent percentage marks also and should submit documentary proof of conversion norm of their institute/ university, failing which a CGPA will be multiplied with 9.5 for deriving the equivalent percentage marks.**

9. National Institutional Ranking Framework (NIRF) ranking in engineering category (please see Note 1 of Annexure-II) of

(i) Engineering Graduation institute:

(ii) Engineering Post-Graduation institute:

10. Work experience (please enclose copy of certificate on the letter head of employer):

11. Internship details (organization & topic):

12. Academic distinction (special achievements), if any:

13. Key projects/ papers/ presentations:

14. Area of interest:

15. Additional information in support of your suitability:

I certify that the above information furnished by me is true to the best of my knowledge and belief. I also agree that in the event of any misrepresentation and/or falsification of information, my engagement shall be liable for termination without notice and without prejudice to any other administrative/legal proceedings that TEC may deem fit to initiate. I shall abide by the terms and conditions specified by TEC.

(Name & Signature of the Candidate)

List of Documents: (Self-attested copies)

1. Mark-sheet of Class 10th
2. Mark-sheet of Engineering Graduation

3. Mark-sheet of Engineering Post-Graduation
4. Documentary proof of CGPA to Percentage conversion norm
5. Work experience/ Internship Certificate
6. Any other document

SELECTION PROCESS

1. All the received application will be scrutinized for eligibility based on essential qualifications, age etc. and applications of ineligible candidates will be rejected summarily.
2. Thereafter, merit list of all eligible candidates will be prepared by the selection committee on the basis of score obtained by each candidate. Score of every candidate will be calculated by adopting following methodology:

Sl. No.	Item	Total marks	Score	
I	Engineering Graduation percentage	50	Percentage marks X 0.5	
II	Engineering Graduation Institute NIRF* ranking	10	NIRF ranking**	Marks
			1-20	10 marks
			21-50	7 marks
			51-100	5 marks
			Others	0
III	Engineering Post-Graduation Institute NIRF* ranking	10	NIRF ranking**	Marks
			1-20	10 marks
			21-50	7 marks
			51-100	5 marks
			Others	0
IV	Experience [as per 2.2 (ii)(a)] OR Internship [as per 2.2 (ii)(b)]	5	5 marks	
V	Sub-total score	75	Sum of (I) to (IV), upto two digits of decimal	
VI	Interview	25		
VII	Total Score	100	Sum of (V) & (VI)	

*Note 1: The National Institutional Ranking Framework (NIRF) is released by the Ministry of Human Resource Development (MHRD), Government of India. This framework ranks various institutions on the basis of their performance against pre-defined parameters. NIRF ranking is a reflection of the

institution's standing vis-a-vis other institutions of the similar category. Details about NIRF and rankings are available at <https://www.nirfindia.org/Home>.

****Note 2:** The ranking of the institute as applicable on the date of RA notification will be taken into account for granting marks.

3. The merit list will be prepared on the basis of sub-total of scores at 2 (V). If 'N' number of RAs are to be engaged then 3 x N candidates will be short listed, in order of their merit and will be invited for interview.
4. Merely fulfilling of the essential qualifications will not entitle a candidate for being called for interview. TEC reserves the right to shortlist and call a candidate for interview.
5. The selection committee will conduct the interview of short-listed candidates for final selection. Maximum marks allotted for interview is 25.
6. The final merit list will be prepared on the basis of total score at 2 (VII) and the candidates will be selected in the order of the merit.

Performance Report Form of RAs

Year of Report:

Period Fromto

Part-I : Basic Details

Name	
Date of Birth	
Date of joining	
Division	
Reporting Authority (Name & Designation of the Officer)	

Part-II : Performance Appraisal

Brief Description of task	Deliberations	Actual Achievements

MODEL CONTRACT BOND

[On a non-judicial stamp paper of Rs.100/-]

This bond is made with Telecommunication Engineering Centre (hereinafter referred to as the "TEC") by Mr./Ms. _____ (hereinafter referred to as the "Research Associate").

Effective Date:

This bond shall be effective from _____ day of _____ 20xx.

Declaration:

I, Mr./Ms. _____ hereby acknowledge and bind myself to the extent that I would serve TEC for a period of one year (extendable by another one year based on the assessment of output/outcome) and in any case not less than twelve months from the date of joining. I also agree that in case I terminate the engagement within a period of twelve months of my joining, I shall pay Rs. 1,00,000/- (Rupees One Lac only) to TEC. I also agree to serve a notice of minimum of one month or forfeit one months' remuneration in lieu of notice period if I decide to terminate the engagement with TEC.

Witness:

1) Name: _____
Address: _____

Contact No: _____

2) Name: _____
Address: _____

Contact No.: _____

(Signature of the Authorized Officer of TEC)

(Signature of Research Associate)

NON-DISCLOSURE AGREEMENT

[On a non-judicial stamp paper of Rs. 100/-]

This Non-Disclosure Agreement (hereinafter referred to as the “Agreement”) is entered into on (the “Effective Date”), by and between Telecommunication Engineering Centre (hereinafter referred to as “TEC”) and, with an address of(hereinafter referred to as “Research Associate”) (collectively referred to as the “Parties”).

CONFIDENTIAL INFORMATION

The Research Associate agrees not to disclose, copy, clown or modify any confidential information related to the TEC and agrees not to use any such information without obtaining prior written permission.

Confidential information refers to any data and/or information that is related to the TEC, in any form, including, but not limited to, oral or written. Such confidential information includes, but is not limited to, any information related to work in TEC such as discovery, processes, techniques, programs, knowledgebase, customer list, potential customers, all stakeholders, know-how or any other services related to TEC.

RETURN OF CONFIDENTIAL INFORMATION

The Research Associate agrees to return all the confidential information to TEC upon the termination of this Agreement.

OWNERSHIP

This Agreement is not transferable.

GOVERNING LAW

This agreement shall be governed by and construed in accordance with the laws of the Government of India and as defined on the Notification issued for engagement of Research Associate including subsequent amendments, if any.

(Signature of the Authorized officer of TEC)
Associate)

(Signature of Research

Name & Designation:

Name:

Date:

Date: