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

-NOTIFICATION-

No. : 1-13/2022-Pers./TEC

Dated: 22.09.2023

Subject: - Engagement of Research Associate as per 'TEC Research Associate Scheme'
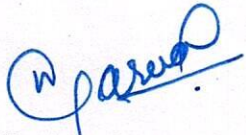
Telecommunication Engineering Centre, Department of Telecommunications, New Delhi intends to engage 10 Research Associate under its 'TEC Research Associates (RAs) Scheme' for which applications are invited from eligible candidates/ students from the recognised universities/colleges in India as below: -

S. no.	Name of field/area	No. of RA required	Location
1.	Fixed Access (FA)	01	New Delhi
2.	Future Network (FN)	01	"
3.	Information Technology (IT)	01	"
4.	Internet of Things (IoT)	02	"
5.	Next Generation Network (NGN)	01	"
6.	Standardization (SD)	01	"
7.	Telecom Security (TS)	01	"
8.	Qunatum Technology (QT)	01	"
9.	Conformity Assessment(CA)	01	"

2. The term and conditions of the engagement as stipulated in "TEC Research Associates (RAs) Scheme" issued vide OM No. 1-13/2022-Pers./TEC dated 22.09.2023 (**Enclosure - A**) shall be applicable. The specific areas with expected outcome for the above are given in **Annexure-V of the Scheme**.

3. The period of engagement will be initially for a period of one year which can be extended another one year based on the recommendation of PAC (Performance Appraisal Committee) and approval of the competent authority on output/outcome.

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 increase of Rs. 5,000/- in second year, if extended, subject to satisfactory performance.

5. RA will be required to have their own laptops. TEC shall provide them working space, workplace Internet facility and other necessities as deemed fit by the concerned Head of Division

6. 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 06.11.2023 (last date). 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.

7. 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.

8. 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-VI** of scheme.

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

10. In case of any query, mail be dropped at **adet-estt-tec-dot@gov.in**.

Encl: Enclosure A

(Harish Agarwal)
Director (Pers. & 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. 1-13/2022-Pers./TEC   Dated:22.09.2023

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

2.2 <u>Desirable Qualification:</u> 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 as defined in **Annexure-VII**.

   OR

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

2.3 <u>Age limit</u>: - 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-VI.**

5.   Training: RAs would be provided orientation training of 1-2 weeks for acquiring work related knowledge/ skills.

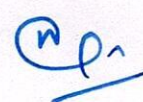**6.   Work Description & Responsibilities:**

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 reviewed 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.

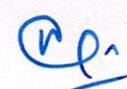14.14 The RAs shall settle their claims within one year.

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 given at **Annexure-V**.

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.

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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:

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.

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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.

<div align="right">(Name & Signature of the Candidate)</div>

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.

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Performance Report Form of RAs

Year of Report: ……………………………………

Period From ....to ……………………….

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:_____   2) Name:_____
   Address:_____   Address:_____

   _____   _____

   Contact No:_____   Contact No.:_____

   _____   _____

(Signature of the Authorized Officer of TEC)   (Signature of Research Associate)

ASSESSMENT OF DIVISION-WISE PRESENT REQUIREMENT OF RESEARCH ASSOCIATES

Sl. No.	Division (Field/Area)	Requirement of RA	Specific Areas	Expected Outcome
1.	Fixed Access (FA)	01	• Fixed Access Telecommunication Technology viz. Passive Optical Network (PON); point-to-point optical, and copper-based digital subscriber line technologies (DSL), including ADSL, VDSL, HDSL, SHDSL, G.fast and MGfast, etc. • High-Capacity Optical Fibre Cable (OFC) Network Technology • Broadband access over metallic conductors and OFC • Green Telecom, renewable energy efficient telecommunication systems	• Research papers and technical reports in the Fixed Access Technology and Green Telcom areas through extensive literature study and consultations • Inputs on the activities / work items undertaken by national / international standards organisations i.e. ITU, IEEE, ETSI, ISO, BIS, TSDSI, etc. and Telecommunication groups in the areas of Fixed Access Technology and Green Telecom systems for development of new products / test guides. • Assisting in the and Annual Action Plan activities of FA Division.
2.	Future Networks (FN)	01	• Research in Operational aspects of service provision and telecommunication management for ITS-T SG2 working area. • Study and research on 5G Small Cell deployment challenges and solutions. • Research on 5G use cases in Smart Healthcare, Smart Transportation, Smart Water • Research on Common Duct & Post infrastructure along public pathways. • Research on New	• Research and prepare a report on 5G use cases in Smart Healthcare Smart Transportation, Smart Water. • Report on Common duct • Study on New technological developments in 5G, AL, ML, Big Data, IoT, Blockchain etc. • Inputs on Operational aspects of service provision and telecommunication management for ITU-T.

			technologies such as AL, ML, Big Data, IoT, Blockchain etc.	
3.	Information Technology (IT)	01	• Cloud computing, Quantum Computing, NFV, Data Centre, National Timing Synchronisation Plan, Routing Devices, Ethernet/IP Switching Devices, Network Security Products. • Development of intra TEC portal on LAN to share knowledge among TEC officers to work as institutional memory, Digitization of Sub DDC and DCC process for Divisions.	• Study Paper on Quantum Computing and Cloud infrastructure, Analysis of issues involving revision of GR and ER • Creation of TEC intranet portal
4.	Internet of Things (IoT)	02	Assisting in Technical report related work, IoT experience center/ incubation center and related works.	As M2M/IoT is an emerging technology therefore outcome will be expected in line with the progress of work in M2M/IoT working groups and associated work
5.	Standardization (SD)	01	• Standardization and pre-standardization work of the telecom and related Information and Communication Technology sector. • Coordination with other standardization bodies like Bureau of Indian Standards (BIS), TSDSI etc. and other external Ministries/ departments.	• RA is expected to study various Standardization and pre-standardization work of the telecom and related Information and Communication Technology sector. • RA is expected to contribute for formulation of policy for ratification/adoption of TSDSI and other International standards into National Standards
6.	Telecom Security (TS)	01	• Security lab related activities [Establishing the Security Test lab in TEC. The lab	• Understanding of Security Testing tools, Analysis of reports, Analysis of Security including both known and

			will have the capability of performing Security Testing of Telecom Network elements along with end user devices, Continuous analysis of vulnerabilities in DUT and dynamically varying the test scenarios] • Security Audit of End User devices in TEC [activities include strengthen of the Cyber Security Posture of various DoT units/ Organizations, System Security audit of various End User devices , study and examination of new techniques for discovering the security vulnerabilities in end User devices of officials especially those handling security related works etc.]	unknown vulnerabilities, Creating of new test cases • Understanding of Security Vulnerabilities associated with end User devices, Analysis of newly discovered vulnerabilities associated with end user devices, Updating the Security auditing procedures as per latest discovered vulnerabilities
7.	Next Generation Network (NGN)	01	• Study the usage of new technologies/ AI • Study/secondary research in respect of technologies being adopted, policies being adopted, and best practices being followed	• Preparation of minutes/ briefs/ records of discussions etc in respect of the consultation sessions/ meetings held. • Matters related to creation & maintenance of repository of standards/ contributions/ ERs/ IRs/ GRs/ TSTP etc. • Study of various RFC and preparation of study paper
8.	Quantum Technology (QT)	01	• To participate and contribute to Standardization bodies like ITU, ISO.IEC, ETSI, etc. in QC Technologies products in any others like in QKD, PQC, QRNG, Single photon Detector and	• To prepare test guide for PQC, QRNG, Single photon Source, Detector, and software defined QC technologies performance metrics and bench marking, etc. • To update the standards

			Receivers, etc. or any other as required in Quantum Technologies. • To develop standards for QRNG, Single photon Source, Detector, and software defined QC technologies performance metrics and benchmarking, etc.	documents like QKD, PQC, etc. • To carry out Technology/Type approval as per the TEC GR. • To conduct Proof of Concepts (PoC) and Pilot test trials in the Indian networks. • To prepare a pan India plan 'IndiaQCI' 'for securing existing and upcoming communication assets using quantum communication networks.
9.	**Conformity Assessment (CA)**	01	• CAB Designation, Scheme for Designation of Certification Bodies (CBs), MRA related work, Updation of database of NSWS online portal of CAB Designation	RA is expected: • to assist in designation of Domestic Conformity Assessment Bodies(CABs), • designation of Certification Bodies(CBs) after finalisation of CB scheme in collaboration with QCI, • In formulation of policy and procedure for creation of a Monitoring unit for monitoring the performance of CABs and CBs as per TEC CAB/CB Designation Scheme, • assist in preparation of database of NSWS CAB Designation Portal, • Holding of Workshop, Webinars, conferences, seminars and presentations related to CAB Designation.
	Total	10		

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)   *(Signature of Research Associate)*

Name & Designation: *Name:*

Date: *Date:*

Desired Work Experience

S. no.	Name of field/area where RA to be deployed	Requirements
1.	Fixed Access(FA)	• Having working knowledge / expertise in the areas of Standardisation and Research in the Telecommunications and related ICT domains. • Having experience in preparation of technical documents, white papers and study papers on Fixed Access telecommunication technology and Green Telecom.
2.	Future Networks (FN)	• Having experience of working in telecom/ICT field and knowledge of general coding.
3.	Information Technology (IT)	• IT expert having extensive familiarity with information technology products, processes or procedures. • Having necessary technical skills and experience of development of intranet portal.
4.	Internet of Things (IoT)	• Having experience of working M2M/IoT related technologies. • Should have published at least one research paper in M2M/IoT related field in reputed journal.
5.	Next Generation Network(NGN)	• Having good knowledge of telecom emerging technologies.
6.	Standardization(SD)	• Having working knowledge / expertise in the areas Standardization and pre-standardization work of the telecom and related Information and Communication Technology sector.
7.	Telecom Security (TS)	• Minimum one year experience in the field of Cyber Security/Information Security • The candidate should be certified by GIAC/ISCII/ISASCA/CWNP/CEH or any other equivalent security certification
8.	Quantum Technology (TC)	• Having knowledge of working in Quantum Cryptograpy.

9.	Confimity Assessment(CA)	• Having experience in instrumentation & testing and good knowledge of Telecom technologies.