

**A-12026/12/2022-Admin I**  
**GOVERNMENT OF INDIA**  
**NITI AAYOG**

**NITI Bhawan, Sansad Marg,**  
**New Delhi-110001**

**VACANCY CIRCULAR**

**Subject: Recruitment to the posts of Senior Lead/Lead, Senior Specialist/Specialist and Senior Associate/Associate under Flexi Pool in NITI Aayog.**

The National Institution for Transforming India is the premier policy Think Tank of India which is engaged in number of transformational initiatives as a catalyst and an accelerator of change across sectors in partnership with Central Ministries and the State Governments. NITI Aayog is developing itself as a state-of-the-art resource center with the necessary knowledge and skills that will enable it to act with speed, promote research and innovation, provide strategic policy vision for the government, and deal with contingent issues. It is supported by an attached office, Development Monitoring and Evaluation Organization (DMEO), a flagship initiative, Atal Innovation Mission (AIM) and an autonomous body, National Institute of Labour Economics Research and Development (NILERD). NITI Aayog's entire gamut of activities can be divided into four main heads:

1. Policy and Programme Framework
2. Cooperative Federalism
3. Monitoring and Evaluation
4. Think Tank, and Knowledge & Innovation Hub

**NITI Aayog requires the services of suitable officers for the following posts:-**

<b>Name of Post</b>	<b>No. of positions</b>	<b>Mode of Recruitment</b>
Senior Lead/Lead	04	Contract / Deputation (including short-term contract) basis
Senior Specialist/Specialist	16	
Senior Associate/ Associate	11	

**1. ELIGIBILITY CONDITIONS:**

As on Closing Date of application which will be 60 days from publication of the advertisement in Employment News.

**2. MODE OF RECRUITMENT:**

**2.1 Contract:**

Individuals working at comparable levels in Private Sector Companies, Consultancy Organizations, International/Multinational Organizations and possessing the essential educational qualifications, age and experience. Other terms and conditions of the contract will be governed by Flexi Pool Guidelines dated 24.04.2019, as and when amended and other Government of India rules and regulations, wherever applicable.

**Note:** *Officers appointed on contract basis would not be entitled to residential accommodation, official transport, leave encashment or any other allowances/facilities as admissible to a regular government employee. Leave rules applicable to a regular Government employee will not be applicable to a contractual appointee. However, a contractual appointee will be entitled to 18 days leave on pro-rata basis in a calendar year.*

**2.2 Deputation (including short-term contract):**

From amongst Officers under the Central Government or State Governments or Union territory Administrations (including their attached and subordinate offices) or Universities or Recognized Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organizations.

**Note:** *Terms and conditions of Deputation for Government/Public Sector employees will be as per DOP&T Guidelines and Circulars issued from time to time and amended up to date.*

**3. ESSENTIAL EDUCATIONAL QUALIFICATIONS:**

Masters' Degree in any discipline or MBBS or Degree in Engineering or Technology from a recognized University or Passed in Sections A and B of the Institution Examinations of the Institute of Engineers (India) or Post Graduate Diploma in Management (Two years).

**4. AGE AND EXPERIENCE:**

Age and post essential qualification experience (which shall include up to 03 years for Ph.D. provided no work experience is counted during those 03 years) in formulation, appraisal, execution / implementation, research, monitoring and evaluation of policy, programme or projects is required as mentioned against the respective posts.

**SENIOR LEAD / LEAD**

**A. NUMBER OF VACANCIES:** 04 posts in the following areas (01 each):

1. Data Analytics
2. Law & Policy
3. Infrastructure & Connectivity
4. Governance & Reforms/ Visions

**B. PAY AND TENURE:**

Name of the Post (Equivalent to)	Consolidated Pay for contractual appointment	Level in the Pay Matrix for Deputation (ISTC)	Period of Contract
Senior Lead (Senior Adviser)	Rs. 3,30,000/-	Level-15 : Rs. 1,82,200/- - 2,24,100/-	Initially up to 03 years, which can be extended up to 05 years depending upon the requirements or till the age of 60 years or until further orders.
Lead (Adviser)	Rs. 2,65,000/-	Level-14 : Rs. 1,44,200/- - 2,18,200/-	

**Note:** Tenure for appointment on deputation basis shall initially be 05 years, further extendable as per extant DoPT's guidelines.

**C. DESIRABLE EDUCATIONAL QUALIFICATION/EXPERIENCE AND JOB DESCRIPTION:**

As per ANNEXURE- "I"

**D. AGE AND EXPERIENCE:**

Sl No	Name of the post	Age (for contractual appointment)	Minimum post qualification experience in years *
1.	<b>Senior Lead</b> (Senior Adviser)	Not less than 40 years but not exceeding 52 years	18
2.	<b>Lead</b> (Adviser)	Not less than 35 years but not exceeding 50 years	15

\* Preference shall be given to the candidates having experience in the relevant areas.

**E. ELIGIBILITY CONDITIONS:**

(As on Closing Date) for the candidates applying on Deputation (including short-term contract) basis:

Sl No	Name of the posts	Grades from which deputation/transfer to be made
1	<b>Senior Lead</b> (Senior Adviser)	(i) Holding analogous posts on regular basis in the parent cadre or department; or  with three years regular service in Level – 14 in Pay Matrix and  (ii) Possessing the educational qualifications and experience as mentioned above.
2	<b>Lead</b> (Adviser)	(i) Holding analogous posts on regular basis in the parent cadre or department; or  with two years regular service in Level – 13A in Pay Matrix or  with three years regular service in Level – 13 in Pay Matrix and  (ii) Possessing the educational qualifications and experience as mentioned above.

## SENIOR SPECIALIST/SPECIALIST

A. **NUMBER OF VACANCIES:** 16 posts in the following areas (01 each):

1. Data Analytics
2. School Education
3. Economic Intelligence
4. Information Technology (IT) & Telecom
5. Governance & Reforms
6. Green Transition, Energy, Environment & Climate Change
7. Infrastructure & Connectivity
8. Public Finance & Policy Analysis
9. Rural Development
10. Research & Networking
11. Tourism
12. Water & Land
13. Women Child Development(WCD)/Nutrition
14. Aspirational District Programme / Aspirational Block Programme (ADP/ABP)
15. Economics Modelling & Scenario Building.
16. Finance/Tax Policy

B. **PAY AND TENURE:**

Name of the Post	Consolidated Pay for contractual appointment	Level and Pay Matrix for Deputation (ISTC)	Period of Contract
Senior Specialist	Rs. 2,20,000/-	Level-13 of the Pay Matrix	Initially up to 03 years, which can be extended up to 05 years depending upon the requirements or till the age of 60 years or until further orders.
Specialist	Rs 1,45,000/-	Level-12 of the Pay Matrix	

**Note:** Tenure for appointment on deputation basis shall initially be 05 years, further extendable as per extant DoPT's guidelines

C. **DESIRABLE EDUCATIONAL QUALIFICATION/EXPERIENCE AND JOB DESCRIPTION:**

As per ANNEXURE- "IP"

D. **AGE AND EXPERIENCE:**

Sl No	Name of the post	Age (for contractual appointment)	Minimum post qualification experience in years
1.	Sr. Specialist	Not less than 33 years but not exceeding 50 years	10
2.	Specialist	Not less than 30 years but not exceeding 50 years	08

\* Preference shall be given to the candidates having experience in the relevant areas.

## **E. ELIGIBILITY CONDITIONS:**

(As on Closing Date) for the candidates applying on Deputation (including short-term contract) basis:

<b>Name of the post</b>	<b>Grades from which deputation/transfer to be made</b>
<b>Sr. Specialist</b>	(i) Holding analogous posts on regular basis in the parent cadre or department; or with five years regular service in Level — 12 in Pay Matrix and (ii) possessing the educational qualifications and experience as mentioned above
<b>Specialist</b>	(i) Holding analogous posts on regular basis in the parent cadre or department; or with five years regular service in Level — 11 in Pay Matrix and (ii) possessing the educational qualifications and experience as mentioned above

## **SENIOR ASSOCIATE / ASSOCIATE**

**A. NUMBER OF VACANCIES: 11 posts in the following areas (01 each):**

1. School Education
2. Economic Intelligence
3. Governance & Reforms
4. Public Finance & Policy Analysis
5. State Finance
6. Tourism
7. Skill Development & Entrepreneurship
8. Sustainable Development Goals
9. North East Development
10. Science & Technology
11. Agriculture Policy

**B. PAY AND TENURE:**

<b>Name of the Post</b>	<b>Consolidated Pay for contractual appointment</b>	<b>Level and Pay Matrix for Deputation (ISTC)</b>	<b>Period of Contract</b>
<b>Senior Associate</b>	Rs. 1,25,000/-	Level-11 of the Pay Matrix	Initially up to 03 years, which can be extended up to 05 years depending upon the requirements or till the age of 60 years or until further orders.
<b>Associate</b>	Rs. 1,05,000/-	Level -10 of the Pay Matrix	

Note: Tenure for appointment on deputation basis shall initially be 05 years, further extendable as per extant DoPT's guidelines.

**C. DESIRABLE EDUCATIONAL QUALIFICATION/EXPERIENCE AND JOB DESCRIPTION:**

As per ANNEXURE- "III"

**D. AGE AND EXPERIENCE:**

Sl No	Name of the post	Age (for contractual appointment)	Minimum post qualification experience in years
1.	Senior Associate	Not less than 26 years but not exceeding 40 years	05
2.	Associate	Not less than 26 years but not exceeding 35 years	03

\* Preference shall be given to the candidates having experience in the relevant areas.

**D. ELIGIBILITY CONDITIONS:**

(As on Closing Date) for the candidates applying on Deputation (including short-term contract) basis:

Name of the post	Grades from which deputation/transfer to be made
Senior Associate	(i) Holding analogous posts on regular basis in the parent cadre or department; or with five years regular service in Level — 10 in Pay Matrix and (ii) possessing the educational qualifications and experience as mentioned above
Associate	(i) Holding analogous posts on regular basis in the parent cadre or department; or with three years regular service in Level — 07 in Pay Matrix and (ii) possessing the educational qualifications and experience as mentioned above

**5. GENERAL CONDITIONS:**

a) Candidates working in Central Government or State Government Departments or Union Territory Administrations or Universities or Recognized Research Institutions or Public Undertakings or Semi Government or Statutory or Autonomous Organisations and other Non-Government Bodies should apply in appropriate proforma through proper channel.

b) It may also be taken note of that in terms of DoPT's O.M. No. 27/2/2009-EO (SM.II) dated 16.7.2009 read with O.M. No.9/23/2014-EO(SM-II) dated 22.8.2017, a candidate once applied for being considered and he/she is considered and selected by the Appointments Committee of Cabinet (ACC), ordinarily, he/she should not decline

the appointment and if he/she declines the appointment, he/she will be liable for action as per aforesaid OMs.

c) Candidates will need to produce proof of the details furnished in their applications as and when required.

d) Only Indian Nationals need to apply.

e) No TA/DA will be paid for attending the personal talk.

f) Canvassing in any form will be a disqualification.

g) The prescribed essential qualifications as indicated above are the minimum and the mere possession of the same does not entail candidates to be called for interview.

**6. MODE OF APPLICATION:-**

a. **For candidates, who are applying on contract basis:** The candidates are required to fill the online application form on the website of NITI Aayog on the link provided under [http://niti.gov.in/career/vacancy-circular\\_](http://niti.gov.in/career/vacancy-circular_)

They are also required to upload self-attested supporting documents as sought in the online application form.

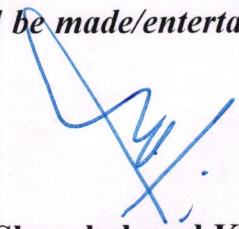
b. **For Candidates, who are applying on deputation:** The application, along with the following documents, may be forwarded, through proper channel, in the prescribed proforma (**Appendix-I, II, III**) duly signed by the candidate and countersigned by the Head of Office or any other officer authorized to sign, to '**The Under Secretary (Admn.-IA), NITI Aayog, Room No.418, NITI Bhavan, Sansad Marg, New Delhi-110001**' within 60 days from the date of publication of this advertisement in Employment News:-

i. Up-to-date **APAR Dossier and APAR grading** statement of the candidate for the latest five years **from 2020-21 to 2024-25(duly attested)**;

ii. Vigilance clearance in the prescribed detailed format signed by CVO of the department/organization; and

iii. Integrity Certificate signed by an Officer of the rank of Deputy Secretary or above.

**NOTE:-** *Incomplete applications or applications without the supporting documents will be summarily rejected & no communication will be made/entertained in this regard.*

  
(Shoyab Ahmed Kalal)  
Director (Recruitment)  
Tel: 23042685

Details of Desirable Educational Qualification, Experience and Job Description

**1. Name of the Post: Senior Lead/Lead (equivalent to Level 15/14) – (Law and Policy)**

**a) Job Description:**

- i. Reviews of Cabinet Notes and new law drafts for legal scrutiny and generating opinions from a Law and Justice Perspective for the subject matters raised.
- ii. Working towards legal and regulatory reforms in the Judicial and other industrial sectors where regulations are involved are also a focus area.
- iii. Review of Litigation related work, drafting and vetting of pleadings/responses/affidavits on behalf of NITI Aayog.
- iv. Vetting and legal evaluation of guidelines/ policy
- v. Review of legislations and rules
- vi. Appraisal of Programmes or projects requiring legal scrutiny
- vii. Examination of proposals referred by Ministry of Law & Justice.
- viii. Research and Analysis in legal domain
- ix. Coordinating with the Ministry of Law & Justice and the Premier Institutional Partners
- x. Any other assignment/s given by the competent authority from time to time.

**b) Desirable Educational Qualification:**

Ph.D in any discipline of Law/ Maters' Degree in Law from a recognized University/Institute. Preference will be given to person having educational qualifications from Institutions of National/International repute

**c) Desirable Work Experience:**

Minimum of 18 years of work experience (for Sr. lead) and 15 years (Lead) relevant to the job description. Preference will be given to persons with work experience in Legal policy initiatives, research & teaching/advocacy /consultancy, drafting of legislations or statues/Structuring PPP and Asset Monetization projects in different sectors. Strong knowledge of Indian Laws and policy framework supported by published work could be desirable.

**2. Name of the Post: Senior Lead/Lead (equivalent to Level 15/14) - (Governance & Reforms Division)**

**a) Job Description:**

- i. Conceptualization of policy papers on the ongoing reforms initiative of the Central Govt. and working on potential areas of Governance Reforms.
- ii. Analyzing Global best practices in Governance, Public Policy & citizen centric services.
- iii. Studying the state level governance initiatives and best practices from implementation perspective.