



भारतीय दूरसंचार विनियामक प्राधिकरण
Telecom Regulatory Authority of India



F. No. A-25/4/(9)/2026- HR (E-19297)

Dated: 03.08.2026

Vacancy Circular No. C-04/2026-27

Advertisement for Engagement of Consultant(s) on Contract Basis in TRAI Headquarters,
New Delhi.

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 as Individual Consultant for the following position on contract basis:

(A) Senior Associate Consultant Grade-I (AI/ML) in IT Division:

Name of the Division	Particulars	Details
IT Division of TRAI HQ, New Delhi	Name of the position	Senior Associate Consultant Grade-I (AI/ML)
	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	Below 35 years of age as on the date of issue of vacancy circular
	Educational Qualification	Essential: B.Tech/ B.E. in Electronics /Telecommunication, Electrical and Electronics, Information Technology, Computers or MCA in Computers, M.Tech in Electronics/ Telecommunication, Computers, Information Technology or M.Sc. in Statistics. Programming Skills: Proficiency in programming languages such as Python, R, SQL, Scala, Julia.

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		<u>Desirable:</u> Certifications: AI/ML certifications, such as Certified Data Scientist or Certified AI Engineer.
	Post Qualification Experience	<u>Essential:</u> 4+ years of experience in AI/ML domain. AI/ML Frameworks: Experience with AI/ML frameworks such as TensorFlow, PyTorch, Scikit- Learn, Hugging Face Transformers. <u>Desirable:</u> Domain Expertise: Domain expertise in a specific industry, such as telecom, finance or economics. Cloud Experience: Experience with cloud platforms, such as AWS, Azure, or Google Cloud.
	Nature of Duties	1. Collaborate with teams to integrate domain knowledge into training datasets and model validation processes. 2. Implement explainable AI (XAI) for regulatory reports and audit trails. 3. Build TRAI specific use cases for adoption of AI/ML solutions: Design, develop, and deploy AI and ML models for various use cases that support regulatory compliance. 4. Regulatory Data Analysis: Collect, analyse, and interpret large datasets related to regulatory affairs. 5. Model Training, Evaluation, Deployment and Maintenance: Train and evaluate AI/ML models using various metrics and techniques. Deploy and maintain AI/ML models in production environments. 6. Collaborate with cross-functional teams 7. Stay Up-to-Date with Regulatory Requirements: Stay abreast with changing regulatory requirements and update AI/ML models accordingly. 8. Explore other AI/ML models/solutions and present them by conducting awareness sessions for TRAI officers/officials. 9. Assisting the division in developing the material related with AI/ML & concerned topics to be discussed/deliberated in the national/international workshops/conferences and events/meets.

**Number of vacancies is tentative. TRAI will prepare a Reserve Panel for the vacancies arising in near future.*

4. The services of consultant will be governed by General Terms and Conditions of engagement of consultant and is enclosed as **Annexure-'A'**.

5. Eligible candidates desirous to be considered for the position of **Senior Associate Consultant Grade-I (AI/ML)** in IT Division 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 24.08.2026.** All Eligible candidates are requested to

upload self-attested copies of following documents (which must be clear and legible) with their online application:

- (a) **Document showing the date of birth** [Secondary school certificate or 10th class Mark Sheet (showing date of birth), Birth Certificate. For applicants whose Secondary School Certificate does not include/mention their date of birth, another valid government-issued document must be uploaded to verify age.
 - (b) **Educational qualification(s)** [From 10th class onwards. Degree certificates – whether Provisional or Final – must be uploaded along with mark sheets of all semesters.]
 - (c) **Post qualification experience/employment** [Applicants must upload proper Experience Certificates issued by their employer (previous and present) on the company's letterhead, clearly mentioning the dates of appointment and relieving or continuity including the works undertaken during such employment. The experience shown must match the period after earning the required/Essential qualification]
 - (d) **Documentary evidence of specialized experience:** Mere submission of an experience certificate indicating the period of employment, designation and pay shall not be treated as sufficient proof of experience in the relevant domain. Candidates claiming experience in Artificial Intelligence/Machine Learning/Deep Learning/Data Science or Data Privacy & Cyber Security shall submit documentary evidence such as detailed experience/role certificate issued by the employer, project completion/assignment certificate, job description, employer-certified project profile, performance appraisal extracts, professional certifications, or any other document clearly indicating the nature of work performed, technologies/tools used, and the duration of such experience. The competent authority reserves the right to verify the authenticity of the documents submitted and to reject claims not supported by satisfactory documentary evidence.
6. Incomplete applications or applications received without supporting documents as mentioned in para 5 (a) to (d) above shall not be considered.
7. TRAI reserves the right to cancel the process of selection/appointment of **Senior Associate Consultant Grade-I (AI/ML)** against 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, टावर-एफ, नौरोजी नगर, नई दिल्ली-110029
World Trade Centre, Tower-F, Nauroji Nagar New Delhi - 110029



भारतीय दूरसंचार विनियामक प्राधिकरण
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क्रमांक: ए-25/4(9)/2026-एचआर (ई-19297)

दिनांक: 03 अगस्त 2026

रिक्ति सूचना संख्या:C-04/ 2026-27

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 पद के लिए व्यक्तिगत रूप से परामर्शदाता के तौर पर काम करने के लिए आवेदन आमंत्रित किए जाते हैं:

(क) आई टी प्रभाग में सीनियर एसोसिएट कंसल्टेंट ग्रेड-I (AI/ML)

प्रभाग का नाम	विवरण	विस्तृत विवरण
ट्राई मुख्यालय का आई टी प्रभाग	पद का नाम	सीनियर एसोसिएट कंसल्टेंट ग्रेड-I (AI/ML)
	आवश्यक परामर्शदाताओं की संख्या [#]	01 (एक)
	मासिक पारिश्रमिक	₹ 1,20,000/- प्रति माह (फिक्स्ड) प्लस ट्रांसपोर्ट अलाउंस ₹ 8,000 प्रति माह (फिक्स्ड)
	वह अवधि जिसके लिए परामर्शदाता को नियुक्त किया जाना है	नियुक्ति की प्रारंभिक अवधि जॉइनिंग की तारीख से एक वर्ष होगी, जिसे प्रदर्शन और ट्राई की भविष्य की ज़रूरतों के आधार पर आपसी सहमति से बढ़ाया जा सकता है।
	आयु सीमा	इस रिक्ति परिपत्र के जारी होने की तारीख को 35 वर्ष से अधिक नहीं ।

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शैक्षिक योग्यता	आवश्यक : किसी मान्यता प्राप्त यूनिवर्सिटी या प्रतिष्ठित संस्थान से इलेक्ट्रॉनिक्स / टेलीकम्युनिकेशन / इलेक्ट्रिकल और इलेक्ट्रॉनिक्स / इन्फॉर्मेशन टेक्नोलॉजी / कंप्यूटर में टेक्नोलॉजी / इंजीनियरिंग में बैचलर डिग्री। या MCA (कंप्यूटर) में / M. Tech (इलेक्ट्रॉनिक्स / टेलीकम्युनिकेशन, कंप्यूटर, इन्फॉर्मेशन टेक्नोलॉजी) । या M.Sc. (स्टैटिस्टिक्स)। प्रोग्रामिंग स्किल्स: Python, R, SQL, Scala, Julia जैसी प्रोग्रामिंग भाषाओं में महारत। वांछनीय: सर्टिफिकेशन: AI/ML सर्टिफिकेशन, जैसे सर्टिफाइड डेटा साइंटिस्ट या सर्टिफाइड AI इंजीनियर।
योग्यता के बाद का अनुभव	आवश्यक : AI / ML कार्यक्षेत्र में 4+ साल का अनुभव। AI / ML फ्रेमवर्क्स: TensorFlow, PyTorch, Scikit-Learn, Hugging Face Transformers जैसे AI / ML फ्रेमवर्क्स का अनुभव। वांछनीय: डोमेन विशेषज्ञता: किसी खास इंडस्ट्री, जैसे टेलीकॉम, फाइनेंस या इकोनॉमिक्स कार्यक्षेत्र में विशेषज्ञता। क्लाउड अनुभव: क्लाउड प्लेटफॉर्म, जैसे AWS, Azure या Google Cloud के साथ अनुभव।
भूमिका एवं जिम्मेदारियाँ	(क) ट्रेनिंग डेटासेट और मॉडल वैलिडेशन प्रोसेस में डोमेन नॉलेज को शामिल करने के लिए टीमों के साथ मिलकर काम करना। (ख) रेगुलेटरी रिपोर्ट और ऑडिट ट्रेल्स के लिए 'एक्सप्लेनेबल AI (XAI) लागू करना। (ग) AI/ML समाधानों को अपनाने के लिए ट्राई-स्पेसिफिक यूज केस बनाएं: रेगुलेटरी नियमों का पालन करने में मदद करने वाले अलग-अलग यूज केस के लिए AI और ML मॉडल डिज़ाइन, डेवलप और डिप्लॉय करना। (घ) रेगुलेटरी डेटा एनालिसिस: रेगुलेटरी मामलों से जुड़े बड़े डेटासेट इकट्ठा करना, उनका एनालिसिस करना और उन्हें समझना। (ङ) मॉडल ट्रेनिंग, इवैल्यूएशन, डिप्लॉयमेंट और मॉनिटरिंग: अलग-अलग मेट्रिक्स और टेक्नीक का इस्तेमाल करके AI/ML मॉडल को ट्रेन और इवैल्यूएट करना। प्रोडक्शन एनवायरनमेंट में AI/ML मॉडल डिप्लॉय और मॉनिटर करना।

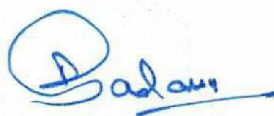
	(च) क्रॉस-फंक्शनल टीमों के साथ मिलकर काम करना। (छ) रेगुलेटरी जरूरतों के साथ अप-टू-डेट रहना: बदलती रेगुलेटरी जरूरतों से अपडेट रहना और उसी हिसाब से AI/ML मॉडल अपडेट करना। (ज) दूसरे AI/ML मॉडल / सॉल्यूशन देखें और ट्राई अधिकारियों / ऑफिशियल्स के लिए अवेयरनेस सेशन करके उन्हें प्रेजेंट करना। (झ) AI/ML और नेशनल / इंटरनेशनल वर्कशॉप / कॉन्फ्रेंस और इवेंट / मीट में चर्चा / विचार-विमर्श के लिए संबंधित टॉपिक से जुड़ा मटीरियल बनाने में डिवीजन की मदद करना।
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(*रिक्तियों की संख्या संभावित है, भादूविप्रा निकट भविष्य में होने वाली रिक्तियों के लिए एक रिजर्व पैनेल तैयार करेगा।)

4. परामर्शदाता की सेवाएँ, परामर्शदाता की नियुक्ति की सामान्य शर्तों और नियमों के तहत होंगी, जो एनेक्जर-'A' के रूप में संलग्न हैं।

5. भादूविप्रा मुख्यालय के आई टी डिविज़न में **सीनियर एसोसिएट कंसल्टेंट ग्रेड-I (AI/ML)** 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 24 अगस्त 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:

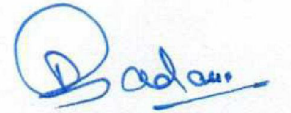
- (क) **जन्म तिथि दर्शाने वाला दस्तावेज** [सेकेंडरी स्कूल सर्टिफिकेट या 10वीं कक्षा की मार्क शीट (जन्म तिथि दर्शाती हुई), जन्म प्रमाण पत्र। जिन आवेदकों के सेकेंडरी स्कूल सर्टिफिकेट में उनकी जन्मतिथि शामिल नहीं है, उनके लिए आयु सत्यापित करने के लिए एक और वैध सरकार द्वारा जारी दस्तावेज अपलोड किया जाना चाहिए।
- (ख) **शैक्षिक योग्यता** [10वीं कक्षा से आगे की मार्क शीट... डिग्री प्रमाण पत्र प्रोवीजनल या फाइनल-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) **खास अनुभव का दस्तावेज़ी सबूत:** सिर्फ नौकरी की अवधि, पद और वेतन बताने वाला अनुभव प्रमाण-पत्र जमा करना संबंधित क्षेत्र में अनुभव का काफ़ी सबूत नहीं माना जाएगा।



जो उम्मीदवार आर्टिफिशियल इंटेलिजेंस / मशीन लर्निंग / डीप लर्निंग / डेटा साइंस या डेटा प्राइवैसी और साइबर सिक्योरिटी में अनुभव का दावा करते हैं, उन्हें दस्तावेज़ी सबूत जमा करने होंगे। इन सबूतों में नियोक्ता द्वारा जारी विस्तृत अनुभव / भूमिका प्रमाण-पत्र, प्रोजेक्ट पूरा होने / असाइनमेंट का प्रमाण-पत्र, नौकरी का विवरण, नियोक्ता द्वारा प्रमाणित प्रोजेक्ट प्रोफाइल, परफॉर्मेंस अप्रैजल के अंश, पेशेवर सर्टिफिकेशन या कोई अन्य दस्तावेज़ शामिल हो सकता है, जिसमें किए गए काम की प्रकृति, इस्तेमाल की गई टेक्नोलॉजी / टूल और ऐसे अनुभव की अवधि साफ़ तौर पर बताई गई हो। सक्षम अधिकारी के पास जमा किए गए दस्तावेज़ों की असलियत की जाँच करने और संतोषजनक दस्तावेज़ी सबूतों से समर्थित न होने वाले दावों को खारिज करने का अधिकार सुरक्षित है।

6. अधूरे आवेदनों या ऊपर पैरा 5 (क से घ) में उल्लिखित सहायक दस्तावेज़ों के बिना जमा किए गए आवेदनों पर विचार नहीं किया जाएगा।

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



(डी. एस. जादौन)

वरि. अनु. अधिकारी (मानव संसाधन)

ईमेल: sro-hr@traigov.in

सूचनार्थ-आंतरिक परिचालन : -

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

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 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:

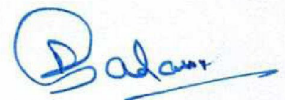
3.4.1. TRAI reserves the right to terminate the contract by giving one month's notice, in writing, to the Consultant, without assigning any reason.

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:

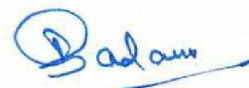
The Consultants shall comply with the provisions of the Indian Official Secrets Act, 1923. She/ he shall not use the name, emblem, or official seal of TRAI for any commercial purpose other than discharging assigned duties. The Consultant shall sign an agreement of confidentiality, as per **Annexure-I**,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

