Aeronautical Development Agency
(Ministry of Defence, Govt. of India)
PB No.1718, Vimanapura Post, Bangalore- 560017

Advt. Ref No. : ADA:ADV-128   **28/02/2025**

RECRUITMENT OF SCIENTIST/ENGINEERS ON LATERAL BASIS IN ADA

ADA is a Society and an Autonomous Organization under the Department of Defence Research & Development (R&D), Ministry of Defence (MOD), Government of India, entrusted with the design & development of both the Air Force and Naval versions Light Combat Aircraft (Tejas), LCA AF Mark-II, Advanced Medium Combat Aircraft (AMCA) and other advanced technology developmental projects of Government of India. ADA offers a challenging and excellent working environment and it has advanced and sophisticated facilities for Aircraft Design activities providing excellent growth potential.

2.   ADA invites applications from suitable Scientists and Technologists from Institutes of Technology, Research Institutions, Public Sector Undertakings and other non-Government bodies or Central and State Government Departments possessing the required qualifications and experience for the post(s) as mentioned below:

A. Details of the required number of post(s), educational qualification & experience, Pay Level etc. are as given below:

Post Sl No.	**01**
Post	**Scientist/Engineer 'E'**
No. of Post(s)	01
Pay Level / Basic Pay	**Level–13** (1,23,100-2,15,900) of Pay Matrix. **Minimum Basic Pay : Rs.1,23,100/-**
Educational Qualification Essential / Desired	**Essential:** At least First Class Bachelor's Degree in Engineering/Technology in **Electronics & Communication / Electronics & Instrumentation / Electrical & Electronics Engineering** from a recognized University. *(Please refer to para H below for list of acceptable equivalent discipline)* **Desirable:** M.E/M.Tech in relevant discipline from a recognized university

Nature and area of Experience required	**Essential:** A minimum of 10 years experience required in Software Development, Testing and hands on experience in one or more of the following areas:
	1. Avionics Embedded System Design and Development activities.
	2. Strong Knowledge on Fuel system interface components and its electronics interface design.
	3. Strong Knowledge on Environmental Control system interface components and its electronics interface design.
	4. Experience in Avionics Data communication Interfaces and Protocols. MIL-1553B, UART, Ethernet, CAN
	5. Experience in System Integration testing and Validation activities.
	Desirable: Experience in one or more of the following is desirable:
	1. Experience/Knowledge on Electrical and Engine system monitoring.
	2. Experience in Avionics Embedded System Software Development.
	3. Knowledge on MATLAB OR Systems Simulation Model development.
	4. Knowledge on TSN Communication Protocols and features.
Post Sl No.	**02***
Post	**Scientist/Engineer 'D'**
No. of Post(s)	01
Pay Level / Basic Pay	**Level–12** (78,800-2,09,200) of Pay Matrix. **Minimum Basic Pay : Rs.78,800/-**
Educational Qualification Essential/Desired	**Essential:** At least First Class Bachelor's Degree in Engineering/Technology in **Computer Science & Engineering** from a recognized University. *(Please refer to para H below for list of acceptable equivalent discipline)* **Desirable:** M.E / M.Tech in relevant discipline from a recognized university

| Nature and area of Experience required | **Essential:** A minimum of 7 years in Software Development and hands on experience required in one or more of the following areas:

1. Proficiency in C, C++, C#, Ada 95 for developing robust and safety-critical avionics software
2. Proficiency in OpenGL and OpenGLES for graphics programming and rendering, experience with shaders, rendering pipelines and 3D Transformations.
3. Hands-on experience with OpenCV for image processing
4. Knowledge of embedded systems development, experience in developing applications with Micro-kernal based RTOS
5. Experience in Extended Reality Flight Simulation Software Development and flight gear based simulation software development
6. Strong understanding of the software development lifecycle (SDLC) and agile methodologies, experience with version control software such as Clearcase for source code management, and ability to write clean, maintainable and well documented code.
7. Familiar with Avionics standards / guidelines namely DO-178B/C, DO-2167A
8. Knowledge in 1553B MIL bus, ARINC 615A, ARINC 665, RS422, RS232 & Ethernet Protocols |
| | **Desirable:** Experience in one or more of the following is desirable:

1. ARINC 661 based Cockpit display and user application Software development
2. Experience in GNAT STUDIO, VISUAL STUDIO, UNITY 3D, ECLIPSE, QNX MOMENTICS, SCADE, LUNACY, ONE TEST IDE/ TOOLs
3. Familiar with DOCKER, CONTAINER & KUBERNETES
4. Familiar with GIS Tools. |

Post Sl No.	**03**
Post	**Scientist/Engineer 'D'**
No. of Post(s)	01
Pay Level / Basic Pay	**Level–12** (78,800-2,09,200) of Pay Matrix. **Minimum Basic Pay : Rs.78,800/-**
Educational Qualification Essential/Desired	**Essential:** At least First Class Bachelor's Degree in Engineering / Technology in **Electronics & Communication Engineering** only from a recognized University. *(Please refer to para H below for list of acceptable equivalent discipline)* **Desirable:** Ph.D. in relevant field as per nature of experience **OR** ME / M.Tech / MS (Engg) in relevant discipline as mentioned above.
Nature and area of Experience required	**Essential:** A minimum of 7 years experience in one or more of the following areas: 1. Control Systems 2. Aeronautical/Aerospace/ Aircraft Control 3. System Modeling and Simulation 4. Any Combination of S. No. 1, 2 and 3 above **Desirable:** Experience in one or more of the following is desirable: 1. Landing gear, Tyre dynamics and Ground model Modeling 2. Hydraulic and actuator system modelling. 3. Brake management system modelling. 4. Airdata System Development 5. Testing & Clearance on various test platforms 6. Requirements Management and certifications

(*) marked post is the one in which candidates from all Divyang / PwD categories (except Visually Impaired) can apply/ Remaining posts are the ones in which only specific categories of Divyang/PwD candidates viz., Acid Attack Victims and Dwarfism can apply.

B.   Age (as on closing date of advertisement) :

Designation	Age Limit
Sc/Engr 'D'	50 years
Sc/Engr 'E'	50 years

Relaxation in upper age limit (As per Govt rules) :

(a) Upto 10 years for Divyang/PwD candidates

(b) The upper age limit is relaxable up to 5 years for serving Civilian Central Govt. employees (employed on regular basis only) working in posts which are in the same line or allied cadres and where a relationship could be established that the service already rendered in a particular post will be useful for the efficient discharge of the duties of the advertised posts.

(c) The upper age limit is relaxable for Ex-servicemen including Ex SSCOs/ECOs as per rules in vogue.

(d) For vacancies pertaining to Sc/Engr C and above, category reservation is not applicable, therefore, there is no age relaxation under reserved categories.

Note: Maximum age shall not exceed 56 years including any of the age relaxation mentioned above

C.   Essential Experience:

Designation	Minimum No. of years Experience required	Min. suitable level of experience
Scientist/Engineer `D'	7 years in the relevant field	Current experience at the level of Scientist / Engineer `C' or equivalent# and any other experience **not below** the Pay Level-10 as per 7th CPC or equivalent
Scientist/Engineer `E'	10 years in the relevant field	Current experience at the level of Scientist / Engineer `D' or equivalent# and any other experience **not below** the Pay Level-10 as per 7th CPC or equivalent

For details regarding Pay equivalence, please visit ADA/RAC website.

D.   Weightage:

Weightage for higher qualification will be given based on the following conditions:

(a) Weightage for higher qualification is equated to research experience and given as :

(i)   Post Graduate Qualification in Engineering: 2 years of weightage.

(ii)   Doctorate Degree in Engineering: 4 years of weightage.

Note : Dissertation of ME/M.Tech or Project/Dissertation/Thesis in case of Doctorate Degree in Engineering must be in the field relevant to the required area of experience for the given post.

(b)   In case of candidate(s) possessing both (i) & (ii) above, weightage of higher degree only will be given subject to the note above.

(c)   Maximum weightage upto 3 years only will be given for the work experience as Research Fellow / Research Associate etc. (for every completed year of experience) and in case of such candidate(s) possessing ME/M.Tech degree, weightage of one year only will be given for experience subject to the note above. However, in ADA Bengaluru, the designation of JRF/SRF has been changed to Project Assistant. Therefore, such Project Assistants having gained work experience post re-designation in ADA Bengaluru will be eligible to get the benefit of weightage in experience. The period of study should not overlap with work experience.

 (However, the weightage is not automatic. It will depend on the relevance of the higher qualification and research carried out by the candidate with that required by ADA).

E.   Allowances:

In addition to Basic Pay, ADA Scientist/Engineers are entitled for Dearness Allowance, House Rent Allowance in lieu of Government accommodation; Transport Allowance; Children Education Allowance' etc. as admissible to Central Government employees. Perquisites like Leave Travel Concession (LTC), Medical facilities, Telephone bill reimbursements etc. are also admissible.

F.   Screening/Shortlisting

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

- ✓ For all applications received within due date, **Administrative Screening** will be carried out for verification of identity, age, essential & higher qualifications and length of suitable experience at initial stage

- ✓ For all Administratively Eligible applications, **Technical Screening (may be at two levels, if required)** will be carried out for verification of suitability of experience possessed by the candidates with the experience requirements advertised against each vacancy. Technically screened applications (Biodata based Technical Screening at Level-1) will be shortlisted for further selection process in the **Pre-Defined Ratio@** by adopting any one or more of the following methods:

  (a)   On the basis of educational qualifications and / experience higher than the minimum prescribed in the advertisement duly supported by the Documentary evidence

  (b)   Relevance of experience as filled in application by candidates

  (c)   On the basis of Desirable Qualification (DQ), if more than one DQ is prescribed, on any one or all of the DQs

  (d)   By holding a Technical Screening Committee Meeting including Technical Experts from Industry/ Academia/ DRDO

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

✓ Subsequent to technical screening at Level-1, in case the no. of candidates shortlisted for Final Personal Interview in accordance to any of above mentioned methods is large, then further shortlisting may be carried out by conducting a **Preliminary Online Interview@@** of short duration (10-15 minutes). The number of candidates to be shortlisted for **Preliminary Online Interview** are as under (subject to their availability):

(i)	For one Post	Upto 24 candidates

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

✓ Based upon the performance in the **Preliminary Online Interview,** candidates will be shortlisted for the **Final Personal Interview** in the following ratio subject to their availability:

(i)	For one Post	Upto 12 candidates

For further information of the candidates:

✓ In case, the administrative screening at initial stage does not result in sufficient no. of eligible candidates (i.e. min. of 06 candidates against one vacancy), then the subsequent selection process for said vacancy may be cancelled.

✓ In case, the technical screening (at Level-1 or at Level-2) does not result in sufficient number of candidates (i.e. min. of 06 candidates against one vacancy), then the subsequent selection process for said vacancy may be cancelled.

✓ The candidates should, therefore, mention all qualifications/ experience/ achievements/ specialization in relevant fields including those over and above the minimum qualifications.

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

G. Selection Process

(a) The candidates, shortlisted after Technical Screening (Level-1 or Level-2 whichever applicable), will be advised to appear for a Final Personal Interview to be conducted as per rules at the venue and date, which will be intimated through the call letter.

(b) The final selection of candidates will be purely on the basis of merit of marks scored by a candidate in the final personal interview only. The candidates must score a minimum of 75% marks (i.e. 75 out of 100 without rounding off) in the Final Personal Interview for consideration for selection.

H. Acceptable Equivalent Discipline

Post Sl.No.	Subject of essential qualification	Acceptable equivalent subjects
1	Electronics & Communication / Electronics & Instrumentation / Electrical & Electronics Engineering	a) Electrical Engineering b) Electrical & Electronics Engineering c) Electrical & Instrumentation Engineering d) Electronics & Electrical Communication Engineering e) Electrical with Communication Engineering f) Electrical Power System Engineering g) Electrical & Renewable Energy Engineering h) Power Engineering i) Power Electronics Engineering j) Applied Electronics & Instrumentation Engg k) Electrical & Electronics Engg l) Electrical with Communication Engg m) Electrical with Tele-Communication Engg n) Electronics & Communication Engg (Avionics) o) Electronics & Communication System Engg p) Electronics & Computer Engg q) Electronics & Control Engg r) Electronics & Instrumentation Engg s) Electronics & Telematics Engg t) Electronics & Electrical Communication Engg u) Industrial Electronics Engg v) Radio physics & Electronics w) Tele-Communication and Information Tech x) Tele Communication Engg y) Any other relevant discipline with qualifying essential degree which mentions 'Electronics' or 'Electrical' as the main discipline
2	Computer Science Engineering	(a) Computer & Communication Engineering (b) Computer Networking (c) Computer Science & Automation Engineering / Technology (d) Computer Science & System Engineering (e) Computer Science/Engg & Info Tech (f) Computer Science / Engg / Technology

		(g) Computer Science / Technology & Informatics Engg/Tech (h) Information Science & Engg / Technology (i) Software Engg/Technology (j) Any other relevant discipline with qualifying essential degree which mentions 'Computer Science' as the main discipline
3	Electronics & Communication Engineering	(a) Applied Electronics & Instrumentation Engg (b) Electrical & Electronics Engg (c) Electrical with Communication Engg (d) Electrical with Tele-Communication Engg (e) Electronics & Communication Engg (Avionics) (f) Electronics & Communication System Engg (g) Electronics & Computer Engg (h) Electronics & Control Engg (i) Electronics & Instrumentation Engg (j) Electronics & Telematics Engg (k) Electronics & Electrical Communication Engg (l) Industrial Electronics Engg (m) Radio physics & Electronics (n) Tele-Communication and Information Tech (o) Tele Communication Engg (p) Any other relevant discipline with qualifying essential degree which mentions 'Electronics' as the main discipline

I.   General Instructions

1. Only Indian Nationals need apply.

2. **First Class Bachelor's Degree in Engineering/Technology from a recognized University is mandatory.** In case a particular University / institute does not have any criteria for First Class or equivalence, 60% marks will be taken as equivalent to first class for that University / institute. In case of CGPA, candidate should provide conversion formula for calculating the percentage. In cases, where conversion formula is not available, CGPA/CPI of 6.75 (for a 10 point scale) will be taken as equivalent to 60% as per AICTE guidelines. No rounding off of marks is permitted.

3. Candidates should be in possession of First class degree certificate awarded by the university at the time of submitting the application. Provisional Certificate will not be accepted. The applicants who are not in possession of the original degree certificate in the discipline as mentioned in the advertisement on the closing date of online registration need not apply.

4. The applicants should ensure that they satisfy the eligibility criteria as on the closing date of online registration.   The prescribed Essential Qualifications and

Experience are bare minimum and mere possession of the same does not entitle candidates to be called for the interview. **Experience in Aeronautical / Aerospace industry is desirable.**

5.   Educational qualifications and experience are two separate items of requirements. Candidates should possess the prescribed essential experience in the relevant fields as mentioned under the column 'Nature and area of experience'. **The prescribed experience should have been obtained by the candidate after acquiring the prescribed educational qualifications.**

6.   One set of copies of the self-attested certificates in proof of qualifications and experience should be brought at the time of interview along with the application form; however, candidates will be required to produce all original certificates for verification.

7.   The appointment will be subject to the completion of formalities like medical examination prescribed for Group 'A' technical posts of Government of India with field service liability and character verification etc.

8.   Selected candidates will be required to resign from the previous organization and will not be permitted to join ADA on lien / deputation basis.

9.   The number of vacancies indicated is tentative and may vary and the right not to fill up all or any of the posts as advertised is reserved.

10.   All decisions in all matters relating to eligibility, acceptance or rejection of application shall be final and no enquiry or correspondence will be entertained in this connection from any individual or his/her agency.

11.   Date for determining the eligibility of all candidates in every respect shall be the prescribed closing date for submission of on-line application under this Advt. The applicants are advised to fill in all their particulars in the on-line application (ADA web-site) carefully as submission of wrong/incomplete information may lead to rejection through computer-based short-listing.

12.   Interview call letters for shortlisted candidates will be available over website only and therefore candidates may correctly enter their details such as E-mail ID, Postal Address & Mobile Number etc. No queries in this regard will be entertained on telephone.

13.   Application received through any other mode would not be accepted and will be summarily rejected.

14.   Candidates are not required to send print out of application by post. However, candidates working in Government / Public Sector Undertakings, Autonomous organizations/ Armed forces, including departmental candidates must apply in accordance to para (J-10) mentioned below.

15.   **If the officer selected for the post joins ADA on release from Defence Services / Departments of Central or State Governments / or any other organization under the Government of India / State Government on pre-mature / voluntary retirement or resignation being granted pension, the pay will be fixed as applicable to re-employed pensioners as per the provisions contained in DOPT OM on the subject.**

16.   Selected candidates may be posted anywhere in India if considered necessary.

17.   Selected candidates will be governed by the 'National Pension System' applicable to Central Govt. employees appointed on or after 01.01.2004.

18.   Canvassing in any form will be treated as disqualification.

19.   Genuine queries if any, regarding the advertisement, should be sent by e-mail only to *admin-hr.ada@gov.in.* **No query asking for advice as to eligibility will be entertained.**

20.   Applications/Registrations received after the closing date or otherwise incomplete shall not be considered. No correspondence in this regard will be entertained.

21.   **Existing Scientist/Engineers employed in ADA on a regular basis need not apply.**

22.   **Warning** - Candidates will be shortlisted for interview on the basis of the information provided by them in their on-line application. They must ensure that such information is true and correct. If at any subsequent stage or at the time of interview, any information given by them or any claim made by them in their on-line application is found to be false, their candidature will be liable to be rejected and they may be debarred either permanently or for a specified period by ADA for future selection activities.

J.   Important Instructions related to work experience/Employment:

1.   The required experience will be counted only after the date on which the essential qualification has been acquired. While counting the experience, the suitability of the level of experience possessed will also be considered. *For details regarding Suitable level or Pay equivalence, please visit RAC website and check 'Pay Equivalence Criteria'.*

2.   All experience certificates/documents/promotion orders indicating length and nature of experience for each employment record should be uploaded.

3.   For all posts, candidates should have attained the current experience level at one level below the post applied for before the closing date of the advertisement. **Any experience below the Pay Level-10 as per 7th CPC or equivalent will not be considered.**

4.   Candidates who have worked or are currently working in Private Sector must submit proof of Pay drawn/Cost to Company (CTC) /CTC revision document/Form 16A during the period claimed as experience for the post. While determining the suitable level of experience, the Pay drawn /CTC/Form 16A will only be the sole criteria.

5.   The period of experience rendered by a candidate on part time basis, daily wages, trainee, internship, Technical Assistant, Training, apprenticeship / part time / casual/ per-diem employment / guest or visiting faculty, Research Assistant, Project Assistant (except for ADA) etc. will not be counted while calculating the valid experience for eligibility of candidates for interview.

6.   Experience certificates/proofs should contain name of individual, designation, salary drawn, date of joining with CTC /leaving and areas of work. Passbook entries, Bank Account statements etc. will not be considered as salary/fellowship proofs.

7.   Candidates should upload all experience certificates, salary slips, promotion orders or proofs related to change in designation/pay scales/ctc revision etc. **The length of experience i.e. date of joining alongwith Pay Scale/CTC and end date of each employment record should be available to verify the period of suitable experience.**

8.   The experience certificate/proof issued by Admin/ HR Head / Director / Principal / Dean / Registrar / Competent Authority of the Institution will only be acceptable. The experience certificates issued by Group/Division Head/ Project Head/ Professor or Head of department etc. will not be accepted.

9. Experience certificates related to Fellowships must be issued by the aforesaid competent authority.

10. **Cadre Controlling Authority (CCA) Declaration & Acknowledgement:**

(a)   All serving candidates (working in permanent or temporary capacity) working in Government or in Government owned organizations (PSU/Joint venture, Government promoted societies and Government /Non-Government companies / Agencies / Entities where Government or Government promoted companies/ Agencies/Entities have a combined controlling stake of 50% or more) **need to upload a signed declaration at the time of online submission of application**(as per format given on the website), undertaking that they have informed in writing to their **Cadre Controlling Authority (CCA)** about their application for the post in ADA **failing which their candidature will be rejected. In case of any objection over application, the employer may directly communicate with ADA (email: _admin-hr.ada@gov.in_) regarding objection within 15 days of the closing date of online registration.**

(b)   These candidates will be required to produce the proof (in original) of their communication with their employer i.e. THE INTIMATION TO THE EMPLOYER AND THE ACKNOWLEDGEMENT RECEIVED FROM EMPLOYER regarding their application for the desired post at the time of interview(if called for) failing which, their candidatures will be treated as cancelled.

(c)   Such Candidates shall ensure that the intimation will be made to the employer in the prescribed format only (available upon ADA/RAC website) else the intimation in any other format will not be considered.

(d)   Such Candidates should note that in case a communication from the employer is received by ADA withholding the permission to the candidate applying for the post, their candidature will be liable for cancellation.

K.   How to apply:

1.   As described above for different posts, the applicants should ensure that they satisfy the eligibility criteria (in respect of age, essential qualification, experience) as on the closing date of advertisement i.e **11th April 2025**. Date for determining the eligibility of all candidates in every respect shall be the prescribed closing Date.

2.   Candidates are requested to register their applications online on RAC website *https://rac.gov.in* or ADA web site: *https://www.ada.gov.in*. Application registration on the website will be kept open from **22nd March 2025 upto 4 pm on 11th April 2025**. Applications received through any other mode would not be accepted and summarily rejected.

3.   On successful registration, the candidates may login and submit the online application before the closing date of the advertisement to avoid last minute network congestion.

4.   Candidates desirous of applying for more than one post must apply separately for each post. In such case, please mention the item no. (nos.) of all other posts where you have applied/intend to apply alongwith the order of preference for all Items in case of final selection against multiple Items.

5.   Applicants are advised not to change their registered mobile number or Email as vital information regarding their shortlisting/selection status will be intimated through Email / SMS.

6.   The applicants are advised to fill in/ upload documents for all their particulars carefully in the online application. After previewing the application along with uploaded certificates/documents, the application needs to be locked for submission. **Only locked / finalised applications in all respects shall be considered. No correction in the data / application will be allowed and no document will be accepted once their application is finally submitted / locked**.

7.   **Candidates are advised to keep visiting RAC website (https://rac.gov.in) for regular updates regarding their eligibility status upon their login.**

8.   Dispute, if any, will be subject to the Courts/Tribunals having jurisdiction over Delhi only.

9.   Candidates will have to produce all certificates, in original, for verification at the time of interview, if and when called for.

10.   Candidates are also advised to retain a printout/copy of the online application (.pdf format) after submission.

11.   **Incomplete applications will be summarily rejected.**

L.   CHECK LIST (IMPORTANT DOCUMENTS TO BE UPLOADED):

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

1.   **Date of Birth (DOB) proof i.e.** Self attested Matriculation certificate/High School certificate/Birth Certificate issued by appropriate Local Authority etc. has been uploaded and it mentions birth date.

2.   **A recent passport size colour photograph** (size not exceeding 30 KB) has been uploaded

3.   Scanned sample of candidate's **signature**(size not exceeding 30 KB) has been uploaded

4.   Self-attested certificates/testimonials regarding Essential and Higher qualification along with mark-sheets, caste, ex-servicemen, Disability certificate (wherever applicable), employment and experience etc have been uploaded.

5.   Fellowship proofs mentioning the start date and end date of fellowship have been uploaded.

6.   Duly **signed CCA Declaration**(if applicable) has been uploaded

7.   In case of mismatch in candidate name and/or parent(s) name(s) as mentioned in the application form with any of the documents/certificates being uploaded, the relevant notarized affidavit in support has been uploaded.

8.   If any document/certificate furnished is in a language other than English or Hindi, a notarized transcript of the same has been uploaded

9.   **All experience certificates** (with the start and end date) and salary Proofs / Appointment letter (with pay scale or CTC), Promotion letters(with revised scales or CTC), Form 16A and Salary slips(in the beginning and at the end) as proof of pay drawn for the each employment/experience claimed have been uploaded

10. **Uploaded experience certificate has been issued by competent authority** like Admin/ HR Head/Director/Principal/Dean/Registrar/Head of the Organisation only.

11. Requisite caste/ disability certificate, in case you belong to Divyang has been uploaded.

12. Requisite Release certificate in case you are a retired Armed Forces personnel has been uploaded

13. Retained a printout of the finally submitted online application.

Director (Admin & HR)
ADA

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