



Advt. No: RRU/SASTRA/HR/2026/01

Date: 22.06.2026

Invitation of Expression of Interest for Various Positions
at
Security & Scientific Technical Research Association (SASTRA),
Rashtriya Raksha University

Security and Scientific Technical Research Association (SASTRA) is a company, registered Under Section 8 of the Companies Act 2013, set up by Rashtriya Raksha University (RRU). Security and Scientific Technical Research Association (SASTRA) invites applications for the following positions purely on a contractual basis.

Sr. No.	Name of the Positions	Nature of Position	Monthly Consolidated Salary (CTC)
1	Senior Software Developer	The position is contractual for an initial period of 364 days, which may be extended subject to (a) requirements of organization, and (b) the satisfactory annual performance of the employee.	₹ 75,000/- to ₹ 95,000/-
2	Junior Software Developer		₹ 50,000/- to ₹ 70,000/-
3	Executive (HR & Admin)		₹ 40,000/- to ₹ 60,000/-
4	Project Associate		₹ 40,000/- to ₹ 60,000/-

❖ **How to Apply:**

- Interested and eligible candidates should submit all their details in the application form online on or before 05.07.2026 up to 11:00 PM
- Link for submission of application: <https://forms.gle/uj2wCCPzn8dY7NyR8>

❖ **For further inquiries or clarifications, contact us at-**

- Via Email: hr@sastra.co.in
- Via Phone: +91 9978401179



Detailed Advertisement

❖ About SASTRA:

Security & Scientific Technical Research Association (SASTRA) is a national security incubator, established by Rashtriya Raksha University. SASTRA's primary objective is to facilitate engagements across four diverse domains — academia, industry, innovators and the government — for innovation, incubation and technology acceleration in the space of national security and defence technology. The agenda is to accelerate India towards an Atmanirbhar Bharat and Atmasurakshit Bharat.

Security & Scientific Technical Research Association (SASTRA) is engaged in promoting research, innovation, capacity building, and technological advancement in the fields of defence, national security, and allied scientific disciplines. SASTRA undertakes and conducts specialized training programmes, workshops, and capacity-building initiatives; implements research, consultancy, and technology-driven projects related to defence, cyber security, strategic affairs, and public safety; and supports the incubation and growth of start-ups engaged in defence production and strategic technologies through mentorship, technical assistance, industry collaboration, and innovation support. Through these activities, SASTRA seeks to strengthen national security capabilities, foster technological self-reliance, and facilitate collaboration among academia, industry, government agencies, and research institutions.

❖ **Eligibility Criteria and Qualifications required for the various positions:**

1. Senior Software Developer:

The Company requires Senior Software Developer to lead the design, development, and deployment of advanced software solutions for its technology-driven projects. The incumbent shall possess strong expertise in Python programming, including frameworks such as Django, Flask, FastAPI, and AI/ML libraries. The role involves developing scalable software, integrating APIs, managing databases, implementing automation solutions, and contributing to research and innovation projects in the domains of defence, security, and emerging technologies. Details of the eligibility and qualifications are as follow:

Name of Position	Senior Software Developer
Eligibility Criteria	Education: Bachelor's or Master's degree in Computer Science, Data Science, Engineering, or a related technical field <i>Candidate having master degree will be preferred</i>



	Experience & Skills: • Minimum 3 to 5 years of professional experience in Python backend development and data engineering. • Proven expertise in Django framework, RESTful APIs, scalable backend architectures, and distributed systems. • Hands-on experience with Elasticsearch, Vector Databases, RAG (Retrieval-Augmented Generation) pipelines, and LLM-based applications. • Strong experience in OCR + LLM pipelines, intelligent document processing, and large-scale data extraction systems. • Experience working with NLP/ML frameworks such as SpaCy, TensorFlow, PyTorch, and scikit-learn. • Practical exposure to Big Data technologies including Hadoop, Spark, Kafka, and real-time analytics pipelines. • Strong proficiency in data processing scripts handling structured and unstructured data formats such as JSON, XML, CSV, PDFs, and logs. • Experience integrating AI/ML solutions into enterprise-grade analytics and forensic platforms. • Demonstrated experience in leading backend/data engineering teams and delivering AI-driven analytics or digital forensic solutions.
Key Responsibilities	• End-to-End Development: Design, develop, test, deploy, and maintain scalable Python-based backend applications and AI-driven systems. • Backend Engineering: Develop robust applications using Django framework, RESTful APIs, and microservices architecture. • Data Engineering: Build and optimize pipelines for processing large-scale structured and unstructured datasets including JSON, XML, CSV, PDFs, images, and logs. • AI/LLM Solutions: Develop and maintain OCR + LLM pipelines, Retrieval-Augmented Generation (RAG) systems, and intelligent document processing workflows. • Search & Retrieval Systems: Implement and optimize Elasticsearch and Vector Database solutions for semantic search, retrieval, and analytics applications.



	• Advanced NLP & ML: Apply advanced NLP techniques and machine learning models using SpaCy, TensorFlow, PyTorch, and scikit-learn. • Integration: Lead integration of AI/ML modules and backend services into enterprise platforms and analytics ecosystems. • Performance Optimization: Identify bottlenecks, optimize database queries, improve API performance, and ensure maintainable, production-ready code. • Documentation & Code Review: Prepare technical documentation, architecture diagrams, coding standards, and conduct peer code reviews. •
Type of Appointment	Contractual appointment for a period of 364 days including a 3-months' probation period. The contract may be extended based on performance and requirements.
Annual Consolidated Pay (CTC)	• INR 9.0 – 11.40 LPA (CTC) <i>Commensurate with experience, leadership capacity, and technical expertise.</i>

2. Junior Software Developer:

The Junior Software Developer shall assist in the development, testing, deployment, and maintenance of Python-based software applications and analytical tools. The role is designed for candidates possessing foundational professional experience and sound knowledge of Python programming. The selected candidate will work closely with senior developers and project teams in developing solutions related to data processing, automation, digital forensics, natural language processing (NLP), artificial intelligence, and big data analytics. Details of the eligibility and qualifications are as follow:

Name of Position	Junior Software Developer
Eligibility Criteria	Education: Bachelor's degree in Computer Science, Engineering, or related technical field. Experience & Skills: • Experience: Minimum 1 to 3 years of relevant hands-on experience in Python development.



	- Familiarity with frameworks such as Django or Flask, and libraries like NLTK, scikit-learn, etc. - Exposure to version control systems, APIs, and basic NLP/ML applications is desirable.
Key Responsibilities	Application Development: Assist in designing, coding, testing, and deploying Python applications. Data Handling: Work with structured and unstructured data formats (e.g., JSON, XML, CSV). NLP & ML Support: Apply basic NLP and machine learning libraries for text analysis under the guidance of senior staff. Collaboration: Work closely with cross-functional teams including developers, analysts, and project managers to support deliverables. Code Maintenance: Support debugging, optimization, and documentation tasks. Version Control: Use tools like Git for code management and collaboration. Learning & Upskilling: Actively engage in continuous learning to enhance technical capabilities and support evolving project needs.
Type of Appointment	Contractual appointment for a period of 364 days including a 3-months' probation period. The contract may be extended based on performance and Requirements.
Annual Consolidated Pay (CTC)	INR 6.0 – 8.40 LPA (CTC) <i>Commensurate with experience, leadership capacity, and technical expertise.</i>

3. Executive (HR & Admin):

The Executive (HR & Administration) shall be responsible for supporting the Company's human resource and administrative functions, including recruitment, employee onboarding, attendance and leave management, payroll coordination, personnel record maintenance, HR compliance and general administrative support to ensure smooth day-to-day operations. Details of the eligibility and qualifications are as follow:



Name of Position	Executive (HR & Admin.)
Eligibility Criteria	Education: - Bachelor / Master Degree - Candidate having degree with specialization in HR / Administration will be preferred Experience & Skills: Experience: Minimum 2 years of relevant Experience - Sound knowledge of Human Resource Management practices, including recruitment, onboarding, attendance management, leave administration, employee engagement, and personnel record maintenance. - Familiarity with labour laws, statutory compliances, payroll processes, and HR documentation. - Strong administrative and organizational skills with the ability to manage office operations, procurement, vendor coordination, and general administration functions. - Proficiency in MS Office applications (Word, Excel, PowerPoint) and HRMS/ERP systems. - Excellent written and verbal communication skills, drafting abilities, and interpersonal skills. - Ability to maintain confidentiality, handle sensitive employee information, and work effectively in a professional environment. - Strong problem-solving, multitasking, and time-management capabilities with attention to detail. - Experience in coordinating meetings, maintaining official records, preparing reports, and supporting management in day-to-day administrative and HR activities.
Key Responsibilities	- Manage end-to-end recruitment activities, including job postings, candidate screening, interview coordination, onboarding, and induction of new employees. - Maintain employee records, personal files, HR databases, attendance, leave records, and other statutory documentation in an accurate and confidential manner. - Coordinate payroll inputs, employee benefits administration, and compliance with applicable labour laws, statutory requirements, and organizational policies. - Support employee engagement, performance management, grievance handling, and implementation of HR policies and procedures.

	- Prepare HR-related reports, MIS, employment contracts, appointment letters, office orders, and other official correspondence. - Oversee day-to-day administrative operations - Coordinate meetings, events, travel arrangements, and administrative logistics to ensure smooth organizational operations. - Liaise with government authorities, service providers, consultants, and other external stakeholders for administrative and compliance-related matters. - Provide administrative and operational support to management and undertake any other HR and administrative responsibilities assigned from time to time for the effective functioning of the organization.
Type of Appointment	Contractual appointment for a period of 364 days including a 3-months' probation period. The contract may be extended based on performance and Requirements.
Annual Consolidated Pay (CTC)	INR 4.80 – 7.20 LPA (CTC) <i>Commensurate with experience and Skills</i>

4. Project Associate:

The Project Associate shall be responsible for coordinating, monitoring, and facilitating the effective implementation of projects undertaken by the Company. The role involves liaising with clients, government agencies, academic institutions, industry partners, consultants, and other stakeholders to ensure timely execution of project activities and compliance with contractual requirements. The Project Associate shall also support the identification of new project opportunities, stakeholder engagement, and the maintenance of productive professional relationships to further the Company's strategic objectives. Details of the eligibility and qualifications are as follow:

Name of Position	Project Associate
Eligibility Criteria	Education: - Bachelor's / Master's Degree in Engineering / Technology / Science / Computer Applications / Management or equivalent. Candidates who are alumni of Rashtriya Raksha University shall be given preference, subject to



	fulfilment of the prescribed eligibility criteria, qualifications, experience, and suitability for the position. Experience & Skills: • Experience: Minimum 1 year of relevant Experience • Sound understanding of project management principles, project coordination, and monitoring of Government-funded or Government-sponsored projects. • Strong liaisoning and stakeholder management skills for effective coordination with Government departments, public sector organizations, academic institutions, industry partners, and other external agencies. • Excellent drafting, documentation, and report-writing skills, including preparation of project proposals, progress reports, meeting minutes, official correspondence, and compliance-related documents. • Proficiency in MS Office (Word, Excel, PowerPoint) and project tracking tools for data management, reporting, and presentation purposes. • Strong communication, interpersonal, and negotiation skills with the ability to interact professionally with senior officials and project stakeholders. • Ability to monitor project timelines, deliverables, budgets, and compliance requirements while ensuring timely execution of project activities. • Strong analytical, problem-solving, and organizational skills with the ability to manage multiple projects and priorities simultaneously. • Ability to coordinate meetings, workshops, training programmes, field visits, and stakeholder consultations related to project activities. • Experience in handling projects related to defence, national security, research, technology, capacity building, or Government initiatives shall be an added advantage.
Key Responsibilities	• Assist in the planning, coordination, implementation, and monitoring of Government-funded, Government-sponsored, and institutional projects undertaken by the Company. • Liaise with Government departments, ministries, public sector undertakings, academic institutions, industry



	partners, consultants, and other stakeholders to facilitate smooth project execution. - Track project timelines, deliverables, milestones, and compliance requirements to ensure timely completion of project objectives. - Prepare and maintain project documentation, including proposals, concept notes, progress reports, utilization reports, presentations, meeting minutes, and official correspondence. - Coordinate project meetings, review sessions, workshops, training programmes, stakeholder consultations, and field visits, and ensure timely follow-up on action points. - Assist in the preparation and submission of project-related reports, statutory documents, and compliance requirements as prescribed by funding agencies and Government authorities. - Support the Project Manager and senior management in monitoring project budgets, resource utilization, contractual obligations, and administrative requirements. - Facilitate communication and coordination among internal teams, subject matter experts, consultants, and external agencies to ensure effective project implementation. - Identify new project opportunities, funding prospects, and collaborative initiatives with Government agencies and other stakeholders in alignment with the Company's objectives. - Maintain project records, databases, and correspondence in a systematic manner and ensure adherence to organizational policies and project governance requirements. - Undertake any other project coordination, liaisoning, administrative, and operational responsibilities assigned by the management from time to time.
Type of Appointment	Contractual appointment for a period of 364 days including a 3-months' probation period. The contract may be extended based on performance and Requirements.
Annual Consolidated Pay (CTC)	INR 4.80 – 7.20 LPA (CTC) <i>Commensurate with experience and Skills</i>



❖ **General Conditions:**

- 1) Interested and eligible candidates should submit the application form online as per the manner prescribed.
- 2) Link for Submission of Application: <https://forms.gle/uj2wCCPzn8dY7NyR8>
- 3) Last date of submission of application is **05th July 2026** (Up to 23.00 hrs). Applications received after the last date will not be considered and are liable to be summarily rejected.
- 4) All candidates without reference to gender, race, creed, caste or class are encouraged to apply. Female candidates are encouraged to apply in order to promote gender equality.
- 5) Candidates must ensure before applying that they are eligible according to the criteria stipulated in the advertisement. If the candidate is found ineligible at any stage of recruitment process, he/she will be disqualified and their candidature will be cancelled. Hiding of information or submitting false information will lead to cancellation of candidature at any stage of recruitment.
- 6) The eligibility criteria indicated are bare minimum and a mere fulfillment of the same will not entitle the candidates to be called for an interview. If numbers of applications received are large, company may restrict the number of candidates to be called for interview to a reasonable limit on the basis of qualification and experience higher than that of the minimum prescribed in the advertisement.
- 7) Candidates applying for more than one post must submit separate applications.
- 8) The crucial date for determining qualification/ experience shall be 05/07/2026.
- 9) Experience will be counted only after the date of obtaining the essential academic qualifications. In other words, wherever experience is required for any post, only relevant post-qualification experience will be considered.
- 10) Submission of valid documentary proof in respect of claim of academic qualifications, category and experience is mandatory, as and when required.
- 11) The academic qualifications prescribed should have been obtained from recognized Universities / Institutions and recognized/approved by the relevant authorities i.e. UGC / AICTE / Act of Parliament as applicable. If the Candidate holds a foreign university's degree, they must submit a certificate of equivalency issued by the Association of Indian Universities (AIU).
- 12) This engagement will not vest any right to claim for regular appointment in the SASTRA / Rashtriya Raksha University.
- 13) SASTRA reserves the right to terminate this engagement at any time even before the stipulated period in case of unsatisfactory performance, misconduct or any other administrative reasons/ compulsions.
- 14) On expiry of the period of this engagement as per the letter of appointment, the candidate will not be required to turn up for unless the period of engagement is renewed



- based on performance and requirement and the decision of the Competent Authority.
- 15) The contractual engagement shall end on the stipulated date of expiry of contract in the letter of appointment. The selected candidates shall have no right to renewal, extension or conversion into permanent or any other employment.
 - 16) In case of any dispute/ ambiguity that may occur in the process of selection, the decision of the governing body of the company shall be final and binding.
 - 17) The candidate will have to perform such other duties and work as assigned by the SASTRA / RRU from time to time.
 - 18) The selected candidate may be required to travel & Stay at the project location for smooth implementation of project, if required.
 - 19) The engagement shall be governed by the rules, regulations and/or decisions of the SASTRA / Rashtriya Raksha University.
 - 20) The SASTRA / Rashtriya Raksha University reserves the right:
 - i) to relax eligibility criteria in exceptional cases;
 - ii) to fill the position at lower/higher level than that advertised;
 - iii) to consider applications received after last date;
 - iv) to decide criteria/procedure for short listing of the candidates;
 - v) to modify the recruitment process as and when required;
 - vi) to increase/decrease the number of posts at the time of selection;
 - vii) to draw up reserve panel/waiting list(s), which will be valid for the time limit as decided by competent authority from the date of approval and may be used for appointments on consequential/new vacancies.
 - viii) to modify any terms and conditions of the appointment as and when required
 - ix) Candidate also recommended on search cum selection criteria.
 - 21) In case of any corrigendum/changes/updates pertaining to this advertisement, the same shall be published on the SASTRA's website only. Accordingly, all applicants, in their own interest, are advised to regularly visit the Companies' website.
 - 22) SASTRA reserves the right to revise/reschedule/cancel/suspend the recruitment process without assigning any reason. The decision of the University shall be final and no appeal shall be entertained.
 - 23) No correspondence or query will be entertained from the candidates regarding the eligibility, status of applications, postal delays, result of exam/interview, selection process and reasons for not being called for interview or selection etc.
 - 24) Candidates have to produce the original documents at the time of or before appearing in Interview for verification.
 - 25) No TA/DA shall be paid to the candidates for attending the interview.
 - 26) Canvassing in any form and/or bringing any influence, political or otherwise, will be treated as a disqualification from the post applied for.
 - 27) The shortlisted candidates shall be conveyed on the registered email only for attending



Rashtriya Raksha University

(An Institution of National Importance)

Ministry of Home Affairs, Government of India

National Security is Supreme | राष्ट्रीय सुरक्षा सर्वोपरी



SECURITY AND SCIENTIFIC
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the selection process. No written or speed post communications shall be sent separately and no claims of any kind shall be entertained in this regard.

- 28) Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement can be instituted only in the Court which has sole and exclusive jurisdiction at Ahmedabad / Gandhinagar (Gujarat).

**Managing Director, SASTRA
Rashtriya Raksha University**