

(TO BE PUBLISHED IN THE GAZETTE OF INDIA, PART II, SECTION 4)

**GOVERNMENT OF INDIA**

**Ministry of Defence**

**Notification**

New Delhi, the \_\_\_\_\_, 2016

S.R.O. \_\_\_\_\_ In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the President hereby makes the following Rules regulating the method of recruitment to the post of Professorial Cadre (Engineering/Technology) in the National Defence Academy (NDA), Khadakwasla, Pune under Headquarters, Integrated Defence Staff, Ministry of Defence, namely:-

1. Short Title and Commencement. - (1) These rules may be called the Ministry of Defence, Headquarters Integrated Defence Staff, National Defence Academy, Professorial Cadre(Engineering/Technology) (Group 'A' Posts) Recruitment Rules, 2016.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application – These rules shall apply to the posts specified in Column (1) of the Schedule annexed to these rules.

3. Number, Classification and Pay Band and Grade Pay or Pay Scale. - The number of post, its classification and the pay band and grade pay or scale of pay attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these Rules.

4. Method of Recruitment, Age limit and Qualification, etc. – The method of recruitment to the said post, age limit, qualification and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

5. Disqualification. – No person, -

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to Relax. – Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Union Public Service Commission, relax any provisions of these Rules with respect to any class or category of persons.

7. Saving. - Nothing in these Rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

## SCHEDULE

Name of Post	Number of Post	Classification	Pay Band and Grade Pay or Pay Scale	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
1. Professor	01 * (2016) * Subject to variation dependent upon the workload  Electronics & Communication Engineering (Electronics/Communication)	General Central Services, Group 'A' Gazetted, Non-Ministerial	Pay Band-4, Rs. 37400-67000 plus Academic Grade Pay (AGP) of Rs. 10000/-	Selection

Age limits for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees
(6)	(7)	(8)
Not Applicable	Not Applicable	Not Applicable

Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption grades from which promotion or deputation or absorption to be made.
(9)	(10)	(11)
Not Applicable	By Promotion failing which by Deputation(ISTC).  <b>Note 1 :</b> Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more, may be filled on Deputation (Including Short Term Contract) basis from offices under the Central Government or State Governments or Union territories or Public sector undertakings for teaching or recognised research institutions or Universities or research, science and technology; (a) Holding analogous post on regular basis in the parent cadre or department ; and	<b>Promotion</b> Associate Professor in the pay scale of Rs. 37400-67000 with AGP of Rs. 9000 with 03 years regular service in the grade possessing Ph.D degree in the subject concerned subject to satisfying the conditions relating to minimum academic performance and service requirement for promotion under Career Advancement Scheme (CAS) of AICTE Regulations 2012 as amended from time to time. <b>Note 1 :</b> Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service, or two

	<p>(b) Possessing the educational qualification prescribed for deputationist under column (11).</p> <p>[Period of Deputation (Including Short Term Contract) including period of Deputation (Including Short Term Contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed five years. The maximum age limit for appointment by Deputation (Including Short Term Contract) shall not be exceeding 56 years as on the closing date of receipt of applications].</p> <p><b>Note 2 :</b> For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1st January 2006, the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Pay Commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common grade pay or pay scale, and where this benefit will extend only for the post(s) for which that grade pay or pay scale is the normal replacement grade without any upgradation.</p>	<p>years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service.</p> <p><b>Note 2 :</b> For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1<sup>st</sup> January 2006, the date from which the revised pay structure based on the 6<sup>th</sup> Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding pay or pay scale extended based on the recommendations of the Pay Commission.</p> <p><b>Deputation (ISTC)</b> Officers from the Central Government or State Governments or Union territories or Public sector undertakings for teaching or recognised research institutions or Universities or research, science and technology institutions:-</p> <p>(a) (i) Holding analogous posts on regular basis in the parent cadre/department. Or (ii) Associate Professor in the Pay band of Rs. 37400-67000 with AGP of Rs. 9000/- with three years regular service in the grade and PhD or equivalent in appropriate discipline. Or (iii) Service Officers of the rank of Colonel and above or equivalent, and (b) Possessing the following Educational Qualifications &amp; Experience:-</p> <p><b>Essential :</b> (i) Bachelor of Engineering/Bachelor of Technology and Master of Engineering/Master of Technology in the relevant branch with first class or equivalent either in Bachelor of Engineering/Bachelor of Technology or Master of Engineering/Master of Technology.</p> <p>Bachelors degree in Electronics/Communication/Telecommunication/ Electronics and Electrical (EEE)/</p>
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		<p>Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)</p> <p>Masters degree (M.Tech) in Electronics/ Digital Electronics/Radio Frequency Design Technology (RFDT Microwaves)/Microwave Engineering/RF Engineering/Radio Frequency Design Technology (RFDT – Digital Signal Processing)/Signal Processing/VLSI/Embedded Systems/ Communication/ Digital Communication Engineering</p> <p>(ii) Doctor of Philosophy in the appropriate branch or discipline of Engineering/ Technology.</p> <p>(iii) A minimum score as stipulated in the Academic Performance Indicator(API) based Performance Based Appraisal System (PBAS) by the All India Council of Technical Education(AICTE).</p> <p><b>Experience :</b></p> <p>(i) Minimum ten years’ experience in Teaching or Research or Industry of which at least five years should be at the level of Associate Professor or minimum of thirteen years’ experience in Teaching or Research or Industry.</p> <p>(ii) In case of research experience, good academic record and books or research paper publications or Intellectual Property Rights or patents record shall be required as deemed fit by the expert members of the Selection Committee.</p> <p>(iii) If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising or designing, planning, executing, analyzing, quality control, innovating, training, technical books or research paper publications or Intellectual Property Rights or patents as deemed fit by the expert members of the Selection Committee.</p>
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**Desirable :**

- (i) Post Doctor of Philosophy publications and guiding Doctor of Philosophy students.
- (ii) Persons who have represented the State/Country in Athletics/Sports/Games.
- (iii) Person who have experience in extracurricular activities that support training at NDA.
- (iv) NCC 'C' Certificate.
- (v) Previous Military Service (Army/Navy/Air Force).

**Note 1:** If a class or division is not awarded, minimum of Sixty percent marks in aggregate shall be considered equivalent to first class or division. If a Grade Point System is adopted the Cumulative Grade Point Average will be converted into equivalent marks as below :

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

**Note 2 :** Qualifications are Relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.

**Note 3:** The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(12)	(13)
<p>Departmental Promotion Committee consisting of</p> <ol style="list-style-type: none"> <li>1. Chairman or Member, Union Public Service Commission - Chairman</li> <li>2. Joint Secretary (Estt.) Ministry of Defence - Member</li> <li>3. DC IDS (DOT) Headquarters Integrated Defence Staff - Member</li> <li>4. Commandant National Defence Academy, Pune - Member</li> <li>5. Joint Secretary (Pers) Headquarters Integrated Defence Staff - Member</li> </ol>	<p>Consultation with Union Public Service Commission is necessary.</p>

2. Associate Professor	08 * (2016) * Subject to variation dependent upon the workload 1. Mechanical Engineering (Thermal and Fluid Engineering) -01, 2. Electronics & Communication Engineering (Electronics) -01, 3. Electronics & Communication Engineering (Microwaves) -01, 4. Electronics & Communication Engineering(Signal Processing) -01, 5. Electronics & Communication Engineering (Communication) -01, 6. Electrical Machines and Drives Engineering -01, 7. Electrical Power Engineering -01, 8. Electrical Engineering -01	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Pay Band-4, Rs. 37400-67000 plus Academic Grade Pay (AGP) of Rs. 9000/-	Not applicable
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<p>Not exceeding 45 years</p> <p>(Relaxable for Government servants upto five years' in accordance with the instructions or orders issued by the Central Government).</p> <p><b>Note:</b> The crucial date for determining the age- limit shall be the closing date for receipt of applications and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh division of Jammu and Kashmir State, Lahaul and Spiti district and Pangti Sub division of Chamba district of Himachal</p>	<p><b>Essential :</b></p> <p>Bachelor of Engineering/Bachelor of Technology and Master of Engineering/Master of Technology, in the relevant branch with first class or equivalent either in Bachelor of Engineering/Bachelor of Technology or Master of Engineering/Master of Technology from a recognized university.</p> <p><u>For the post at S.No.01 of Column No.2</u> Bachelors degree in Mechanical Engineering/ Mechanical Engineering (Production)/Mechanical Engineering(Manufacturing Technology)/ Thermal Engineering. Masters Degree (M.Tech) in Thermal and Fluid Engineering/Thermal Engineering/ Thermal Sciences and Energy Engineering or equivalent.</p> <p><u>For the post at S.No.02 of Column No.2</u> Bachelors degree in Electronics/ Communication/Telecommunication/ Electronics and Electrical (EEE)/ Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)</p>	Not applicable
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<p>Pradesh, Andaman and Nicobar islands or Lakshadweep).</p>	<p>Masters degree (M.Tech) in Electronics/ Digital Electronics Engineering or equivalent</p> <p><u>For the post at S.No.03 of Column No.2</u>  Bachelors degree in Electronics/ Communication/Telecommunication/ Electronics and Electrical (EEE)/ Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)  Masters degree (M.Tech) in Radio Frequency Design Technology (RFDT Microwaves)/ Microwave Engineering/ RF Engineering or equivalent</p> <p><u>For the post at S.No.04 of Column No.2</u>  Bachelors degree in Electronics/ Communication/Telecommunication/ Electronics and Electrical (EEE)/ Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)  Masters degree (M.Tech) in Radio Frequency Design Technology (RFDT – Digital Signal Processing)/ Signal Processing or equivalent</p> <p><u>For the post at S.No.05 of Column No.2</u>  Bachelors degree in Electronics/ Communication/ Telecommunication/ Electronics and Electrical (EEE)/ Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)  Masters degree (M.Tech) in Communication/ Digital Communication Engineering or equivalent.</p> <p><u>For the post at S.No.06 of Column No.2</u>  Bachelors degree in Electrical/Electronics and Electrical (EEE)/ Power Engineering/ Electrical &amp; Power Engineering/ Electrical and Instrumentation Engineering  Masters Degree (M.Tech) in Electrical Machines and Drives Engineering or equivalent</p> <p><u>For the post at S.No.07 of Column No.2</u>  Bachelors degree in Electrical/Electronics and Electrical (EEE)/ Power Engineering/ Electrical &amp; Power Engineering/ Electrical and Instrumentation Engineering  Masters Degree (M.Tech) in Electrical Power Engineering or equivalent</p> <p><u>For the post at S.No.08 of Column No.2</u>  Bachelors degree in Electrical/Electronics and Electrical (EEE)/ Power Engineering/ Electrical &amp; Power Engineering/ Electrical and Instrumentation Engineering  Masters Degree (M.Tech) in Electrical Engineering or equivalent</p>	
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**FOR ALL POSTS**

(i) Doctor of Philosophy in the appropriate branch or discipline of Engineering/ Technology from a recognized university.

(ii) A minimum score as stipulated in the Academic Performance Indicator(API) based Performance Based Appraisal System (PBAS), by the All India Council of Technical Education(AICTE).

**Experience(for all posts) :**

(i) Minimum five years experience in Teaching or Research or Industry of which two years post Doctor of Philosophy experience is desirable.

**Desirable(for all posts) :**

(i) Post Doctor of Philosophy publications and guiding Doctor of Philosophy students.

(ii) Persons who have represented the State/Country in Athletics/Sports/Games.

(iii) Person who have experience in extracurricular activities that support training at NDA.

(iv) NCC 'C' Certificate.

(v) Previous Military Service (Army/Navy/Air Force).

**Note 1:** Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.

**Note 2:** The qualification regarding experience is relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates belonging to the Scheduled Castes or the Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

**Note-3:** If a class or division is not awarded, minimum of sixty percent marks in aggregate shall be considered equivalent to first class or division. If a Grade Point System is adopted the Cumulative Grade Point Average will be converted into equivalent marks as below :

Grade point	Equivalent percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

<p>One year for direct Recruits</p>	<p>By direct recruitment.</p> <p><b>Note 1 :</b> Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more, may be filled on Deputation (Including Short Term Contract) basis from offices under the Central Government or State Governments or Union territories or Public sector undertakings for teaching or recognised research institutions or Universities or research, science and technology;</p> <p>(a) Holding analogous post on regular basis in the parent cadre or department; and</p> <p>(b) Possessing the educational qualification prescribed for the direct recruits under column (7).</p> <p>[Period of Deputation (Including Short Term Contract) including period of Deputation (Including Short Term Contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed five years. The maximum age limit for appointment by Deputation (Including Short Term Contract) shall not be exceeding 56 years as on the closing date of receipt of applications].</p> <p><b>Note 2 :</b> For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1<sup>st</sup> January 2006 or the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the pay commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common grade pay or pay scale, and where this benefit will extend only for the post(s) for which that grade pay or pay scale is the normal replacement grade without any upgradation.</p>	<p>Not applicable</p>
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<p>Departmental Confirmation Committee consisting of :-</p> <ol style="list-style-type: none"> <li>1. Joint Secretary(Estt.), Ministry of Defence - Chairman</li> <li>2. Joint Secretary (Pers) Headquarters Integrated Defence Staff - Member</li> <li>3. Principal, National Defence Academy - Member</li> </ol>	<p>Consultation with Union Public Service Commission is necessary.</p>
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3. Assistant Professor	<p>07 * (2016)</p> <p>* Subject to variation dependent upon the workload</p> <p>1. Electrical Engineering -01</p> <p>2. Electrical Machines and Drives Engineering -01</p> <p>3. Electronics &amp; Communication Engineering(Electronics) -01</p> <p>4. Electronics &amp; Communication Engineering (VLSI) -01</p> <p>5. Instrumentation &amp; Control Engineering -01</p> <p>6. Ship Building and Naval Architecture Engineering -01</p> <p>7. Manufacturing Technology -01 Engineering</p>	General Central Services, Group 'A' Gazetted, Non-Ministerial.	Pay Band-3, Rs. 15600-39100 plus Academic Grade Pay (AGP) of Rs. 6000/-	Not applicable
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<p>Not exceeding 35 years. (Relaxable for Government servants upto five years' in accordance with the instructions or orders issued by the Central Government).</p> <p><b>Note:</b> The crucial date for determining the age- limit shall be the closing date for receipt of applications and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub division of Chamba district of Himachal Pradesh,</p>	<p><b>Essential :</b> Bachelor of Engineering/Bachelor of Technology and Master of Engineering/Master of Technology, in the relevant branch with first class or equivalent either in Bachelor of Engineering/Bachelor of Technology or Master of Engineering/Master of Technology from a recognized university.</p> <p><u>For the post at S.No.01 of Column No.2</u> Bachelors degree in Electrical/Electronics and Electrical (EEE)/ Power Engineering/ Electrical &amp; Power Engineering/ Electrical and Instrumentation Engineering Masters Degree (M.Tech) in Electrical Engineering or equivalent</p> <p><u>For the post at S.No.02 of Column No.2</u> Bachelors degree in Electrical/Electronics and Electrical (EEE)/ Power Engineering/ Electrical &amp; Power Engineering/ Electrical and Instrumentation Engineering Masters Degree (M.Tech) in Electrical Machines and Drives Engineering or equivalent</p> <p><u>For the post at S.No.03 of Column No.2</u> Bachelors degree in Electronics/ Communication/Telecommunication/ Electronics and Electrical (EEE)/ Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)</p>	Not applicable
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<p>Andaman and Nicobar islands or Lakshadweep).</p>	<p>Masters degree (M.Tech) in Electronics/ Digital Electronics Engineering or equivalent</p> <p><u>For the post at S.No.04 of Column No.2</u>  Bachelors degree in Electronics/ Communication/Telecommunication/ Electronics and Electrical (EEE)/ Electronics and Communication (ECE)/ Applied Electronics and Communication (AEC)  Masters degree (M.Tech) in VLSI/Embedded Systems Engineering or equivalent</p> <p><u>For the post at S.No.05 of Column No.2</u>  Bachelors degree in Instrumentation And Control Engineering/ Electronics And Control Systems Masters Degree (M.Tech) in Instrumentation and Control Engineering or equivalent.</p> <p><u>For the post at S.No.06 of Column No.2</u>  Bachelors degree in Architectural Engineering/Architecture Masters Degree (M.Tech) in Naval Architecture and Ship Building Engineering/ Ship Building/Architecture or equivalent.</p> <p><u>For the post at S.No.07 of Column No.2</u>  Bachelors degree in Mechanical Engineering/Mechanical Engineering(Production)/Mechanical Engineering (Manufacturing Technology)/Thermal Engineering Masters Degree (M.Tech) in Manufacturing Engineering and Technology/Manufacturing Engineering/Manufacturing Science and Engineering or equivalent.</p> <p><b><u>Desirable :</u></b>  (i) Persons who have represented the State/Country in Athletics/Sports/Games.  (ii) Person who have experience in extracurricular activities that support training at NDA.  (iii) NCC 'C' Certificate.  (iv) Previous Military Service (Army/Navy/Air Force).</p> <p><b>Note :</b> 1. Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in case of candidates otherwise well qualified.  <b>Note:</b> 2. If a class or division is not awarded, minimum of sixty percent marks in aggregate shall be considered equivalent to first class or division. If a Grade Point System is adopted the Cumulative Grade Point Average will be converted into equivalent marks as below ;</p>	
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	Grade point	Equivalent percentage	
	6.25	55%	
	6.75	60%	
	7.25	65%	
	7.75	70%	
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<p>One year for direct Recruits</p>	<p>By direct recruitment.</p> <p>Note 1: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more, may be filled on Deputation (Including Short Term Contract) basis from offices under the Central Government or State Governments or Union Territories or Public sector undertakings for teaching or recognized research institutions or universities or research, science and technology:-</p> <p>(a) Holding analogous post on regular basis in the parent cadre or department ; and</p> <p>(b) Possessing the educational qualification prescribed for the direct recruits under column 7.</p> <p>[Period of Deputation (Including Short Term Contract) including period of Deputation (Including Short Term Contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by Deputation (Including Short Term Contract) shall not be exceeding 56 years as on the closing date of receipt of applications].</p> <p><b>Note 2 :</b> For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1st January 2006/the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Pay Commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common grade pay or pay scale, and where this benefit will extend only for the post(s) for which that grade pay or pay scale is the normal replacement grade without any upgradation.</p>	<p>Not applicable</p>
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Department Confirmation Committee consisting of :-	Consultation with Union Public Service Commission is necessary.
1. Joint Secretary (Estt) Ministry of Defence - Chairman	
2. Principal Director (Pers) Headquarters Integrated Defence Staff - Member	
3. Principal, National Defence Academy - Member	

(File No. \_\_\_\_\_)

(Dalpat Singh)  
Under Secretary to the Govt of India

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**Authenticated**

(SK Shukla)  
Director (Pers)/ HQ IDS

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(Dalpat Singh)  
Under Secretary to the Govt of India