



Aeronautical Development Agency
(Ministry of Defence, Govt. of India)
PB No.1718, Vimanapura Post, Bangalore- 560017



Advt. Reference No.ADA:ADV-135:2025 dated 19 Dec 2025

**RECRUITMENT OF PROJECT SCIENTISTS ON
PROGRAMME BASED LIMITED TENURE CONTRACT APPOINTMENT**

Closing date: 19th January 2026

ADA is a Society and an Autonomous Organization under the Department of Defence Research & Development (R&D), Ministry of Defence (MOD), Government of India, entrusted with the design & development of both the Air Force and Naval versions of Light Combat Aircraft (Tejas), LCA AF Mark-II, Advanced Medium Combat Aircraft (AMCA) and other advanced technology developmental projects of Government of India. ADA offers a challenging and excellent working environment and it has advanced and sophisticated facilities for Aircraft Design activities providing excellent growth potential.

2. ADA invites applications from Indian Citizens for the following post(s) of Project Scientists on Programme based limited tenure contract appointment for an initial period of THREE years and extendable as per rules based on performance and requirement of the project /programme. The details of the requirement is mentioned below:

Project Scientist 'E'(Consolidated Pay per month) ₹ 2,01,794/- (01 Vacancy)				
Item No	No of vacancies	Subject /Discipline	Qualification & experience	Equivalent acceptable subjects of essential qualification
01	01 (UR)	Mechanical Engineering	<p>Essential Qualification : At least First-Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent</p> <p>Desirable : Masters Degree/ Ph.D in relevant discipline</p> <p>Essential Working experience Minimum 10 to 15 years of working experience in one or more of the following areas : - (a) Work Experience in the field of Design, development and qualification testing of Landing Gear System and its associated LRUs of military aircraft. (b) Knowledge in design of military aircraft oleo pneumatic shock absorber, development & testing as per military requirements. (c) Preparation of technical documentations such as technical specifications, landing gear ground loads & performance, developmental and qualification test schedules for landing gear systems. (d) Knowledge in preparation of system requirements, preliminary design review & critical design review related to landing gear system.</p>	<p>i. Mechanical Engineering ii. Mechanical & Automation Engineering iii. Mechanical & Production Engineering iv. Mechatronics Engg</p> <p>Any other relevant discipline with qualifying degree which mentions 'Mechanical' as the main discipline</p>

(e) Familiarity with the evaluation of project proposals for landing gear sub systems and its associated test rig development.

Desirable:

- (a) Knowledge in aircraft mechanical system components, aircraft integration, flight testing and post flight data analysis.
- (b) Experience in working with Auto CAD, PLM Environment, Simulation tools like MSc ADAMS/VI Aircraft etc.,
- (c) Kinematics Design and performance analysis of landing gear.
- (d) Familiar with various military and related standards and practices applicable to aeronautical industry.
- (e) Knowledge in obtaining certificate of design for landing gear.
- (f) Providing technical support to the industry for manufacturing of landing gear items.
- (g) Management of projects in aeronautical industry with skills in Project Monitoring, coordination with external agencies, progress monitoring, reporting etc. using computer based project management tools.

Project Scientist 'D'(Consolidated Pay per month) ₹ 1,24,612/- (02 Vacancies)

02	01 (UR)	Civil Engineering	<p>Essential Qualification :</p> <p>At least First-Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent</p> <p>Desirable :</p> <p>Masters Degree/ Ph.D in relevant discipline</p> <p>Essential Working experience</p> <p>Minimum 07 to 10 years of working experience in one or more of the following areas : -</p> <ul style="list-style-type: none"> a) Preparations of SOC (Statement of case), DPR (Detailed Project Report), Budget proposals, Administrative noting, etc. b) Experience in design/drafting of floorplan, Interior/Furniture layout, plumbing lines, working drawings using software like Auto CADD/ARES Commander, Elevation designs by 3Ds Max / Sketchup. c) Knowledge in preparation of Estimate of Infrastructure/ renovation works, Quantity Survey, Quality Analysis, Preparation of Bar Bending Schedule (BBS), Taking works from the contractors/Vendors, Measurement of 	Any other relevant discipline with qualifying degree which mentions 'Civil' as the main discipline
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			works done, Preparation of RA bills, and closing of project files etc.	
			d) Knowledge of Tendering activities on DEFPROC portal (Defence e-procurement) / e- Procurement portals, GeM Portal for procurement & Services, Limited Tendering Modes, Local Purchase Committee Modes.	
03	01 (UR)	Electrical & Electronics Engineering	<p>Essential Qualification :</p> <p>At least First-Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent</p> <p>Desirable :</p> <p>Masters Degree/ Ph.D in relevant discipline</p> <p>Essential Working experience</p> <p>Minimum 07 to 10 years of working experience in one or more of the following areas : -</p> <p>a) Knowledge and experience of E-tendering / GEM</p> <p>b) Experience of Estimation of the Capital & Revenue Works.</p> <p>c) Experience of Scrutiny of Estimates & Bills.</p> <p>d) Knowledge and experience of works Supervision & Monitoring of Project sites / Maintenance Works</p> <p>e) Knowledge and experience of Labour Laws and mandatory / statutory payment / welfare measures / entitlement of the hired labour.</p> <p>f) Formulating strategies for safety management of work sites.</p>	<p>i. Electrical Engg</p> <p>ii. Electrical & Electronics Engg</p> <p>iii. Electrical with Communication Engg</p> <p>iv. Electronics & Electrical Communications Engg</p> <p>v. Instrumentation Engg</p> <p>vi. Instrumentation & Control Engg</p> <p>vii. Electronics &</p> <p>viii. Electrical and Instrumentation Engg</p> <p>Any other relevant discipline with qualifying degree which mentions 'Electrical' as the main discipline</p>
Project Scientist 'C' (Consolidated Pay per month) ₹ 1,08,073/- (02 Vacancies)				
04	01 (UR)	Civil Engineering	<p>Essential Qualification :</p> <p>At least First-Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent</p> <p>Desirable :</p> <p>Masters Degree/ Ph.D in relevant discipline</p> <p>Essential Working experience</p> <p>Minimum 03 to 07 years of working experience in one or more of the following areas : -</p> <p>a) Preparations of SOC (Statement of case), DPR (Detailed Project Report), Budget proposals, Administrative noting, etc.</p> <p>b) Experience in design/drafting of floorplan, Interior/Furniture layout, plumbing lines, working drawings</p>	<p>Any other relevant discipline with qualifying degree which mentions 'Civil' as the main discipline</p>

			<p>using software like Auto CADD/ARES Commander, Elevation designs by 3Ds Max / Sketchup.</p> <p>c) Knowledge in preparation of Estimate of Infrastructure/ renovation works, Quantity Survey, Quality Analysis, Preparation of Bar Bending Schedule (BBS), Taking works from the contractors/Vendors, Measurement of works done, Preparation of RA bills, and closing of project files etc.</p> <p>d) Knowledge of Tendering activities on DEFPROC portal (Defence e-procurement) / e- Procurement portals, GeM Portal for procurement & Services, Limited Tendering Modes, Local Purchase Committee Modes.</p>	
05	01 (UR)	Electrical & Electronics Engineering	<p>Essential Qualification :</p> <p>At least First-Class Bachelor's Degree in Engineering or Technology from a recognized university or equivalent</p> <p>Desirable :</p> <p>Masters Degree/ Ph.D in relevant discipline</p> <p>Essential Working experience</p> <p>Minimum 03 to 07 years of working experience in one or more of the following areas : -</p> <p>a) Knowledge and experience of E-tendering / GEM</p> <p>b) Experience of Estimation of the Capital & Revenue Works.</p> <p>c) Experience of Scrutiny of Estimates & Bills.</p> <p>d) Knowledge and experience of works Supervision & Monitoring of Project sites / Maintenance Works</p> <p>e) Knowledge and experience of Labour Laws and mandatory / statutory payment / welfare measures / entitlement of the hired labour.</p> <p>f) Formulating strategies for safety management of work sites.</p>	<p>i. Electrical Engg</p> <p>ii. Electrical & Electronics Engg</p> <p>iii. Electrical with Communication Engg</p> <p>iv. Electronics & Electrical Communications Engg</p> <p>v. Instrumentation Engg</p> <p>vi. Instrumentation & Control Engg</p> <p>vii. Electronics & Electrical and</p> <p>viii. Instrumentation Engg</p> <p>Any other relevant discipline with qualifying degree which mentions 'Electrical' as the main discipline</p>

1. ONLINE SUBMISSION OF APPLICATION:

As described above for different posts, the applicants should ensure that, they satisfy the eligibility criteria (in respect of Age, Essential qualification, experience) as on the closing date of advertisement i.e., **19th January 2026 (1600 hrs)**. **The date for determining the eligibility of all the candidates in every respect shall be the prescribed closing date.**

a) Candidates are required to first register online at the ADA website (www.ada.gov.in) before closing date to avoid last minute network congestion.

b) On successful registration, the candidates may apply or fill the application form online separately for each post.

c) Applicants are advised not to change their registered mobile number or email as vital information regarding their shortlisting or selection status will be intimated through email/SMS.

d) Applicants are advised to fill in or upload documents for all their particulars carefully in the online application. **No correction in the data/application will be allowed and no document will be accepted once their application is finally submitted or locked.**

e) The candidates will have to produce all requisite certificates / related documents in Original for verification at the time of interview if and when called for.

f) Candidates are also advised to retain a printout/copy of the online application (pdf format) after submission.

g) Incomplete applications will be summarily rejected.

2. Eligibility for Recruitment: -

2.1 Academic Requirements:

a) Candidates should be in possession of First-Class degree in Engg/Technology certificate awarded by a recognized University or equivalent.

b) In case a particular University / institute does not have any criteria for First Class or equivalence, 60% marks will be taken as equivalent to first class for that University / institute. In case of CGPA, candidate should provide conversion formula for calculating the percentage. In cases, where conversion formula is not available, CGPA/CPI of 6.75 (for a 10-point scale) will be taken as equivalent to 60% as per AICTE guidelines. No rounding off of marks is permitted.

c) Candidates should possess the prescribed experience in the relevant field as mentioned under column **“Qualifications & Experience” and must have documentary proof for establishing the fact.**

d) The prescribed Essential Qualifications/ experience is bare minimum and mere possession of same does not entitle candidate to be called for personal interview.

2.2 Weightage for higher qualification will be based on the following conditions:

a) Weightage for higher qualification is equated to Research experience and is given as:

(i) Post Graduate Qualification in Engineering: 1 year of weightage.

(ii) Doctorate Degree in Engineering: 3 years of weightage.

Note : Dissertation of ME/M.Tech or Project/ Dissertation/ Thesis in case of Doctorate Degree in Engineering must be in the field relevant to the required area of experience for the given post.

b) In case of candidate(s) possessing both (i) & (ii) above, weightage of higher degree only will be given subject to the note above.

c) Maximum weightage upto 3 years only will be given for the work experience as **Research Fellow / Research Associate etc.** (for every completed year of experience) and in case of such candidate(s) possessing ME/M.Tech degree, weightage of one year only will be given for experience subject to the note above. However, in ADA, Bengaluru, the designation of JRF/SRF has been re-designated to Project Assistant. Therefore, such Project Assistants (working at ADA only) will be eligible to get the benefit of weightage in experience.

d) The period of study should not overlap with work experience.

(HOWEVER, THE WEIGHTAGE IS NOT AUTOMATIC. IT WILL DEPEND ON THE RELEVANCE OF THE HIGHER QUALIFICATION AND RESEARCH CARRIED OUT BY THE CANDIDATE RELEVANT TO ADA).

3. Age Limit For Candidates

(as on closing date of advertisement)

- i. For Project Scientist 'E' : not exceeding 50 years
- ii For Project Scientist 'D' : not exceeding 45 years
- iii For Project Scientist 'C' : not exceeding 40 years

Note: Maximum age shall not exceed 56 years including age relaxation applicable as per Govt Rules (if any)

4. Nationality:-

Only Indian Nationals need apply.

5. Remuneration:

The monthly emoluments authorized for different levels of Project Scientists is given below:

Sl No	Designation	Gross Salary per month
1	Project Scientist 'E'	Rs. 2,01,794/-
2	Project Scientist 'D'	Rs.1,24,612/-
3	Project Scientist 'C'	Rs.1,08,073/-

Annual increment of 7 % will be provided on Gross salary after completion of one year from the date of joining.

6. Work experience.

6.1 The required experience will be counted only after the date on which the essential qualification has been acquired.

6.2 All experience certificates / documents / orders indicating length and nature of experience for each employment record should be uploaded.

6.3 For all posts, candidates should have attained the current experience level below the post applied for before the closing date of the advertisement. **Any experience below the Pay Level-8 as per 7th CPC or equivalent will not be considered.**

6.4 Candidates who have worked or are currently working in Private Sector must submit proof of Pay drawn/Cost to Company (CTC)/CTC revision document/ Form-16A during the period claimed as experience for the post. While determining the suitable level of experience, the Pay drawn /CTC /Form-16A will only be the sole criteria.

For details regarding suitable level or pay equivalence, please visit ADA (www.ada.gov.in) website and check Pay Equivalence criteria.

6.5 The period of experience rendered by a candidate on part-time basis, daily wages, trainee or as a Visiting/Guest Faculty, Technical Assistant, Teaching Assistant, Research Assistant, Project Assistant (except for ADA) etc. will not be counted while calculating the suitable experience.

6.6 Experience certificates/proofs should contain name of individual, designation, salary drawn, date of joining with CTC / leaving and areas of work.

6.7 Candidates should upload all experience certificates, salary slips, or proofs related to change in designation/pay scales/ CTC/ revisions etc. The length of experience i.e. date of joining along with pay

scale/CTC and end date of each employment record should be available to verify the period of suitable experience.

6.8 The experience certificate/proof issued by Admin/ HR Head / Director / Principal / Dean / Registrar / Competent Authority of the Institution will only be acceptable. The experience certificates issued by Group/Division Head/ Project Head/ Professor or Head of department etc. will not be accepted.

6.9 Experience certificates related to Fellowships must be issued by the aforesaid competent authority.

7. Cadre Controlling Authority (CCA) Declaration and Acknowledgement:

7.1 All serving candidates (whether in permanent/regular or temporary capacity) working in Government or in Government owned organizations (PSU/Joint venture, Government promoted societies and Government / Non-Government companies / Agencies / Entities where Government or Government promoted companies / Agencies / Entities have a combined controlling stake of 50% or more) **need to upload a signed declaration at the time of online submission of application** (as per format given on the website), undertaking that they have informed in writing to their **Cadre Controlling Authority (CCA)** that they have applied for the post in ADA, **failing which** their candidature will be rejected. **In case of any objection over application, the employer may directly communicate with ADA (email:adminhr.ada@gov.in/usha.ada@gov.in) regarding objection within 15 days of the closing date of online registration.**

7.2 These candidates will be required to produce the proof (in Original) of their communication with their employer i.e, THE INTIMATION TO THE EMPLOYER AND THE ACKNOWLEDGEMENT RECEIVED FROM THE EMPLOYER regarding their application for the desired post at the time of interview (if called for), failing which their candidature will be treated as cancelled.

7.3 Such candidates shall ensure that, the intimation will be made to the employer in the prescribed format only (available upon ADA website) else, the intimation in any other format will not be considered.

7.4 Such candidates should note that, in case a communication from the employer is received by ADA withholding the permission to the candidates applying for the post, their candidature will be liable for cancellation.

8. Screening and short listing

8.1 Administrative Screening will be carried out for verification of identity, age, essential & higher qualifications and length of suitable experience at initial stage.

8.2 For all Administratively Eligible applications, **Technical Screening (may be at two levels if required)** will be carried out for verification of suitability of experience possessed by the candidates with the experience requirements advertised against each vacancy. Technically screened applications (**Bio-data based Technical Screening at Level-1**) will be shortlisted for further selection process in the **Predefined Ratio*** by adopting any one or more of the following methods:

- On the basis of educational qualifications and / experience
- (Relevance of suitable experience)
- On the basis of Desirable Qualification (DQ), if more than one DQ is prescribed, on any one or all of the DQs.
- By holding a Technical Screening Committee Meeting including Technical Experts from Industry/Academia/ DRDO.

8.3 Subsequent to technical screening at Level-1, in case the no. of candidates shortlisted for Final Personal Interview in accordance to any of above mentioned methods is large, then further shortlisting may be carried out by conducting **Technical Screening at Level-2 i.e. Preliminary Online Interview** of short duration (10-15 minutes). The number of candidates to be shortlisted for Preliminary Online Interview is as under (subject to their availability):

(i)	For one Post	Upto 24 candidates only
(ii)	For 2-3 posts	Upto 48 Candidates only

*** Predefined Ratio for candidates to be called for Preliminary Online Interview (if applicable)**

8.4 Based upon the performance in the Preliminary Online Interview, candidates will be shortlisted for the Final Personal Interview in the following **Predefined ratio**** subject to their availability:

(i)	For one Post	Upto 12 candidates only
(ii)	For 2-3 posts	Upto 24 Candidates only

**** Predefined Ratio for candidates to be called for Final Personal Interview**

8.5 The following is hereby informed:

- In case the administrative screening at initial stage does not result in sufficient number of eligible candidates (i.e. minimum of 3 candidates against one vacancy), the subsequent selection process for said vacancy may be cancelled.
- In case, the Technical Screening (at Level-1 or at Level-2) does not result in sufficient number of eligible candidates (i.e. minimum of 3 candidates against one vacancy), the subsequent selection process for said vacancy may be cancelled.

Note : ADA reserves the right to modify the screening/short listing procedure depending upon the availability of suitable candidates.

9. Selection Process :

9.1 The final selection of candidates will be purely on the basis of merit of marks scored by a candidate in the final personal interview only. The minimum qualifying marks required by the candidate in the personal interview **for consideration for selection** are **70% for all Unreserved vacancies**.

9.2 All decisions in all matters relating to eligibility, acceptance or rejection of application shall be final and no enquiry or correspondence will be entertained in this connection from any individual or his/her agency.

10. Liability to serve:

As per the Central Government Rules, selected candidates will have the liability to serve anywhere in India including remote / field area locations.

11. Closing date :

Online submission will remain available on ADA website till **19th January 2026 (1600 hrs)**.

12. General Conditions:

12.1 In case, the number of applications are high, the Screening Committee may adopt additional/higher criteria for shortlisting. The shortlisted applicants will be called for the selection process additional and subsequent stage(s), as applicable, on qualifying the same as per decision of the Committee.

12.2 For expeditious completion of the selection process, all communications in connection with the selection process will be undertaken only through electronic media and by way of announcements on ADA website. ADA reserves the right to fill or not fill any or all the posts advertised. ADA reserves the right to restrict the number of candidates at any stage of the selection process to a reasonable limit on the basis of qualifications and experience higher than the minimum prescribed in the advertisement. The shortlisted candidates for the final Interview will be placed on the ADA website.

12.3 Addendum/Corrigendum, if any, with respect to this advertisement and/or related to the recruitment process will be uploaded in the ADA website only. No other means of communication will be used for the same. Therefore, candidates are advised to periodically visit ADA website for updates, if any.

12.4 Calling a candidate for interview conveys no assurance whatsoever that he/she will be recommended or selected or his/her conditions specified in the application will be accepted.

12.5 ADA may verify the antecedents and documents submitted by a candidate during the tenure of his/her service. In case, it is detected that the documents submitted by the candidate are fake or the candidate has a clandestine antecedents/background and has suppressed any information, then his/her service shall be terminated and legal action may also be initiated against such candidates.

12.6 Candidates will be shortlisted for the selection process on the basis of the information furnished by them in their online application. They must ensure that such information is true. If at any subsequent stage or at the time of interview, any information given by them or any claim made by them in their online application is found to be false, their candidature will be liable to be rejected.

12.7 In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, ADA reserves the right to modify/withdraw/cancel any communication made to candidates.

12.8 Mere fulfilment of eligibility criteria does not guarantee that applicants will be called for the selection process.

12.9 ADA reserves the right to not fill up the posts, cancel the advertisement in whole or in part without assigning any reason and its decision in this regard will be final and binding. ADA also reserves the right to extend the closing date of receipt of applications.

12.10 In case of any disputes/ambiguity arising out of the recruitment, the decision of ADA shall be final. Legal disputes, if any, regarding the above will be restricted within the jurisdiction of Bangalore only.

12.11 The candidates applying for the posts should ensure that they fulfil the eligibility conditions for the posts. Their admission to any stage of the selection process will be purely provisional subject to confirmation that they satisfy the eligibility conditions. Mere issue of call letter to the candidate will not imply that her/his candidature has been found eligible.

12.12 No TA will be paid for attending any stages of the selection process.

12.13 Canvassing in any form shall lead to disqualification of candidature.

12.14 No correspondence whatsoever will be entertained from candidates regarding conduct and result of selection process and reasons for not being called for selection process.

13. Check List (Important Documents to be uploaded)

Please ensure that:

THE MAXIMUM FILE SIZE OF EACH DOCUMENT/CERTIFICATE TO BE UPLOADED SHOULD NOT EXCEED 500 KB AND THE DOCUMENTS MUST BE LEGIBLE/READABLE AND NOT PASSWORD PROTECTED.

- 13.1 **Date of Birth (DOB) proof** : Self attested Matriculation certificate/ High School certificate/Birth Certificate issued by appropriate Local Authority etc. Ensure that DOB proof mentions birth date.
- 13.2 **A recent passport size colour photograph** (size not exceeding 30 KB ; resolution of 110x140pixels).
- 13.3 Scanned sample of candidate's signature. (size not exceeding 30 KB ; resolution of 110x140pixels).
- 13.4 Self-attested certificates/testimonials regarding **Essential qualification** and Higher qualification along with mark-sheets, proof of CGPA conversion, employment and experience etc.
- 13.5 Duly signed **Cadre Controlling Authority** (CCA) declaration (if applicable).
- 13.6 In case of mismatch in candidate name and/or parent(s)name(s)of the candidate as mentioned in the application form with any of the documents/certificates being uploaded, the relevant affidavit in support shall essentially be uploaded.
- 13.7 Candidates should attach **all experience certificates** (with start and end date) and salary proofs [Appointment Letter(with payscale/CTC), Promotion Letters (with revised scale/CTC), Form 16A and salary slips (start and end)]as proof of pay drawn for each of the employment/experience claimed. Pass Book entries, Bank Account statements etc will not be considered as salary proofs.
- 13.8 The period of experience claimed [like date of joining/date of leaving/current job status] should be easily verifiable from experience certificates/documents uploaded.
- 13.9 **The experience certificate has been issued by Competent Authority** like Admin/ HR Head / Director / Principal / Dean / Registrar / Head of the Organization only.
- 13.10 Upload requisite caste/disability certificate, in case you belong to SC/ST/OBC/Divyang category.
- 13.11 Retain a print out of the finally submitted online application.

14. CAUTION

Misrepresentation or falsification of facts/information detected at any stage of the selection process or instances of misconduct/misbehaviour at any stage during selection process shall result in cancellation of candidature without any notice and no correspondence in this regard shall be entertained. Please note that ADA does not request for any payment at any stage of recruitment process. Candidates may note that no such demand, if any, should be entertained and the matter may be brought to the notice of the Director (Admin & HR) ADA by post to The Director (Admin & HR), ADA, PB No.1718, Vimanapura Post, Bengaluru - 560 017. The identity of the candidate will be kept confidential.

15. Contact Details

For all queries related to this advertisement and applying online for this advertisement, please contact phone no. 080-2508 7002 or email at adminhr.ada@gov.in/usha.ada@gov.in.