

A-12024/13/2018-RECRUITMENT SECTION
GOVERNMENT OF INDIA
DIRECTORATE GENERAL OF CIVIL AVIATION
(RECRUITMENT CELL)

Opp. Safdarjung Airport,
Aurobindo Marg, New Delhi-110 003
Dated: 23rd October, 2018

Subject:- Engagement of ONE (01) Consultants on purely contract basis in Directorate General of Civil Aviation(DGCA)-regarding.

Applications are invited from Indian nationals in the prescribed proforma for engagement of one (01) Consultant **on purely contract basis** in Directorate General of Civil Aviation **initially for a period of one year** or till the completion of work or until further orders, whichever is earlier. The Consultant will work under the direct supervision of the Director General. In the event of failure to meet the required standards of skills, duties and conditions, the Directorate General of Civil Aviation (DGCA) reserves its rights to terminate the contract/services summarily without any notice. There will be a review of the performance of the incumbent after one year and subsequent continuation in the spells of months, depending on the requirement, will be decided on the basis of outcome of the review. The total period of contract shall not exceed three years from the date of charge assumption of the Consultant. However, completion of the period of contract will not confer any right for further extension.

2. The fixed remuneration for Consultant is Rs. 2,00,000/- (Rupees two lakh only) per month, excluding Goods and Service Tax (GST). The details of the projects/job profile for appointment of the Consultant are at **Annexure A**.

3. The applications in the prescribed proforma from the eligible and interested candidates are invited which should reach the Recruitment Cell, DGCA along-with NO OBJECTION CERTIFICATE from present employer, if any, **latest by 22nd November, 2018**. Applications received after the closing date or otherwise found incomplete will not be considered. Decision of DGCA shall be final. The applicant should ensure that the up-to-date bio data and experience certificates are provided.

4. The applications may be submitted in the prescribed format neatly typed on white paper in double space and typed on only one side of paper. Applications not conforming to prescribed format will not be entertained.

5. A Screening Committee would scrutinize the applications. Only those fulfilling the requirements will be short listed and called for interview. The selected candidates will be required to join at the place of posting within 15 days from the date of receipt of offer of appointment letter, failing which their selection/candidature shall be treated to be cancelled without any further communication and no extension shall be allowed.

6. Canvassing by candidates in any manner will invite disqualification of their candidature.

7. Consultant's appointment will be as per Terms and Conditions enclosed at **Annexure-B**.

8. The upper age limit for the said consultant shall be 65 years.

(Sunil Kumar Adlakha)
Deputy Director

ANNEXURE-‘A’

Post	Tentative No of post	Upper age limit	Eligibility
Consultant for Projects of DGCA	01	65 years	a) Educational Qualification: Degree in Aeronautical Engineering b) Experience Minimum 10 years in Aeronautical Design and Development Knowledge of Regulations and International Aviation Environment issues Knowledge of Aircraft Rules and relevant regulations

Job Profile of Consultant for Directorate General of Civil Aviation

DELIVERABLES

- **Remotely Piloted Aircraft System (RPAS)**
 - a. Currently DGCA is handling applications/ requests for permitting use of civil UAS in India on case-to-case basis. Based on current policy, no objection for operation of civil UAS are issued to Govt. Organisations, PSUs and autonomous bodies. **[to deliver Unmanned Aircraft Operator Permit (UAOP), Import clearances for drones, etc. upon issuance of the regulations on RPAS]**
 - b. There are no standards set for design/ manufacturing of drones worldwide. Based on the worldwide practise and current policy, minimum standards are to be set up for both Indian and foreign manufactured RPAS for operating in India. **[to deliver design and manufacturing standards]**
 - c. There are no trained official(s) in DGCA as of now. Based on experience gained through seminars and workshops, both at national and international level, AED officers are gradually equipping themselves on this class of machines. **[To identify training institutes, and facilitate training on RPAS/ Drones]**
 - d. Remote pilot training and licensing, and regulation for those need to be looked into by concerned directorate of DGCA. **[To set standards/ regulations for RP license/ permit]**

- **Environment:**
 - a. Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA):
Deliverables: Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) aims to address any annual increase in total CO2 emissions from international civil aviation beyond 2020 level. **[to analyse the data from all stakeholders before submission to ICAO and deliberate with the operators about their individual offset requirements].**
 - b. Annual Carbon Footprint Report:

Deliverables: [to estimate the total carbon emissions from civil aviation on yearly basis and compare the emissions vis-à-vis growth of industry]

c. Measures to achieve Sustainable and Inclusive Growth:

Deliverables: [to update DGCA regulations in line with ICAO SARPs and global best practices so that stakeholders adopt viably economic measures for sustainable growth]

- **Safety Monitoring Mechanism for Scheduled and Non-scheduled Operators**

a) DGCA India has a set of safety regulations in place as per the ICAO SARPs. However, there is a need to develop a robust monitoring mechanism for safety parameters of scheduled/non-scheduled operators on periodic basis to ensure strict compliance of regulations by operators, and to improve the safety standards of the Indian Aviation as per the international norms. **[To identify safety critical parameters, develop tools for data collection on these parameters, data management, analysis and generation of reports.]**

b) National Aviation Safety Plan has been prepared to monitor the Key Safety Priorities of these operators. With the increase in air transport activities, DGCA needs to develop tools for measuring and monitoring the safety activities of the operators in line with National Aviation Safety Plan on continuous basis. **[To monitor and analyse safety performance indicators under each Key Safety Priority to ensure compliance of National Aviation Safety Plan]**

**APPLICATION FOR THE POST OF CONSULTANT ON PURELY CONTRACT
BASIS IN DIRECTORATE GENERAL OF CIVIL AVIATION**

PHOTO

S. No		
1.	Name (in Block letters)	
2.	Mother's name	
3.	Father's name	
4.	Address	
5.	e-mail address	
6.	Tel. No	
7.	Date of birth / Age as on _____.	
8.	Nationality	

<p>9. Professional Qualification (in terms of Essential & Desirable qualifications as required with the post applied for)</p> <p><u>A: Essential</u></p>

B: Experience

10. Whether currently employed? If Yes, information about present/past employment from/to (give address of employer):-

a. Central Government

b. State Government

c. Union Territories

d. Autonomous Organization

e. Others

11. Total emoluments being drawn (give break up)

12. Period within which, you can join

13. Additional information, if any, which you would like to mention in support of your suitability for the post. (Enclose a separate sheet, if the space is insufficient).

14. Whether have ever been convicted, if so, give details

15. Whether any criminal case pending or under investigation:

DECLARATION

I _____ CERTIFY THAT THE FOREGOING INFORMATION IS CORRECT AND COMPLETE TO THE BEST OF MY KNOWLEDGE AND BELIEF AND NOTHING HAS BEEN CONCEALED/DISTORTED. IF AT ANY TIME I AM FOUND TO HAVE CONCEALED/DISTORTED ANY MATERIAL INFORMATION, MY CANDIDATURE/APPOINTMENT SHALL BE LIABLE TO BE SUMMARILY TERMINATED WITHOUT NOTICE/COMPENSATION.

Place:

Signature of the Candidate

Dated:

A-12024/8/2018-RECRUITMENT SECTION
GOVERNMENT OF INDIA
DIRECTORATE GENERAL OF CIVIL AVIATION

Opposite Safdarjung Airport
New Delhi-110 003
Dated the 23rd October, 2018

Terms And Conditions
Of Engagement Of Consultant,
On Purely Contract Basis
in Directorate General Of Civil Aviation (DGCA).

1. TENURE

- 1.1 The tenure will be initially for a period of one year from the date of assumption of the charge or till completion of work or until further orders, whichever is earlier. The appointment shall be subject to the Performance Assessment from time to time.
- 1.2 The Consultant's work will be evaluated by the Director General . In the event of failure to meet the required standards of skills, duties and conditions, the Directorate General of Civil Aviation (DGCA) reserves its rights to terminate the contract/services summarily without any notice.
- 1.3 There will be a review of the performance of the incumbent after one year and subsequent continuation, if any, in the spells of months, depending on the requirement, will be decided on the basis of outcome of the review. The total period of contract shall not exceed three years from the date of charge assumption of the Consultant. However, completion of the period of contract will not confer any right for further extension, regularization, seniority, permanency or any other benefit etc.
- 1.4 Notwithstanding the provisions of clause 1.1 above, the contract can be terminated by the either side, by giving one month's notice or pay in lieu thereof. Further, the DGCA reserves its right to reject the notice of termination of the contract in public interest or for exigencies of work. However, DGCA can terminate the contract at any point of time in the event of failure to meet the required standards of skills, duties and conditions, without any notice.

2. NATURE OF DUTIES

2.1 The duties and responsibilities shall be as described as Job Profile in the Vacancy Circular. In addition allied duties and responsibilities as entrusted by the DGCA, shall be performed.

2.2 The DGCA may also assign any other duties and responsibilities in public interest and in exigencies of work.

3. PLACE OF DUTY

3.1 The place of appointment shall be the Headquarters of the Directorate General of Civil Aviation (DGCA), New Delhi or any of the Regional Offices of the DGCA with a liability to serve anywhere within and outside India.

4. WORKING HOURS

4.1 Working hours shall be in accordance with the orders of the Government of India on the subject from time to time. However, presently the DGCA observes five days week with office hours from 09.30 AM to 06.00 PM including 30 minutes lunch break from 01:30 PM to 02:00 PM.

4.2 The Consultant may be required to work on extended working hours or in weekends or in holidays, if so required by the circumstances or exigencies of work, in public interest. For the extended hours of work including weekends and holidays, the Consultant shall not be entitled for any overtime allowance or compensation for the same.

5. REMUNERATION/FEE

5.1 During the period of contract the Consultant(s) shall be paid a fixed remuneration of Rs. 2,00,000/- (Rupees two lakh only) per month excluding GST. However, the Consultant's remuneration will be regulated by the statutory and other guidelines, not already mentioned in this Terms and Conditions document, if so laid down by the Government. For any fraction of a month, the Consultant will be paid on pro rata basis (number of days, taking 30 days in a month). No other allowances etc. shall be admissible to the Consultant.

5.2 The remunerations shall be paid by direct bank transfer/Account Payee Cheque or by any other means, as may be decided by the Government from time to time.

5.3 Taxes as levied by the Government shall be deducted at source from the remunerations due to the Consultant.

5.4 In the event of completion or termination of the contract by either side, the Consultant shall be required to refund/return any dues, or any item or equipment issued to him/her for official work. In the event of any dispute the decision of the DGCA shall be final and binding and Consultant shall not have any claim in this regard.

6. LEAVE

6.1 The Consultant will be entitled for twelve (12) days leave in a calendar year on pro rata basis of one day leave for work of each month. The Consultant shall not be entitled to any remunerations for the period of absence beyond 12 days calculated on pro rata basis. Any unavailed leave during a year shall not be carried forward to next calendar year or qualify for encashment. DGCA would be free to terminate the services in case Consultant remains absent for more than 15 days beyond the entitled leave in a calendar year. However, the Consultant will be allowed to take half day leave from his/her entitled leave in a calendar year.

6.2 In the event of absence on the ground of sickness, the Consultant shall be required to submit a proper medical and fitness certificate.

6.3 The Consultant's leave entitlement can be increased or decreased in accordance with the directions/ guidelines of the Government of India issued from time to time.

6.4 However, any leave including the leave on Medical grounds beyond cumulative 12 days shall be without salary.

6.5 Station Leave Permission shall be mandatory before leaving the station, even on a holiday.

7. ALLOWANCES/FACILITIES

7.1 The Consultant shall not be entitled to any of the allowances and facilities which are admissible to regular serving Government employees like dearness allowance, house rent allowance, entertainment allowance, travel facility, residential accommodation, personal staff, CGHS, medical reimbursement, provident fund pension etc except TA/DA on tour which will be as per normal rules applicable to any serving officer of equivalent rank/level in DGCA. The Consultant shall not have any claim in this regard.

8. DEDUCTIONS

8.1 DGCA shall not be responsible for non-statutory deductions like insurance premium etc.. It shall be responsibility of the Consultant to keep his/her insurance current.

9. CONDUCT AND DISCIPLINE

9.1 The consultant shall maintain absolute integrity and devotion to duty at all times and shall not indulge in any activity which adversely affect the functioning of the DGCA or Government of India in any manner whatsoever. The Consultant shall maintain decent standard of conduct, good character, proper discipline and utmost gender sensitization, failing which, an appropriate action shall be taken as per extant guidelines/instructions.

9.2 Being on contract service of DGCA, the officer shall not participate directly or indirectly in any form or manner whatsoever, in trade union activities, which may render hindrance in or obstacles in discharging the assigned or violates any of the Government Acts, Rules or Regulations or Orders, issued from time to time. He shall be liable for suitable action in case of violation.

9.3 During the period of his/her engagement with DGCA, he/she shall not engage in any employment elsewhere.

10. CONFLICT OF INTEREST

10.1. In case of clash of interest in any respect, the matter shall be brought to the notice of DGCA for such action as may be considered necessary.

11. SECRECY CLAUSE

11.1 All official information, documents, drawing etc. whether in physical form or in electronic form shall be of proprietary ownership of the DGCA and the Consultant shall not disclose the same to any person or persons or firms etc. unless required to do so in due discharge of his/her official duties with prior permission/approval of Directorate General of Civil Aviation.

12. GENERAL

12.1 The Consultant shall ensure that all documentation, information and credentials presented to the DGCA in support of his/her candidature for the employment are authentic and both parties agree that in the event of the same being found false, fabricated or tempered with, the DGCA reserves its right to summarily terminate the contract/services ex parte.

13. BOND

13.1 If the officer is allowed to terminate this service contract, he shall be liable to refund the entire cost of any training(s) along-with the pay and allowances earned during the period of training(s).

14. MODIFICATIONS OF THE CONTRACT

14.1 The terms and conditions of this offer may be altered or modified by the DGCA in public interest without any prior notice in accordance with the policy of the Government of India.

14.2 The Terms so modified shall become a part of the contract.

14.3 Notwithstanding any terms and conditions of contract with DGCA, in the event of involvement in any kind of act which is detrimental to public safety and national security and in the event of arrest by police or any such authority for involvement in any offence, contract appointment with DGCA shall stand automatically terminated irrespective of any provisions in the terms and conditions.

DECLARATION

I _____ S/D/o _____ resident
of _____

have carefully read and understood the above terms and conditions. I accept the same and shall abide by the same during my tenure as Consultant on purely contract basis with the DGCA.

(Signature)

Name:

Address with contact No.

Witness:

1.

2.

Bond to be executed by the Consultant (Fixed Remuneration).

KNOW ALL MEN BY THESE PRESENTS THAT I..... resident of at present employed in the Directorate of General of Civil Aviation, Govt. of India, as the do hereby bind myself and my heirs, executors and administrators to pay to the Directorate General of Civil Aviation(DGCA) on demand and without demur the sum in terms of para 13 of the terms and conditions together with interest thereon time being in force, the equivalent of the said amount from the date of due, with all costs between attorney and client and all charges and expenses that shall or may have been incurred by the Government.

AND WHEREAS for the better protection of the interests of the DGCA, I have agreed to execute this bond with such condition as hereunder is written;

NOW THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT in the event of my dissatisfactory performance or leaving without prior termination notice or any breach of any terms and condition of service contract, I shall forthwith pay to the DGCA, Government of India as may be directed by the Government on demand the said sum equivalent to the entire cost of any training(s) alongwith the pay and allowances received during the period of training(s). And upon my making such payment the above written obligation shall be void and no effect: otherwise it shall be and remain in full force and virtues.

Signed and dated this.....day oftwo thousand and eighteen.

Signed and delivered by Sh./Smt/Ms.....

(Signature)
Name:

In presence of

Witness (1)

(2)

Signature
Name
Add:
Place: