



भारतीय दूरसंचार विनियामक प्राधिकरण
Telecom Regulatory Authority of India



F. No. A-2/(1)/2025-HR

Dated: 18th Sept 2025

Vacancy Circular No. C-4 /2025-26

Engagement (hiring) of Senior Associate Consultant in TRAI HQ, New Delhi on Contract Basis

Telecom Regulatory Authority of India (TRAI), New Delhi is a statutory body set up under an Act of Parliament viz., TRAI Act, 1997. TRAI has been established to regulate the Telecommunications Services and to protect the interest of service providers and consumers of the telecom sector, to promote and ensure orderly growth of the telecom sector and for matters connected therewith or incidental thereto. The functions relating to regulation of Broadcasting and Cable Services Sectors have also been entrusted to TRAI from 2004.

2. Applications are invited from eligible Indian Citizens for engagement (hiring) as **Senior Associate Consultant on Contract Basis** in following fields:

Sl No.	Name of the post	Discipline	*No. of Vacancies
1.	Senior Associate Consultant Grade-II	Economics	01
2.	Senior Associate Consultant Grade-I	Economics	01
		Electronics & Communication	01
		Computer Science / IT	02

(* Number vacancies are tentative, may vary as per the requirement of TRAI)

3. The details of Educational Qualification, Experience, Renumeration of Senior Associate Consultant(s) is as below:

(A) SENIOR ASSOCIATE CONSULTANT (GRADE-II):

Name of the Division	Particulars	Details
F&EA Division of TRAI HQ, New Delhi	Name of the position	Senior Associate Consultant Grade-II (Economics)
	Number of consultants required	01 (One)

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[Post Code - 01]	Monthly Remuneration	₹ 1,80,000/- per month (fixed) Plus Transport Allowance ₹ 8,000 per month (Fixed)
	Time frame for which the Consultant is to be hired	Contract would be for a period of one year from the date of joining, which may be extended based on performance and future requirement of TRAI on mutual consent.
	Age limit	Maximum Age, 45 years as on the date of issue of vacancy circular
	Educational Qualification	Essential: Graduation in Economics. Desirable: Master's in economics
	Post Qualification Experience	Essential: Relevant work experience of Eight years in spectrum valuation in Telecom & Broadcasting Sector. Desirable: Relevant work experience in any Regulatory Body.
	Nature of Duties	The consultant will be assisting with (a) Consultation paper on IMT Access Spectrum Auction. (b) Consultation paper on FM Radio Spectrum Valuation. (c) Study on Auction Models. (d) Microwave Backhaul Pricing and Valuation. (e) Any other ad-hoc Spectrum Valuation related work assigned during the period.

(B) SENIOR ASSOCIATE CONSULTANT (GRADE-I):

Name of the Division	Particulars	Details
F&EA Division of TRAI HQ, New Delhi [Post Code - 02]	Name of the position	Senior Associate Consultant Grade-I (Economics)
	Number of consultants required	01 (One)
	Monthly Remuneration	₹ 1,20,000/- per month (fixed) Plus Transport Allowance ₹ 8,000 per month (Fixed)
	Time frame for which the Consultant is to be hired	Contract would be for a period of one year from the date of joining, which may be extended based on performance and future requirement of TRAI on mutual consent.
	Age limit	Maximum Age, 35 years as on the date of issue of vacancy circular



Educational Qualification	Essential: Graduation in Economics. Desirable: Master's in economics
Post Qualification Experience	Essential: Relevant work experience of Four years in analysis and evaluation of tariff Telecom Sector. Desirable: Relevant work experience in any Regulatory Body.
Nature of Duties	The consultant will be assisting with (a) Review of Financial Disincentive (FD) Provisions. (b) Consultation paper on Predatory Pricing. (c) Tariff Simplification Exercise. (d) Forbearance Policy Review. (e) Any other ad-hoc Tariff related work assigned during the period.

(C) SENIOR ASSOCIATE CONSULTANT (GRADE-I):

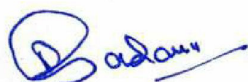
Name of the Division	Particulars	Details
BB&PA Division of TRAI HQ, New Delhi [Post Code - 03]	Name of the position	Senior Associate Consultant Grade-I (Electronics & Communication)
	Number of consultants required	01 (One)
	Monthly Remuneration	₹ 1,20,000/- per month (fixed) Plus Transport Allowance ₹ 8,000 per month (Fixed)
	Time frame for which the Consultant is to be hired	Contract would be for a period of one year from the date of joining, which may be extended based on performance and future requirement of TRAI on mutual consent.
	Age limit	Maximum Age, 35 years as on the date of issue of vacancy circular
	Educational Qualification	Essential: Bachelor of Engineering or equivalent in Electronics/ Communications / Telecommunications. Desirable: ME / MTech or equivalent in Electronics / Communications / Telecommunications
	Post Qualification Experience	Essential: Relevant work experience of Five years. Desirable: Having at least Two (02) years of work experience (out of total five years) in

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		telecommunication services/networks, preferably in a Regulatory Environment.
	Nature of Duties	<p>(a) Research and analysis of the policy issues pertaining to fixed-line network and services, Optical transmission network, Internet and its protocol, emerging telecommunication technologies such as quantum communication, cryptography, AI & ML, etc.</p> <p>(b) Compilation of data, analysis, and generation of a report thereof, addressing non-compliance issues, etc.</p> <p>(c) Any other work as may be assigned.</p>

(D) SENIOR ASSOCIATE CONSULTANT (GRADE-I):

Name of the Division	Particulars	Details
IT Division of TRAI HQ, New Delhi [Post Code - 04]	Name of the position	Senior Associate Consultant Grade-I (Computer Science / IT)
	Number of consultants required	02 (Two)
	Monthly Remuneration	₹ 1,20,000/- per month (fixed) Plus Transport Allowance ₹ 8,000 per month (Fixed)
	Time frame for which the Consultant is to be hired	Contract would be for a period of one year from the date of joining, which may be extended based on performance and future requirement of TRAI on mutual consent.
	Age limit	Maximum Age, 35 years as on the date of issue of vacancy circular
	Educational Qualification	Essential: B. Tech / M.Tech (Computer Science/IT / Software Engg.) / MBA (IT) / MCA / M.Sc. (Computer Science).
	Post Qualification Experience	Essential: Relevant work experience of Four years.
	Nature of Duties	Handles project activities including information gathering, analyzing, and documenting business/functional requirements per SDLC standards. Prepares key documents like GAD, BRD, FRS, SRS, wireframes, and process diagrams. Manages project proposals, RFPs, cost estimation, agreements, and user manuals. Acts as a single point of contact (SPoC) for multiple projects, coordinating teams, participating in audits, and



		managing payments. Facilitates stakeholder meetings, change control, progress reviews, UAT, security audits, and quality activities. Prepares reports using data analytics and secondary research. Reviews data/report formats and AI/ML solutions as per scope. Familiar with tools like SQL, Microsoft Visio, Jira, and understands IT architecture, cloud, APIs, and business analytics. Continuously learns and engages in technical discussions.
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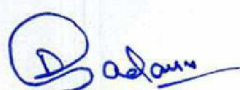
4. The initial engagement period of **Senior Associate Consultant (Grade-I /Grade-II)** shall be for one year which may be further extended as per requirements of TRAI on mutual consent. The **Senior Associate Consultant (Grade-I / Grade-II)** will assist the Authority in discharge of its functions under the TRAI Act, 1997 and shall undertake such work/tasks as may be assigned to them from time to time.

5. The services of **Senior Associate Consultant (Grade-I/Grade-II)** will be governed as per Telecom Regulatory Authority of India Guidelines [Letter No. A-25/4/(3)/2021-A&P dated 05.08.2025]. General Terms and conditions of engagement are enclosed as **Annexure- 'A'**.

6. Applicants should possess effective analytical, communication (including technical writing), and interpersonal skills, and are expected to be dynamic and self-motivated professionals. The selection will not be based merely on experience and educational qualifications, but also on the overall performance of the candidate during the interview/interaction with the Selection Committee. **The Authority reserves all rights pertaining to the engagement of Senior Associate Consultant (Grade-I /Grade-II), and its decision in this regard shall be final and binding.**

7. Eligible candidates desirous to be considered for the position of **Senior Associate Consultant (Grade-I / Grade-II) in various Divisions** of TRAI HQ may send their application through **online mode only** on **URL: <https://vacancies.trai.gov.in>**. The applications received by other modes such as Postal / E-Mail etc shall not be considered. The last date for receipt of applications through online mode is **08th October 2025**. The self-attested copies of following documents may also be uploaded with the online application:

- Document showing the date of birth [10th class Mark Sheet (showing date of birth), Birth Certificate issued by Local Authorities etc.]
- Educational qualification(s) [From Class 10th Onwards]
- Post qualification experience / employment (if any).
- Any other relevant documents.



8. Incomplete applications or applications received without supporting documents as mentioned in para 7 above shall not be considered.

9. Hindi version of circular will follow.



(D.S. Jadaun)

Senior Research Officer (HR)

email: sro-hr@trai.gov.in

Internal circulation for information: -

1. OSD, O/o Chairperson, TRAI
2. Sr. PPS /PPS to Member, TRAI
3. Sr. PPS to Secretary, TRAI
4. All Principal Advisors/ Advisors [HQ], TRAI.
5. JA (IT) - with a request to upload the same in the TRAI website.
6. National Career Services (NCS) Portal
7. Notice Board.

Terms and Condition of Engagement (Hiring) of
Senior Associate Consultant (Grade-I / Grade-II) on Contract Basis in
Telecom Regulatory Authority of India (TRAI)

1. Duration of contract and Extension thereof:

The Consultants will be hired for an initial period of one year. The Consultants shall be eligible for an extension on annual basis subject to requirement and suitability for TRAI up to a maximum period of engagement of four years.

2. General Conditions and Remuneration:

2.1. Senior Associate Consultants (Grade-I / Grade-II):

Senior Associate Consultant (Grade-I) / Senior Associate Consultant (Grade-II) may be engaged in various disciplines as per requirement of Divisions of TRAI. The position, experience, age limit, remuneration, etc. of the Senior Associate Consultant (Grade-I / Grade-II) to be engaged (hired) on contract basis by TRAI are as under:

TABLE-I

Sl. No.	Designation	Minimum Experience Required as on date of issue of vacancy Circular	Maximum Age as on date of issue of vacancy Circular	Monthly Remuneration (Rs.)	Initial Term of Engagement
1	2	3	4	5	6
1	Senior Associate Consultant Grade-I	4 Years #	35	1,20,000	1 year
2	Senior Associate Consultant Grade-II	8 Years#	45	1,80,000	1 year

Weightage of up to one third of period (number of completed years and months) of TRAI experience shall be given to a candidate, in case the candidate has worked earlier in TRAI at any position. This value (rounded off) shall be added in addition to the total experience of such candidate against the requirement of Minimum Experience qualification.

In addition to remuneration mentioned to the Senior Associate Consultants mentioned in Table-I above, a fixed transport allowance @ Rs 8,000 per month for entire duration shall be payable.

Note:

A. Relevant experience herein means experience of the candidate gained after obtaining the degree as required as part of minimum qualification mentioned in vacancy circular. If there is gap in between two degrees and work has been done in the concerned branch/ field of candidate, experience may be considered.

In case the candidate has relevant work experience in a field other than that in which she/he has obtained degree(s), in that case also her/his work experience can be counted as relevant experience for all purposes, at the discretion of TRAI. The decision of the TRAI in this regard shall be final and binding on the candidate.

B. In case a Senior Associate Consultant (Grade-I / Grade-II) gets extension as per provision in Para 1 above, her/his remuneration upon such extension will be fixed by applying an increment over the previous pay as below:

Sl. No.	Category	Increment
1	Senior Associate Consultant Grade-I	Rs 10,000/-
2	Senior Associate Consultant Grade-II	Rs 15,000/-

Transport allowance will remain fixed @ Rs 8,000 per month for entire duration of Senior Associate Consultant (Grade-I / Grade-II).

3. Contractual Terms and Conditions:

3.1. Legal Status:

The person engaged as Consultant under these guidelines shall not be regarded, for any purpose, as being staff member or an official of TRAI and shall be governed by the terms and conditions contained in these guidelines and the agreement entered into between TRAI and the Consultant. As such, nothing within or relating to the contract shall establish the relationship of employer and employee between TRAI and the Consultant. During the contract period or thereafter, the Consultant shall not claim to be an employee of TRAI. The Consultant shall mandatorily give an undertaking in this regard, as per **Annexure-I**, while entering into contract with TRAI.

3.2. Standards of Conduct:

The Consultant shall neither seek nor accept instructions from any Authority external to TRAI in connection with the performance of her/his obligations under the contract. The Consultant shall not take any action in respect of her/

his performance or otherwise related to its obligations under the contract that may adversely affect the interests of TRAI. The Consultant shall fulfil her/ his obligations with full regard to the interests of TRAI. The Consultant shall comply with all laws, ordinances, rules, and regulations bearing upon the performance of obligations under the contract. In the performance of the obligations under the contract, the Consultant shall comply with the expected standards of conduct. Failure to comply with the same shall be ground for the termination of the contract.

3.3. Assignment of Duties:

The Consultant shall be deployed for specific projects identified by the functional wings. The Competent Authority reserves the right to assign any additional duty also as and when required. No extra/ additional allowance shall be admissible in case of such additional assignment.

3.4. Termination:

3.4.1. TRAI reserves the right to terminate the contract by giving one month's notice, in writing, to the Consultant, without assigning any reason.

3.4.2. However, TRAI may also terminate the contract at any time, without prior notice and without assigning any reason, if in its opinion the Consultant is no longer required or has failed to discharge satisfactorily her/ his duties or obligations under the contract or has committed the breach of the contract. In case the notice given by TRAI for termination of contract is less than the requisite notice period or contract is terminated by TRAI without prior notice, the monthly remuneration for the period short of requisite notice period (calculated on pro rata basis) or one month's remuneration, shall be payable by TRAI.

3.4.3. The Consultant can also seek termination of the contract upon giving one month's written notice to TRAI. If the Consultant seek termination of the contract for the period short of one month's written notice to TRAI, she/ he shall require to pay the monthly remuneration for the period short of requisite notice period (calculated on pro rata basis).

3.5. Prohibition of Sexual Exploitation and Abuse:

In the performance of the contract, the Consultants shall comply with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Consultant 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 be a ground for termination of the contract. If required, further appropriate legal action may also be recommended.

3.6. Medical Certificate:

TRAI may require the Consultant to submit a good health certificate from a registered Physician at the time of entering into the contract.

3.7. Basic Support Facility:

TRAI may provide basic support facilities such as office space, furniture, stationery, computer, laptop, calculator, access to Internet, etc. as may be required by the Consultant for proper and smooth discharge of her/ his duties. Such equipment and facilities provided to the Consultant shall be returned by the Consultant at the time of termination of the contract or when no longer needed by her/ him.

3.8. Confidentiality of Documents & Information:

The Consultants shall comply with the provisions of the Indian Official Secrets Act, 1923. She/ he shall not use the name, emblem, or official seal of TRAI for any commercial purpose other than discharging assigned duties. The Consultant shall sign an agreement of confidentiality, as per **Annexure-I**, while entering into contract with TRAI.

3.9. Intellectual Property Rights:

All intellectual property (including but not limited to copyrights, design rights, know-how and trademarks) contained in the information and documents provided to the Consultant by TRAI shall remain the sole and exclusive property of TRAI. TRAI shall also own all intellectual property rights with regard to processes, ideas, technical/ consultation papers/ reports, documents or any other material which the Consultant has developed for TRAI under the contract, and which bears a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the duties assigned to the Consultant. The Consultant shall have no rights to such intellectual property whatsoever and shall not publish or make available such information, documents, or any other material in public domain or to any third party, without prior approval of TRAI.

3.10. Settlement of Disputes:

TRAI and the Consultant shall make best efforts to amicably settle any dispute, controversy or claim arising out of the contract or the breach, termination, or invalidity thereof.

3.11. Arbitration:

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 Chairperson, TRAI for arbitration. The Chairperson, TRAI may appoint an arbitrator for the settlement of such dispute/ controversy.

3.12. Conflict of Interest:

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

3.13. Residuary Matters:

In regard to matters not specifically covered by or under these guidelines, the terms and conditions given in the Manual for Procurement of Consultancy and Other Services 2017 as well as GFR 2017 issued by M/o Finance, Department of Expenditure shall be applicable.

4. Payment of Remuneration:

4.1. The monthly remuneration and transport allowance, as indicated in relevant paras above, shall be paid to the Consultant and no other allowances, such as Dearness Allowance and House Rent Allowance, shall be admissible.

4.2. The payment of consolidated remuneration will be released by TRAI, after deduction of applicable taxes, within one week of completion of the month, based on the attendance verified by the concerned Division. The Consultant/ shall invariably mark attendance on arrival in the office and at the time of leaving the office.

5. Travelling Allowance: The Consultants may be required to undertake domestic tours for official purposes, subject to the approval of the competent authority. Their Travelling Allowance entitlement shall be as below:

5.1. Senior Associate Consultant (Grade-I) shall be entitled for Travelling Allowance as admissible to Senior Research Officer in TRAI.

5.2. Senior Associate Consultant (Grade-II) shall be entitled for Travelling Allowance as admissible to Deputy Advisor in TRAI.

6. **Leave:**

6.1. The Consultants shall be eligible for paid leave of absence @ 1.5 day for each completed month of service under the contract, besides the Gazetted holidays.

6.2. The paid leaves accumulated during the duration of the contract can be availed during the currency of the contract only and cannot be carried forward to next year, in case of any extension of the contract.

6.3. The balance accumulated leaves, if any, at the year end of the contract / date of termination of the contract will be lapsed.

6.4. "No work no pay" will be applicable during the period of contract, if more than the prescribed leave is taken.

7. **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 payment and any certificate as applicable will be issued. Any other applicable taxes or contribution payable by the Consultant on payment made under the contract shall be borne by Consultant only.

8. **Authenticity:** If any declaration given or information furnished by the Consultant proves to be false or if he/ she is found to have willfully suppressed any material information, the contract shall be liable to be terminated and TRAI may take such other action as deemed necessary.

9. **Medical Insurance:** For Senior Associate Consultant (Grade-I/Grade-II), Medical Insurance premium up to Rs 10,000/- (**Rupees Ten Thousand only**) per annum shall be reimbursed by TRAI on presentation of valid Medical Insurance Policy. In case they are possessing any old medical policy at the time of joining in TRAI, a pro-rata amount based on remaining period of next annual premium date, with a capping of Rs 10,000/- (**Rupees Ten Thousand only**), shall be paid to her/him.

10. **Compensation:** In the event of death or grievous injury to the Consultant during the course of her/ his duties, compensation, in any form, shall neither be payable to the Consultant nor to her/ his dependents. It shall be the sole responsibility of the Consultant to take adequate insurance policy to safeguard her/ his interest.

11. **Training**: During the Contract, for enhancement of sectoral expertise related to job assigned in TRAI, Senior Associate Consultant (Grade-I/Grade-II), can pursue online certification course, duly recommended by their respective Head of Division and approved by Secretary, TRAI. The said training course is to be undertaken beyond office hours in TRAI in a manner that the regular work assigned in TRAI is not adversely affected. TRAI shall reimburse an amount up to Rs 25,000/- (**Rupees Twenty-Five Thousand only**) per annum on successful completion of said Certification Course(s) on presentation of required Certificates / Documents.
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