



भारतीय दूरसंचार विनियामक प्राधिकरण  
Telecom Regulatory Authority of India



F.No. A-25/4/(26)/2025-A P (e- 16537) Dated: 18<sup>th</sup> September 2025

**Vacancy Circular No. C-3/2025-26**

**Engagement of Associate Consultant in the Telecom Regulatory Authority of India (TRAI), 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 of Associate Consultants on contract basis in the following fields: -

Sl No.	Name of the post	Discipline		*No. of Vacancies
1.	Associate Consultant	Technical	Electronics & Communication Engg. (ECE)	04
			Computer Science (CS)	01
			Data Science (DS)	03
		Economics		02
		Total		10

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

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**(A) ASSOCIATE CONSULTANT (TECHNICAL)]-ELECTRONICS & COMMUNICATION ENGINEERING (ECE):**

Name of the Division	Particulars	Details
Various Divisions of TRAI, HQ  [Post code:001]	Name of the position	<b>Associate Consultant (Technical) ECE</b>
	Number of vacancies	04 (Four)
	Remuneration	₹ 80,000/- per month (fixed) + 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 30 years, as on the date of issue of vacancy circular
	Essential Qualification	Bachelor of Technology / Bachelor of Engineering or equivalent in Electronics / Communications / Telecommunications or a combination thereof.
	Desirable Educational Qualification	ME/MTech / MBA / PhD
	Post Qualification Experience	NIL
	Nature of Duties	To study / analyze various technologies / developments in Telecom/ Broadcasting ecosystem, including International best practices, and assisting formulation / finalization of consultation papers / recommendations. Analyzing / Examining data. Any other work as may be assigned.

**(B) ASSOCIATE CONSULTANT (TECHNICAL)-COMPUTER SCIENCE (CS):**

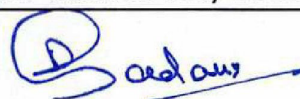
Name of the Division	Particulars	Details
Various Divisions of TRAI, HQ  [Post code:002]	Name of the position	<b>Associate Consultant (Technical) CS</b>
	Number of vacancies	01 (one)
	Remuneration	₹ 80,000/- per month (fixed) + Transport Allowance ₹ 8,000 per month (Fixed)
	Time frame for which the Consultant 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 30 years, as on the date of issue of vacancy circular



Essential Qualification	Bachelor of Technology / Bachelor of Engineering or equivalent in Computer Science/Information Technology or combination thereof
Desirable Education Qualification	ME/MTech / MBA / PhD
Post Qualification Experience	NIL
Nature of Duties	To study / analyze various technologies / developments in Telecom/ Broadcasting ecosystem, including International best practices, and assisting formulation / finalization of consultation papers / recommendations. Analyzing / Examining data. Any other work as may be assigned.

**(C) ASSOCIATE CONSULTANT (TECHNICAL)] DATA SCIENCE (DS):**

Name of the Division	Particulars	Details
Various Divisions of TRAI, HQ  [Post code:003]	Name of the position	<b>Associate Consultant (Technical) DS</b>
	Number of vacancies	03 (Three)
	Remuneration	₹ 80,000/- per month (fixed) + 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 30 years, as on the date of issue of vacancy circular
	Essential Qualification	Bachelor of Technology / Bachelor of Engineering or equivalent in Data Science/Data Analytics or CS/IT with Data Science/Data Analytics
	Desirable Education Qualification	ME/MTech (Data Science/Data Analysis/ any other subject) / MBA / PhD
	Post Qualification Experience	NIL
	Nature of Duties	To study / analyze various technologies / developments in Telecom/ Broadcasting ecosystem, including International best practices, and assisting formulation / finalization of consultation papers / recommendations. Analyzing / Examining data. Any other work as may be assigned.



**(D) ASSOCIATE CONSULTANT (ECONOMICS)] (Eco):**

Name of the Division	Particulars	Details
Various Divisions of TRAI, HQ  [Post code:004]	Name of the position	<b>Associate Consultant (Eco)</b>
	Number of vacancies	02 (Two)
	Remuneration	₹ 80,000/- per month (fixed) + 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 30 years, as on the date of issue of vacancy circular
	Essential Qualification	Master's in Economics
	Desirable Education Qualification	MBA / Any other Masters / PhD
	Post Qualification Experience	NIL
	Nature of Duties	To study/analyze developments in Telecom/Broadcasting sector Financial and economic analysis of market data Study/Analyse best international practices Assist in formulation/finalization of consultation papers/recommendations/regulations/study papers/reports.

3. Associate Consultant are initially engaged for a period of one year which can be further extended as per requirements of TRAI on mutual consent. They will assist the Authority in discharge of its functions under the TRAI Act, 1997 and undertake such work/tasks as may be assigned to them from time to time.

4. The services of consultant will be governed as per Telecom Regulatory Authority of India Guidelines **No. A-25/4/(3)/2021-A&P dated 05.08.2025**. General Terms and conditions of engagement are enclosed as **Annexure-'A'**.

5. Applicants should be dynamic and self-motivated professionals with effective analytical, communication (including technical writing) and interpersonal skills. The selection will be determined not only based on **experience and** educational qualifications but also based on the overall performance of the candidate during his/her interview/interaction with the Selection Committee. The Authority reserves the rights related to engagement of Associate Consultant and the decision of the Authority in the matter will be final and binding.



6. Eligible candidates desirous to be considered for the position of **Associate Consultant** in TRAI may send their application through **online mode only** on **URL: <https://vacancies.trai.gov.in>**. The applications received by others means like Post/Mail etc shall not be considered. The last date for receipt of applications through online mode is **08<sup>th</sup> October 2025**. The self-attested copies of following documents may also be uploaded with the online application:

- (a) Documents viz (passport/10<sup>th</sup> mark sheet/PAN card/ Adhar Card) having date of birth as proof.
- (b) Educational qualification(s) (*High School/ Secondary class onwards*).
- (c) Post qualification experience/ employment if any.
- (d) Any other relevant documents.

7. Incomplete applications or applications received without supporting documents as mentioned 6 (a) to (d) above shall not be considered.

8. Hindi version of circular will follow.

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Senior Research Officer (HR)  
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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.

## Annexure-“A”

### Terms and Condition of Engagement (Hiring) of Consultants on contract basis in Telecom Regulatory Authority of India

#### 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. **Associate Consultants:**

Associate Consultant/Senior Associate Consultants may be engaged in various disciplines as per requirement of Divisions of TRAI.

The position, experience, age limit, remuneration, etc. of the Associate Consultant to be engaged (hired) on contract basis by TRAI are as under:

**TABLE-I**

S.No.	Designation	Minimum Experience Required as on date of issue of vacancy Circular	Max Age as on date of issue of vacancy Circular	Monthly Remuneration (Rs.)	Initial Term of Engagement
1	2	3	4	5	6
1	Associate Consultant	0 Years	30	80,000	1 year

# Weightage of upto 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 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 an Associate Consultant 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	Associate Consultant	Rs 8000/-

Transport allowance will remain fixed @ Rs 8,000 per month for entire duration of Associate Consultants.

### **3. Contractual Terms and Conditions**

#### **3.1. Legal status:**

The person engaged as Consultants 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 Consultants. As such, nothing within or relating to the contract shall establish the relationship of employer and employee between TRAI and the Consultants. During the contract period or thereafter, the Consultants shall not claim to be an employee of TRAI. The Consultants shall mandatorily give an undertaking in this regard, as per **Annexure-I**, while entering into contract with TRAI.

#### **3.2. Standards of conduct:**

The Consultants 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 Consultants 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 Consultants 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 Consultants 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 Consultants 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 Consultants, 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 Consultants 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 Consultants 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 Consultants 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 Consultants for proper and smooth discharge of her/ his duties. Such equipment and facilities provided to the Consultants shall be returned by the Consultants 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 Consultants 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 Consultants 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 Consultants 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 Consultants. The Consultants 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 Consultants 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 Consultants 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. Associate Consultants:** Associate Consultant shall be entitled for Travelling Allowance as admissible to Technical Officer 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 Consultants proves to be false or if he/ she is found to have wilfully 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 Associate Consultants, Medical Insurance premium upto Rs 10,000/- 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 by above mentioned consultants, a pro-rata amount based on remaining period of next annual premium date, with a capping of Rs 10000/-, shall be paid to her/him.

**10. Compensation:** In the event of death or grievous injury to the Consultants during the course of her/ his duties, compensation, in any form, shall neither be payable to the Consultants nor to her/ his dependents. It shall be the sole responsibility of the Consultants 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, Associate Consultants 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 upto Rs 25,000/- per annum on successful completion of said Certification Course(s) on presentation of required Certificates / Documents.