

**ADVERTISEMENT FOR ENGAGEMENT OF YOUNG PROFESSIONALS AS  
PROJECT ENGINEER AT C-DOT DELHI & BENGALURU**

Centre for Development of Telematics was established in August 1984 as an autonomous Telecom R&D Centre of DoT, Govt of India. It is registered under the Societies Registration Act 1860. C-DOT has more than three decades of relentless R&D efforts in the indigenous design, development and production of telecom technologies especially suited to the Indian landscape.

At present C-DOT is engaged in Research & Development of various innovative telecom related technologies and is looking for dynamic, experienced and qualified young professionals who can contribute their best for the organization.

Applications are invited from eligible Indian Citizens for filling up of following Fixed term basis vacancies in C-DOT. The details regarding the period of engagement, educational qualifications, experience, and age, nature of duties etc. as under:

**A) PROJECT ENGINEER**

<b>Particulars</b>	<b>Details</b>
Name of the Position	Project Engineer
Number of Engineers required	162
Remuneration	Rs.1,00,000/- Consolidated remuneration per month
Time frame for which the employee is to be hired	One year (Extendable by one year based on Performance and Assessment)
Age Limit	Below 30 years of age as on the last date of application
Educational Qualifications, Experience and Nature of Duties	As per the Job description mentioned against each post (Annexure-1)

## **B) DURATION**

The tenure of work will be as follows:

<b>Post name</b>	<b>Duration</b>
Project Engineer	01 Year (Extendable by one year based on Performance/Assessment and Project requirements)

The Project engineer will be on probation for a period of three months from the date of joining to facilitate performance evaluation. The place of posting shall be Bengaluru / New Delhi as per existing policy of C-DOT. C-DOT reserves the right to change the assignment and project if required during the tenure period.

## **C) QUALIFICATION**

1. The qualification will be mentioned against the vacancies advertised. The candidates must meet the eligibility criteria as mentioned against respective Job Description. All qualification should be regular course(s) from AICTE/UGC approved/recognized University/Deemed University/Institutes. The courses offered by autonomous institutions should be recognized as equivalent to the relevant courses approved/recognized by Association of Indian Universities (AIU)/UGC/AICTE. And for such autonomous institute's course (s) submission of equivalency certificate is mandatory at the time of interview. A candidate can apply for one post. Multiple applications will be rejected.
2. Minimum percentage for applying shall be 65% & above in (10<sup>th</sup>, 12<sup>th</sup> and Graduation). Eg 64.9 % will not be rounded off to 65%. Cumulative marks of all semesters shall be considered to arrive at the percentage of marks obtained against each qualification.

## **D) EXPERIENCE**

1. Only the relevant experience acquired after the passing date of the eligible qualification will be considered. The decision of C-DOT in this regard will be final and binding to applicants.
2. Years of experience, over and above the prescribed qualification, will not be considered for calculating higher pay.
3. Experience shall be calculated as on last date for receipt of application.

**E) AGE LIMIT/RELAXATION:**

1. Maximum Age Limit to apply shall not exceed 30 years as on last date for receipt of application.
2. Applicants belonging to reserved category (SC/ST/OBC/EWS/PwD)/ Ex-servicemen would be eligible for relaxations as per the Govt rules. (Necessary certificates are to be uploaded mandatorily).
3. SSLC/SSC/ISC mark sheet/ certificate and any other valid document will be considered as proof of date of birth.

**F) PAYMENT TERMS:**

Sl.	Post	Consolidated Remuneration
1.	Project Engineer	Rs.1,00,000/-

1. Taxes will be deducted as applicable on the consolidated remuneration. No other allowances will be paid. The amount of remuneration so fixed shall remain unchanged for the terms of the contract. PF deduction as per statutory guidelines will be deducted from the consolidated emoluments.
2. The payment of consolidated pay will be released by the C-DOT after completion of the month based on the biometric Attendance/Physical Attendance to be verified by the concerned Divisional Heads. No increment, HRA, Dearness Allowance and any other allowances shall be allowed during the terms of contract.

**G) SELECTION PROCESS:**

1. Based on the project requirements, the number of vacancies will be advertised online on the C-DOT Portal. If applications are received in large numbers, the screening shall be based on the qualifications, age, academic score, relevant experience and other factors as decided by C-DOT, Management.
2. The qualification and experience prescribed are the minimum requirements and possession of the same does not automatically make the candidates entitled for the selection processes. Where number of applications received in response to an advertisement is large, it may not be convenient or possible for the Organization to call all the candidates to participate in selection process. The selection committee may devise its own method for selection of suitable Candidates as per requirement. The Selection Committee may also recommend

names for keeping in wait list with valid time period.

3. C-DOT reserves the right to fix higher threshold of qualifications and experience for screening and limiting the number of candidates for interview. The candidates should, therefore, furnish all the qualifications and experience possessed in the relevant field, over and above the minimum qualifications prescribed. However, for further requirements candidates who meet the eligibility criteria and not considered for interviews shall be contacted again in the order of merit as mentioned above. Only the shortlisted candidates will be invited for the interview.
4. Canvassing in any form will be a disqualification for selection.
5. In case, it is found at any point of time in future during process of selection or even after appointment that candidate was not eligible as per prescribed qualification, experience etc, which could not be found at the time of selection due to whatever circumstances, his/her candidature/appointment shall be liable to be cancelled/terminated as case may be without giving any notice.
6. No TA/DA shall be permissible during the recruitment process.

#### **H) Other Terms and Conditions**

**Leave:** -The Project Engineers shall be eligible for paid leave of absence @ 1.5 day for each completed month of service besides the Gazetted holidays. Accumulation of leave beyond a calendar year will not be allowed. "No work no pay" will be applicable during the period of contract, if more than prescribed leave is taken.

**Tax Deduction at Source:** - The income tax or any other tax liable to be deducted as per prevailing rules will be deducted at Source before releasing the payment and the Department will issue TDS certificate/ GST as the case may be. C-DOT takes no liability for taxes or other contribution payable by the Project Engineer on payment made under the contract.

**Authenticity:** - If any declaration given or information furnished by the candidate proves to be false or if he/she is found to have willfully suppressed any material information, he/she will be liable for removal from such contract and also such other action as the Government may deem necessary.

**Relaxation:** - CEO C-DOT is of the opinion that it is necessary or expedient to do so, it may by order and for reasons to be recorded in writing, relax any of the provisions of the guidelines.

**TA/DA:** - For any official travel, TA/DA will be reimbursed as per the

entitlement permissible to Level 10 of 7CPC.

**I) TERMINATION:**

C-DOT reserves the right to terminate by giving 15 days' notice during probation period and payment shall be made on prorata basis for man days worked.

C-DOT can terminate the contract at any time without prior notice and without providing any reason thereto. However, in the normal course it will provide one month's notice to the Project Engineer. The candidate can also seek for termination of the contract upon giving one month's notice to C-DOT.

**J) CONTRACTUAL TERMS AND CONDITIONS:**

**1. Legal Status:**

The Project Engineer (PE) shall have the legal status of a temporary contractual manpower vis-a-vis C-DOT and shall not be regarded, for any purpose, as being staff member or an official of C-DOT. No temporary staff member shall claim status of permanent employment or that of equivalent to official staff on C-DOT rolls.

**2. Standards of conduct:**

The candidate shall neither seek nor accept instructions from any authority other than C-DOT in connection with the performance of its obligations under the contract. The Project Engineer shall not take any action in respect of its performance or otherwise related to its obligations under the contract that may adversely affect the interest of the organisation. The PE shall fulfill his obligations with the full regard upholding the interest of C-DOT. The PE shall comply with all laws, ordinance, rules, and regulations bearing upon the performance of obligations under the Contract. In the performance of the contract, the PE shall comply with the established standards of conduct and as per the rules and regulations of the employing organisation. Failure to comply with the same shall be ground for the termination of the contract.

**3. Assignment of Duties:**

The PE shall perform the duties assigned to him. The Competent Authority reserves the right to assign any duty as and when required. No extra/ additional allowance- shall be admissible in case of such additional duties assigned.

**4. Provision of Sexual Exploitation and abuse:**

In the performance of the contract, the PE shall comply with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The PE acknowledges and agrees that any breach of the provisions thereof shall constitute a

breach of an essential term of the contract and in addition to any other legal right or remedies available to any person, shall give rise to a ground for termination of the contract. If required, further appropriate legal action may also be recommended.

#### **5. Medical Clearance and service incurred Death and Grievous injury:**

It is mandatory for PE to submit a Medical Fitness Certificate from a registered medical practitioner at the time of joining duties. In the event of death or grievous injury to the PE during the course of his/her duties, compensation shall not be payable to the Project Engineer or his/her dependents. It is desired that the PE makes personal arrangements and maintains adequate medical insurance.

#### **6. Basic Support Facility**

PE will be provided by C-DOT with basic supports like office space, furniture, stationery, computer, laptop, calculator, access to Internet etc. to perform the duties assigned. PE is responsible for any equipment and supplies provided to perform their duties assigned and any damages or degradation occurring to the equipment at the time of return beyond normal wear and tear, shall be compensated to C-DOT.

#### **7. Confidentiality of Documents & Information**

The PE would be subject to the provisions of confidentiality applicable in the organisation. They shall not use the name, emblem, or official seal of C-DOT for any commercial purpose other than discharging assigned duties under the employment contract.

#### **8. Settlement of Disputes**

C-DOT and the PE shall use their best efforts to amicably settle any dispute, controversy or claim arising out of the Contract or the breach, termination or invalidity thereof. Any dispute, controversy or claim between the parties arising out of the Contract or the breach, termination or invalidity thereof unless settled amicably, as provided above, shall be referred by either of the parties to the CEO, C-DOT or any person/official to whom such authority has been delegated by CEO, C-DOT for resolution. The courts at New Delhi shall have jurisdiction over the issues which fail to be resolved amicably.

#### **9. Conflict of interest**

The PE are expected to follow all the rules and regulations of C-DOT/Government of India which are in force. He/she is also expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the Project Engineer are not found satisfactory or found in conflict with the interests of C-DOT, his/her services will be liable for discontinuation without assigning any reason.

