



F. No. A-2/(4)/2025-HR

Dated: 09<sup>th</sup> January 2026

Vacancy Circular No. C-09 /2025-26

Advertisement for 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-I | Technical  | 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 is as follows:

(A) SENIOR ASSOCIATE CONSULTANT GRADE-I:

| Name of the Division                         | Particulars                    | Details   |
|--|--------------------------------|---|
| B&CS<br>Division of<br>TRAI HQ,<br>New Delhi | Name of the position           | Senior Associate Consultant Grade-I (Technical)                                   |
|  | 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.   |
| Age limit  | Maximum Age, 35 years as on the date of issue of vacancy circular  |
| Educational Qualification                          | <p><b>Essential:</b> Bachelor's degree in technology / engineering or equivalent in Electronics/ Communications/Electrical/ Telecommunications/ Computer Science/ Information Technology/ Data Science from a recognized University /Institution of repute.</p> <p><b>Desirable:</b> Master's Degree in above Discipline(s)</p>  |
| Post Qualification Experience                      | <p><b>Essential:</b> Relevant work experience of <u>Four years</u> in</p> <p>(a) Broadcasting /Media / Telecom Regulatory domain, with substantial exposure to broadcasting sector.</p> <p>(b) Drafting policy formulation, consultation papers, recommendations, regulatory directions or orders, preferably for Government, Regulatory Bodies, or Industry Associations.</p> <p><b>Desirable:</b></p> <p>(a) Sound knowledge of Regulatory matters, Tariff &amp; Interconnection, Quality of Service, Licensing, and policy matters relating to Broadcasting and Cable sector.</p>   |
| Nature of Duties                                   | <ol style="list-style-type: none"> <li>Assist in carrying out regulatory, technical, and advisory functions.</li> <li>Study global practices, standards, and regulatory frameworks relevant to broadcasting sectors.</li> <li>Assist in preparing technical papers, consultation notes, and recommendations.</li> <li>Provide technical inputs in formulation of Regulations, Tariff Orders, Directives, and guidelines.</li> <li>Examine issues related to Licensing, Interconnection Regulations &amp; Tariff Orders.</li> <li>Assist in monitoring compliance of service providers with TRAI regulations and directions.</li> <li>Any other work assigned from time to time.</li> </ol> |

4. The initial engagement period of Senior Associate Consultant Grade-I shall be for one year which may be further extended as per requirements of TRAI on mutual consent. The Senior Associate Consultant Grade-I 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 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, 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 (Technical) in Broadcasting & Cable Services 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 30<sup>th</sup> January 2026. All eligible candidates are requested to upload self-attested copies of the following documents (which should be clearly legible) along with their online application:

(a) Document showing Date of Birth [Secondary School Certificate or 10<sup>th</sup> Class Mark Sheet (showing date of birth), Birth Certificate. For applicants whose Secondary School Certificate does not include their date of birth, another valid government-issued document for age verification must be uploaded.].

(b) Educational Qualifications [Mark sheets from 10<sup>th</sup> class onwards...Degree Certificate (Provisional or Final) - should be uploaded along with mark sheet of final semester showing marks obtained in the degree].

(c) Post-qualification experience/employment - Applicants must upload proper experience certificates issued by their employer(s) (previous and current) on the company letterhead, clearly mentioning the date of joining, date of relieving or continuation, and details of duties performed during such employment. The experience

A handwritten signature in blue ink, appearing to read "B. Adam", is positioned at the bottom right of the page. The signature is written in a cursive style with a blue ink pen.

mentioned in the application form should correspond to the period after acquiring the essential/required qualification.].

(d) Any other relevant documents.

8. Incomplete applications or applications submitted without the supporting documents mentioned in paragraph 7 (a to d) above will not be considered.

9. TRAI reserves the right to cancel the selection/appointment process for the Senior Associate Consultant Grade-I (Technical) position described in this advertisement at any time without assigning any reason.



(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.

---

वर्ल्ड ट्रेड सेंटर-नई दिल्ली ,नौरोजी नगर ,एफ-टावर ,110029  
World Trade Centre, Tower-F, Nauroji Nagar New Delhi - 110029



भारतीय दूरसंचार विनियामक प्राधिकरण  
Telecom Regulatory Authority of India



क्रमांक: ए-2/(4)/2025-एचआर

दिनांक: 09 जनवरी 2026

रिक्ति सूचना संख्या: C-09/ 2025-26

भाद्रविप्रा मुख्यालय, दिल्ली में संविदा के आधार पर परामर्शदाता पद पर नियुक्ति हेतु विज्ञापन।

भारतीय दूरसंचार विनियामक प्राधिकरण (भाद्रविप्रा), नई दिल्ली एक वैधानिक निकाय है जिसकी स्थापना संसद के एक अधिनियम, अर्थात् भाद्रविप्रा अधिनियम, 1997 के तहत की गई है। भाद्रविप्रा की स्थापना दूरसंचार सेवाओं को विनियमित करने और दूरसंचार क्षेत्र के सेवा प्रदाताओं और उपभोक्ताओं के हितों की रक्षा करने, दूरसंचार क्षेत्र के व्यवस्थित विकास को बढ़ावा देने और सुनिश्चित करने और उससे जुड़े या उसके आनुषंगिक मामलों के लिए की गई है। भाद्रविप्रा को 2004 से प्रसारण और केबल सेवा क्षेत्रों के विनियमन से संबंधित कार्य भी सौंपे गए हैं।

2. योग्य भारतीय नागरिकों से निम्नलिखित क्षेत्रों में संविदा के आधार पर सीनियर एसोसिएट कंसल्टेंट के रूप में नियुक्ति (हायरिंग) के लिए आवेदन आमंत्रित किए जाते हैं:

| क्र. सं. | पद का नाम                        | विषय     | * रिक्तियों की संख्या |
|----------|----------------------------------|----------|-----------------------|
| 1.       | सीनियर एसोसिएट कंसल्टेंट ग्रेड-1 | टेक्निकल | 02                    |

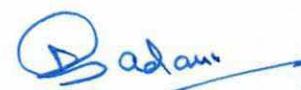
(\*रिक्तियों की संख्या संभावित है, भाद्रविप्रा की आवश्यकता के अनुसार इसमें बदलाव हो सकता है)

3. भाद्रविप्रा में सीनियर एसोसिएट कंसल्टेंट की एजुकेशनल क्वालिफिकेशन, अनुभव और सैलरी की डिटेल्स इस प्रकार हैं:

(क) सीनियर एसोसिएट कंसल्टेंट ग्रेड-1

| प्रभाग का नाम  | विवरण  | विस्तृत विवरण  |
|----------------|--|--|
| ट्राई मुख्यालय | पद का नाम<br>आवश्यक<br>परामर्शदाताओं की संख्या | सीनियर एसोसिएट कंसल्टेंट ग्रेड-1 (टेक्निकल)<br>02 (दो) |

|   |                     |  |
|---|---------------------|--|
| का बी एंड<br>सीएस प्रभाग  | मासिक<br>पारिश्रमिक | ₹ 1,20,000/- प्रति माह (फिक्स्ड) प्लस ट्रांसपोर्ट अलाउंस ₹ 8,000 प्रति माह (फिक्स्ड)   |
| वह अवधि<br>जिसके लिए<br>परामर्शदाता को<br>नियुक्त किया<br>जाना है |                     | नियुक्ति की प्रारंभिक अवधि जॉइनिंग की तारीख से एक वर्ष होगी।   |
| आयु सीमा  |                     | इस रिक्ति परिपत्र के जारी होने की तारीख को 35 वर्ष से अधिक<br>नहीं।  |
| शैक्षिक योग्यता   |                     | <b>आवश्यक:</b> किसी मान्यता प्राप्त यूनिवर्सिटी / प्रतिष्ठित संस्थान से<br>इलेक्ट्रॉनिक्स / कम्युनिकेशंस / इलेक्ट्रिकल / टेलीकम्युनिकेशंस /<br>कंप्यूटर साइंस / इंफॉर्मेशन टेक्नोलॉजी / डेटा साइंस में टेक्नोलॉजी<br>/ इंजीनियरिंग में बैचलर डिग्री या समकक्ष।<br><b>वांछनीय:</b> उपरोक्त विषय(विषयों) में मास्टर डिग्री   |
| योग्यता के बाद<br>का अनुभव  |                     | <b>आवश्यक :</b> निम्नलिखित क्षेत्रों में चार साल का प्रासंगिक कार्य<br>अनुभव:<br>क) ब्रॉडकास्टिंग / मीडिया / टेलीकॉम रेगुलेटरी डोमेन में, जिसमें<br>ब्रॉडकास्टिंग सेक्टर का अच्छा अनुभव हो।<br>ख) पॉलिसी बनाने, कंसल्टेशन पेपर, सिफारिशें, रेगुलेटरी निर्देश<br>या आदेश तैयार करना, अधिमानतः सरकार, रेगुलेटरी निकायों,<br>या उद्योग संघों के लिए।<br><b>वांछनीय:</b><br>क) रेगुलेटरी मामलों, टैरिफ और इंटरकनेक्शन, सेवा की गुणवत्ता,<br>लाइसेंसिंग, और ब्रॉडकास्टिंग और केबल क्षेत्र से संबंधित पॉलिसी<br>मामलों का अच्छा ज्ञान। |
| भूमिका एवं<br>जिम्मेदारियाँ                                       |                     | क) रेगुलेटरी, तकनीकी और सलाहकार कामों को करने में सहायता<br>करना।<br>ख) ब्रॉडकास्टिंग सेक्टर से संबंधित ग्लोबल तरीकों, मानकों और<br>रेगुलेटरी फ्रेमवर्क का अध्ययन करना।<br>ग) तकनीकी पेपर, कंसल्टेशन नोट्स और सिफारिशें तैयार करने<br>में सहायता करना।<br>घ) रेगुलेशन, टैरिफ ऑर्डर, निर्देशों और गाइडलाइंस बनाने में<br>तकनीकी इनपुट देना।<br>ड) लाइसेंसिंग, इंटरकनेक्शन रेगुलेशन और टैरिफ ऑर्डर से संबंधित<br>मुद्रों की जांच करना।<br>च) सर्विस प्रोवाइडर्स द्वारा ट्राई (TRAI) रेगुलेशन और निर्देशों के                       |

 B. Adam

पालन की निगरानी में सहायता करना।  
छ) समय-समय पर सौंपा गया कोई अन्य काम।

4. सीनियर एसोसिएट कंसल्टेंट ग्रेड-I की शुरुआती एंगेजमेंट अवधि एक साल की होगी, जिसे ट्राई (TRAI) की ज़रूरतों के हिसाब से आपसी सहमति से आगे बढ़ाया जा सकता है। सीनियर एसोसिएट कंसल्टेंट ग्रेड-I अर्थारिटी को ट्राई (TRAI) एक्ट, 1997 के तहत अपने काम करने में मदद करेंगे और उन्हें समय-समय पर जो भी काम/टास्क दिए जाएंगे, उन्हें पूरा करेंगे।

5. सीनियर एसोसिएट कंसल्टेंट ग्रेड-I की सेवाएं टेलीकॉम रेगुलेटरी अर्थारिटी ऑफ इंडिया (ट्राई) गाइडलाइंस [पत्र संख्या A-25/4/(3)/2021-A&P दिनांक 05.08.2025] के अनुसार होंगी। एंगेजमेंट के सामान्य नियम और शर्तें एनेक्सर- 'A' के रूप में संलग्न हैं।

6. आवेदकों के पास प्रभावी एनालिटिकल, कम्युनिकेशन (टेक्निकल राइटिंग सहित), और इंटरपर्सनल स्किल्स होनी चाहिए, और उनसे डायनामिक और सेल्फ-मोटिवेटेड प्रोफेशनल होने की उम्मीद की जाती है। चयन सिर्फ अनुभव और शैक्षणिक योग्यताओं के आधार पर नहीं होगा, बल्कि सिलेक्शन कमेटी के साथ इंटरव्यू/बातचीत के दौरान उम्मीदवार के ओवरऑल परफॉर्मेंस पर भी आधारित होगा। अर्थारिटी सीनियर एसोसिएट कंसल्टेंट (ग्रेड-I) की एंगेजमेंट से संबंधित सभी अधिकार सुरक्षित रखती है, और इस संबंध में उसका निर्णय अंतिम और बाध्यकारी होगा।

7. भाद्रविप्रा मुख्यालय के बी एंड सीएस में सीनियर एसोसिएट कंसल्टेंट ग्रेड-I (टेक्निकल) पद के लिए इच्छुक पात्र उम्मीदवार केवल ऑनलाइन मोड के माध्यम से URL: <https://vacancies.trai.gov.in> पर अपना आवेदन भेज सकते हैं। डाक / ई-मेल तथा अन्य माध्यमों से प्राप्त आवेदन पर विचार नहीं किया जाएगा। ऑनलाइन मोड के माध्यम से आवेदन प्राप्त करने की अंतिम तिथि 30 जनवरी 2026 है। सभी पात्र उम्मीदवारों से अनुरोध है कि वे ऑनलाइन आवेदन के साथ निम्नलिखित दस्तावेजों की स्व-प्रमाणित प्रतियां (जो कि स्पष्ट रूप से पढ़ने योग्य हों) भी अपलोड करें:

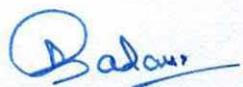
- (क) जन्म तिथि दर्शाने वाला दस्तावेज [सेकेंडरी स्कूल सर्टिफिकेट या 10वीं कक्षा की मार्क शीट (जन्म तिथि दर्शाती हुई), जन्म प्रमाण पत्र। जिन आवेदकों के सेकेंडरी स्कूल सर्टिफिकेट में उनकी जन्मतिथि शामिल नहीं है, उनके लिए आयु सत्यापित करने के लिए एक और वैध सरकार द्वारा जारी दस्तावेज अपलोड किया जाना चाहिए।]
- (ख) शैक्षिक योग्यता [10वीं कक्षा से आगे की मार्क शीट...डिग्री प्रमाण पत्र प्रोवीजनल या फाईनल-फाइनल सेमेस्टर की मार्कशीट के साथ अपलोड किया जाना चाहिए ]
- (ग) शिक्षा के बाद का अनुभव/ रोजगार- आवेदकों को कंपनी के लेटरहेड पर अपने नियोक्ता (पिछले और वर्तमान) द्वारा जारी किए गए उचित अनुभव प्रमाण पत्र अपलोड करने होंगे, जिसमें नियुक्ति की तारीख रिलीविंग या जारी रहने ऐसे रोजगार के दौरान किए गए कार्यों

के विवरण का स्पष्ट रूप से उल्लेख हो। आवेदन पत्र में दर्शाया गया अनुभव आवश्यक / आवश्यक योग्यता अर्जित करने के बाद की अवधि से मेल खाना चाहिए]

(घ) कोई अन्य प्रासंगिक दस्तावेज।

8. अधूरे आवेदनों या ऊपर पैरा 7 (क से घ) में उल्लिखित सहायक दस्तावेजों के बिना जमा किए गए आवेदनों पर विचार नहीं किया जाएगा।

9. भाद्रविप्रा इस विज्ञापन में वर्णित सीनियर एसोसिएट कंसल्टेंट ग्रेड-1 (टेक्निकल) के चयन / नियुक्ति की प्रक्रिया को किसी भी समय बिना कोई कारण बताए रद्द करने का अधिकार सुरक्षित रखता है।



(डॉ. एस. जाधौ)

वरि. अनु. अधिकारी (मानव संसाधन)

ईमेल: [sro-hr@trai.gov.in](mailto:sro-hr@trai.gov.in)

#### सूचनार्थ- आंतरिक परिचालन :-

1. भाद्रविप्रा अध्यक्ष कार्यालय के ओएसडी
2. भाद्रविप्रा सदस्य के वरिष्ठ प्रधान निजी सचिव / प्रधान निजी सचिव
3. भाद्रविप्रा सचिव के वरिष्ठ प्रधान निजी सचिव
4. सभी प्रधान सलाहकार / सलाहकार [मुख्यालय], भाद्रविप्रा ।
5. संयु. सलाहकार (आईटी) से अनुरोध है कि इसे भाद्रविप्रा की वेबसाइट पर अपलोड करें।
6. राष्ट्रीय करियर सेवा (एनसीएस) पोर्टल
7. सूचना पट्टा।

टिप्पणी: विज्ञापन में किसी भी विवाद की स्थिति में, ट्राई की वेबसाइट पर उपलब्ध विस्तृत विज्ञापन का अंग्रेजी संस्करण ही मान्य माना जाएगा।

वर्ल्ड ट्रेड सेंटर, टावर-एफ, नौरोजी नगर, नई दिल्ली-110029  
World Trade Centre, Tower-F, Nauroji Nagar New Delhi - 110029

**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 renumeration 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 renumeration 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:**

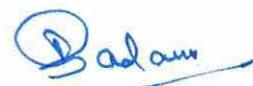
The Consultants shall comply with the provisions of the Indian Official Secrets Act, 1923. She/ he shall not use the name, emblem, or official seal of TRAI for any commercial purpose other than discharging assigned duties. The Consultant shall sign an agreement of confidentiality, as per **Annexure-I**,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

