

F.No.A-11017/389/2023-Admn
National Commission for Protection of Child Rights
5th Floor, Chanderlok Building, 36 Janpath,
New Delhi - 110 001

Dated the 12th February, 2026

VACANCY CIRCULAR

Sub: Filling up of 4 (four) positions of Senior Consultants in the National Commission for Protection of Child Rights (NCPCR) from amongst the Experts/Professionals in open market purely on contract basis - reg.

The National Commission for Protection of Child Rights (NCPCR)-a Statutory Body under the administrative control of Ministry of Women & Child Development (MWCD), Government of India invites applications from eligible and experienced candidates for filling up of 4 (four) positions of Senior Consultants in the NCPCR from amongst the Experts/Professionals purely on contract basis. The 4 (four) positions, which are proposed to be filled, are in the following areas of expertise:

S. No.	Area of Expertise of the position	No. of positions	Details
1.	Senior Consultant (Education)	01	Annexure-II
2.	Senior Consultant (Legal)	01	Annexure-III
3.	Senior Consultant (Laws Relating to Children)	01	Annexure-IV
4.	Senior Consultant (Juvenile Justice)	01	Annexure-V

2. The detailed terms & conditions of service common to all positions mentioned *ibid* are at **Annexure-I**. The specific terms & conditions about eligibility, age, educational qualification, experience etc. in respect of each position mentioned above are enclosed at **Annexure - II to V** respectively. NCPCR reserves the right to accept or reject in part or all applications without assigning any reason whatsoever.

3. **The last date of receipt of applications shall be 04.03.2026. The applications received after due date/time or without requisite documents shall not be entertained.**

4. Applications complete in all respect, in format prescribed at **Annexure-VI**, may be sent to Director, NCPCR, 5th Floor, Chanderlok Building, 36 Janpath, New Delhi- 110 001 through post/by hand before the due date/time.


(Rajesh Kumar Singh)
Registrar, NCPCR

To:

1. IT Division, NCPCR to upload the vacancy circular on the website of the Commission.
2. Deputy Secretary (Adm.), MWCD: with request to get the vacancy circular uploaded on website of MWCD.
3. Standard Distribution (as per list)

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ANNEXURE- I

I. Terms & Conditions of service of Senior Consultant in NCPCR

- (a) The positions are proposed to be filled purely on contract basis and shall not confer any claim/right on the incumbent for permanent appointment, if any in the future. The engagement shall be on full-time basis and s/he would not be permitted to undertake any other part/full time assignment during period of consultancy with the Commission.
- (b) The services of Consultant are terminable by NCPCR without assigning any reason by giving one month's notice or by payment of one month's remuneration/fee in lieu thereof. Similarly, the Consultant may tender resignation to Member Secretary, NCPCR in writing (duly signed with date) from the position by giving an advance notice of one month or by making payment of one month's remuneration/fee in lieu thereof.
- (c) **The engagement shall be for an initial period from one (01) year up to three (03) years, subject to annual review. The tenure may be further extended for a period of one year at time, subject to total maximum period not exceeding five (05) years.**
- (d) **The enhancement of remuneration of the Consultants may be reviewed on annual basis as per the provisions of the Consultant Policy of the NCPCR dated 29.01.2026 (copy available in NCPCR's website).**
- (e) **The Consultant will be paid a consolidated remuneration as per the provisions of the Consultant Policy of the NCPCR dated 29.01.2026, subject to Tax Deduction at Source (TDS) as per the**
- (f) The Commission works on 5 days (i.e. Monday to Friday) in a week from 9.00 A.M. to 5:30 P.M. except Gazetted Holidays. The Consultants will normally work as per the working hours of the Commission. However, depending on the exigency of work, Consultant may be required to come early or sit late to complete time bound work or attend the office on Saturdays/Sundays/Gazetted Holidays for which no extra remuneration will be payable. However, compensatory leave in lieu of attending office on Saturdays/Sundays/Holidays will be admissible as per leave policy of NCPCR. The encashment of compensatory leave so accumulated will not be allowed.
- (g) **The Consultant will be entitled to one day paid leave for a completed calendar month, subject to leave policy of the NCPCR.**

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- (h) Travelling/Daily Allowance (TA/DA) will be paid for the outstation official visits undertaken as per policy applicable from time to time.
- (i) Confidentiality of data, information and documents:
- i. The Consultants shall not utilize or publish or disclose or part with, to a third party, any data or statistics or proceedings or information gathered during the course of his/her assignment, without the written consent of the Commission. The Consultant shall be bound to hand over the entire set of records of assignments to NCPCR before the expiry of the contract and before the final payment is released by the Commission. The Consultants shall execute a Non-Disclosure Agreement (NDA) with the Commission which shall include clauses on Ethics and Integrity.
 - ii. S/he will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the individual Consultant are not found satisfactory or found in conflict with the interests of NCPCR, his/ her services shall be liable for termination without assigning any reason.
 - iii. The individual Consultant will not use the name, emblem or official seal of the Commission, or any abbreviation of the name of NCPCR, in connection with any business or otherwise without the written permission of the Commission. Any violation in the above matter will be dealt as per prevailing law/regulation/Government norms.
- (j) Conflict of Interest: The Consultant engaged by this office shall in no case represent or give opinion or advice to others in any matter without the prior permission of the Competent Authority. The incumbent shall be required to tender an undertaking on "No Conflict of Interest" in a prescribed format before his/her engagement.
- (k) The incumbent shall not take any hospitality/gifts from any other source.
- (l) The incumbent is required to properly handover the charge of all documents, files, data, information etc handled by him/her to a designated official before quitting the Commission.
- (m) Termination of engagement of Consultant:

The Commission may terminate the services of Consultant forthwith without assigning any reason, if s/he:

- i. Fails to perform his/her assignment to the satisfaction/expectation of his/her reporting officer;

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- (b) The services of Consultant are terminable by NCPCR without assigning any reason by giving one month's notice or by payment of one month's remuneration/fee in lieu thereof. Similarly, the Consultant may tender resignation to Member Secretary, NCPCR in writing (duly signed with date) from the position by giving an advance notice of one month or by making payment of one month's remuneration/fee in lieu thereof.
- (c) **The engagement shall be for an initial period from one (01) year up to three (03) years, subject to annual review. The tenure may be further extended for a period of one year at time, subject to total maximum period not exceeding five (05) years.**
- (d) **The enhancement of remuneration of the Consultants may be reviewed on annual basis as per the provisions of the Consultant Policy of the NCPCR dated 29.01.2026 (copy available in NCPCR's website).**
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 - ii. S/he will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the individual Consultant are not found satisfactory or found in conflict with the interests of NCPCR, his/ her services shall be liable for termination without assigning any reason.
 - iii. The individual Consultant will not use the name, emblem or official seal of the Commission, or any abbreviation of the name of NCPCR, in connection with any business or otherwise without the written permission of the Commission. Any violation in the above matter will be dealt as per prevailing law/regulation/Government norms.
- (j) Conflict of Interest: The Consultant engaged by this office shall in no case represent or give opinion or advice to others in any matter without the prior permission of the Competent Authority. The incumbent shall be required to tender an undertaking on "No Conflict of Interest" in a prescribed format before his/her engagement.
- (k) The incumbent shall not take any hospitality/gifts from any other source.
- (l) The incumbent is required to properly handover the charge of all documents, files, data, information etc handled by him/her to a designated official before quitting the Commission.
- (m) Termination of engagement of Consultant:

The Commission may terminate the services of Consultant forthwith without assigning any reason, if s/he:

- i. Fails to perform his/her assignment to the satisfaction/expectation of his/her reporting officer;

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- ii. Found lacking in honesty and/or integrity.
 - iii. Discovered that undertaking tendered by him/her is false and/or misleading.
 - iv. Fails to comply with terms of Non-Disclosure Agreement (NDA) and the other terms and conditions mentioned hereinabove.
 - v. **Any other cogent reasons which the Commission deems fit.**
- (n) Accident, Injury, etc. during period of engagement: The Commission shall not be liable for any loss, accident, damage, injury whatsoever suffered by the Consultant arising in or out of the execution of his/her work, including travel.
- (o) The incumbent will be required to submit a work performance report towards the end of every month outlining the tasks performed through his/her Reporting Officer.

II. General Guidelines for applicants

- (a) The applicants who wish to apply for more than one position are required to submit separate application for each position.
- (b) There is no fee/charge for making the application. No TA/DA shall be admissible for attending the interview/presentation.
- (c) How to apply: Hard copy of application in prescribed format (**Annexure-VI**) along with requisite documents should reach Director, NCPCR, 5th Floor, 36 Chanderlok Building, Janpath, New Delhi-110 001 **either by post / by hand on or before the closing date of 04.03.2026.**
- (d) The applications not submitted in prescribed format or incomplete or without required supporting documents or received after due date/time shall be summarily rejected without assigning any reason.
- (e) The Commission shall screen the applications and suitable candidates shall be shortlisted for interview/presentation. Mere possession of required educational qualification and experience will not entitle a candidate to call for interview / presentation before the Selection Committee.
- (f) NCPCR reserves the right to consider/not to consider any or all the applications received in response to this vacancy notification.

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ANNEXURE- II

S. No.	Heading of the Content	Contents of the Heading
1.	Nomenclature of Position	Senior Consultant (Education)
2.	Area of Expertise	Child Rights and Child Education Sector
3.	Period of Engagement	Initially for 1 year (Extendable subject to conditions)
4.	Remuneration Range (per month)	₹ 1,10,000 (Consolidated) (No other allowances of any kind will be payable in addition to this remuneration)
5.	Age (as on closing date)	Up to 55 years
6.	Educational Qualifications:	
(a)	Essential	Postgraduate degree from a recognized University/Institution in Education / Social Sciences / Social Work.
(b)	Desirable	Ph.D. degree in Education / Social Sciences / Social Work from a recognized University /Institution.
7.	Experience Required	
(a)	Essential	<p>a) Minimum 07 years of field working experience in Child Education in project formulation/ implementation/ monitoring /evaluation in the education sector.</p> <p>b) At least 3 years field experience in child education related issues.</p> <p>c) Proven experience in examining cases, reports & preparation of brief etc.</p> <p>d) Experience in handling cases concerning child education.</p> <p>e) Experience in child rights/child protection /child welfare /child development and related issues.</p> <p>f) Fluency in reading and writing English, Hindi and regional languages.</p> <p>g) They should have expertise in preparing Study Report, Guidelines, Standard Operating Procedures.</p>
(b)	Desirable	<p>i Research experience in child education sector.</p> <p>ii Sound knowledge and familiarities with legislation/rules/case laws relating to child education.</p> <p>iii Working with community on child protection and related issues.</p>

8.	Proficiency in Computers	MS Excel, MS Power Point, MS Word and Internet / intranet environment
9.	Job Requirement (indicative)	<ul style="list-style-type: none"> i To examine and review the safeguards provided under Right to Education (RTE) and New Education Policy (NEP) and child laws for the protection of child rights and suggest measures for their effective implementation; ii To examine all factors that inhibit the enjoyment of rights of children in conflict with law, children in need and care protection, children without parental care; iii To review the existing policies, laws, programme and practices in relation to their compliance with the treaties/international instruments relating to child education; iv To prepare time bound action plan/work plan and facilitate inspection of Juvenile homes/children homes through SCPCRs, other agencies and experts as the case may be; v To set measurable / quantifiable targets for self as well as for all staff working under him/her and ensure timely achievement; vi To prepare research proposals concerning child education under the guidance of Member concerned; vii To prepare periodic/annual report on the subject as required under CPCR; viii To deal with all complaints/suo-motu cases of violation of child rights; ix To assist the Expert/Working Group/Committee that may be constituted by NCPDR on the issues relating to child education, including its meetings, minutes and correspondence; x To deal with all issues relating to child education in the Commission; xi To handle all matters relating to the right to education of children in Juvenile Homes; xii Any other work that may be assigned to him/her by the Supervising/Reporting Member/ Officer.

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ANNEXURE- III

S. No.	Heading of the Content	Contents of the Heading
1.	Nomenclature of Position	Senior Consultant (Legal)
2.	Area of Expertise	Legal and Court matters related to Child Rights
3.	Period of Engagement	Initially for 1 year (Extendable subject to conditions)
4.	Remuneration Range (per month)	₹ 1,10,000 (Consolidated) (No other allowances of any kind will be payable in addition to this remuneration)
5.	Age (as on closing date)	Up to 55 years
6.	Educational Qualifications:	
(a)	Essential	Master degree in law (LLM) from any recognized University/or Institution in India or abroad, recognized by Bar Council of India.
(b)	Desirable	Ph.D. degree in law with specialisation preferably in laws relating to children
7.	Experience Required:	
(a)	Essential	<p>(a) Membership of Bar Council of India/ State Bar Council.</p> <p>(b) At least 7 years post qualification experience in handling legal matters relating to child rights/human rights in reputed institutions like National Human Rights Commission/National Commission for Women/State Commissions for Protection of Child Rights/International Forums and other such institutions/Non-Governmental Organisations etc.</p> <p align="center">OR</p> <p>At least 7 years experience in undertaking legal practice in the Supreme Court/High Courts/District & Sessions Courts/ Tribunals etc. handling cases of child rights and connected matters.</p> <p>(c) Sound knowledge of Indian Judicial System and procedures in various Courts/Tribunals.</p> <p>(d) Experience in examining legal cases, preparation of reports, briefs etc.</p>

		<p>(e) Fluency in reading and writing English, Hindi and regional languages.</p> <p>(f) They should have expertise in preparing Study Report, Guidelines, Standard Operating Procedures.</p>
(b)	Desirable	<p>(a) Sound knowledge and familiarity with legislations, rules/regulations, case laws relating to children;</p> <p>(b) Expertise in matters relating to child rights, child protection, child welfare, child development and related issues;</p> <p>(c) Research Experience on Laws relating to Children;</p> <p>(d) Working with community on child protection and related matters.</p> <p>(e) Experience of handling international law, treaties and conventions will be an added advantage.</p>
8.	Proficiency in Computers	MS Excel, MS Power Point, MS Word and Internet/intranet environment
9.	Job Requirement (indicative)	<p>(a) Handling the Court Cases of NCPCR;</p> <p>(b) To prepare Affidavit;</p> <p>(c) To present cases in the summon hearings/ public hearings in the NCPCR;</p> <p>(d) To prepare para-wise comments in summon hearings and preparation of proceedings;</p> <p>(e) Co-ordination and liaison with the Counsels/ Senior Counsels engaged by the Commission for matters in various Courts/ Tribunals.</p> <p>(f) To handle, monitor and supervise Court Cases pending in various Courts under the guidance of Member (Law), Member Secretary, Registrar;</p> <p>(g) To render legal opinion on files in legal matters;</p> <p>(h) To prepare a status report on state-wise implementation of various judgements of Supreme Court/High Courts relating to protection of child rights;</p> <p>(i) To deal with legal issues pertaining to laws relating to children and handing of complaints/<i>suo-motu</i> cases of violation of child rights in the Commission;</p>

		<p>(j) To assist the Expert/Working Group/Committee that may be constituted by NCPDR on the issues relating to laws relating to children, including meetings, minutes and correspondence;</p> <p>(k) Mediation/Counselling in transnational marital discord cases;</p> <p>(l) Any other work assigned to him/her by the supervising officer/Reporting Member/Member Secretary/Chairperson.</p>
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ANNEXURE- IV

S. No.	Heading of the Content	Contents of the Heading
1.	Nomenclature of Position	Senior Consultant (Laws relating to Children)
2.	Area of Expertise	Laws Relating to Children including POCSO, Child Marriage etc.
3.	Period of Engagement	Initially for 1 year (Extendable subject to conditions)
4.	Remuneration Range (per month)	₹ 1,10,000 (Consolidated) (No other allowances of any kind will be payable in addition to this remuneration)
5.	Age (as on closing date)	Up to 55 years
6.	Educational Qualifications:	
(a)	Essential	Masters degree in law (LLM) or equivalent from a recognized University/or Institution in India or abroad recognized by Bar Council of India.
(b)	Desirable	Ph.D. degree in law with specialisation preferably in laws relating to children
7.	Experience Required	
(a)	Essential	<p>(a) At least 7 years of post qualification experience in the field of law.</p> <p>(b) Should be well versed with Laws Relating to Children and have at least 3 years of working experience in the field of child rights.</p> <p>(c) Fluency in reading and writing English, Hindi and regional languages.</p> <p>(d) They should have expertise in preparing Study Report, Guidelines, Standard Operating Procedures.</p> <p>(e) Handling POCSO related matters.</p>
(b)	Desirable	<p>(a) Experience of dealing with programme design, implementation, monitoring and evaluation.</p> <p>(b) Good Knowledge and understanding of issues relating to women and child, policies and programmes of the Government at the national / international levels.</p>

		<p>(c) Experience of handling international law, treaties and conventions will be an added advantage.</p> <p>(d) Research experience in the Laws relating to Children.</p>
8.	Proficiency in Computers	MS Excel, MS Power Point, MS Word and Internet / intranet environment
9.	Job Requirement (indicative)	<p>(a) To examine and review the safeguards provided under various laws for protection of child rights and suggest measures for their effective implementation;</p> <p>(b) To review existing policies, laws, programmes and practices in relation to their compliance with the treaties/ international instruments relating to Children;</p> <p>(c) To prepare research proposals concerning Laws relating to Children under the guidance of Member concerned;</p> <p>(d) To set measurable/quantifiable targets for self as well as for all staff working under him/her and ensure timely achievement;</p> <p>(e) To prepare periodic/annual report on the subject as required under CPCR;</p> <p>(f) To deal with all complaints/<i>suo-motu</i> cases of violation of child rights;</p> <p>(g) To assist Expert/Working Group/ Committee that may be constituted by NCPCR on the issues relating to Laws relating to Children, including its meetings, minutes and correspondence;</p> <p>(h) To deal with issues pertaining to Laws relating to Children in the Commission;</p> <p>(i) Supervise the management and provide expert inputs for the reports/policies, etc. and to provide technical guidance and support to the Commission.</p> <p>(j) The incumbent shall also be responsible for redressing of complaints, conducting inquiries, and monitoring of various platforms such as MASI, MIS, POCSO e-Box, e-Baalnidan, etc.</p> <p>(k) Any other work that may be assigned to him/ her by the Supervising Officer/ Member/Member Secretary.</p>

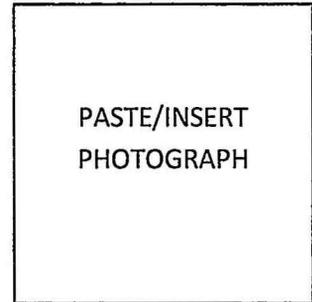
ANNEXURE-V

S. No.	Heading of the Content	Contents of the Heading
1.	Nomenclature of Position	Senior Consultant (Juvenile Justice)
2.	Area of Expertise	Juvenile Justice and related area
3.	Period of Engagement	Initially for 1 year (Extendable subject to conditions)
4.	Remuneration Range (per month)	₹ 1,10,000 (Consolidated) (No other allowances of any kind will be payable in addition to this remuneration)
5.	Age (as on closing date)	Up to 55 years
6.	Educational Qualifications:	
(a)	Essential	Postgraduate degree from a recognized University/Institution in Social Sciences / Social Work.
(b)	Desirable	LLB with specialisation preferably in the area of Juvenile Justice laws.
7.	Experience Required:	
(a)	Essential	(a) At least 7 years post qualification experience in the field of Juvenile Justice. (b) Fluency in reading and writing English, Hindi and regional languages. (c) They should have expertise in preparing Study Report, Guidelines, Standard Operating Procedures.
(b)	Desirable	(a) Research experience in child education sector. (b) Experience of handling Legal Case concerned with child rights
8.	Proficiency in Computers	MS Excel, MS Power Point, MS Word and Internet / intranet environment
9.	Job Requirement (indicative)	(a) To examine and review the safeguards provided under Juvenile Justice for protection of child rights and suggest measures for their effective implementation; (b) To review existing policies, laws, programmes and practices in relation to their compliance with the treaties/ international instruments relating to Children;

		<ul style="list-style-type: none">(c) To prepare research proposals concerning Laws relating to Children including Juvenile Justice under the guidance of Member concerned;(d) To set measurable/quantifiable targets for self as well as for all staff working under him/her and ensure timely achievement;(e) To prepare periodic/annual report on the subject as required under CPCR;(f) To deal with all complaints/<i>suo-motu</i> cases of violation of child rights;(g) To assist Expert/Working Group/Committee that may be constituted by NCPCR on the issues relating to Laws relating to Children, including its meetings, minutes and correspondence;(h) To deal with issues pertaining to Laws relating to Children including Juvenile Justice in the Commission;(i) Supervise the management and provide expert inputs for the reports/policies, etc. and to provide technical guidance and support to the Commission.(j) The incumbent shall also be responsible for redressing of complaints, conducting inquiries, and monitoring of various platforms connected with Juvenile Justice.(k) Any other work that may be assigned to him/ her by the Supervising Officer.
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APPLICATION FORMAT



1. POSITION APPLIED FOR: _____

2. PERSONAL PROFILE

NAME _____

FATHER'S/ HUSBAND'S NAME _____

DATE OF BIRTH _____

SEX _____

ADDRESS _____

TELEPHONE/MOBILE NO. _____

EMAIL ID _____

3. ACADEMIC QUALIFICATION

Examination Degree	Institution/University/Board	Year of Passing	Division/CGPA

4. PROFESSIONAL WORK EXPERIENCE

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Name of the Organization	Position held	Monthly remuneration	Nature of Work	Duration

5. ACADEMIC PUBLICATION

6. PROJECT REPORTS

7. TRAININGPROGRAMMES /S EMINARS / WORKSHOPS / CONFERENCES ATTENDED

8. ANY OTHER RELEVANT INFORMATION, IF NOT GIVEN ABOVE

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9. DECLARATION

"I have read the terms and conditions for applicants, which are binding in nature. I do hereby solemnly declare that the information given, the statements made and documents submitted with this application form are correct and true to the best of my knowledge and belief. If at any stage, I am found to have concealed/distorted any information or given any false statement, my application/appointment shall be liable to be summarily rejected / terminated without further notice, compensation or assigning any reason."

Place: _____

Date: _____

Signature of the Applicant

List of Documents to be attached (In the chronological order):

- i) Proof of Date of Birth (Matriculation Certificate/Date of Birth Certificate).
- ii) Proof of Educational Qualifications (Self-attested copies of statement of marks of Secondary/Senior Secondary, Bachelor/Masters level with Degree Certificates).
- iii) Proof of relevant Experience [Certificate/(s) issued by previous employers].
- iv) Certificate of registration with Bar Council of India (BCI)/State Bar Council in case of practicing Advocates.
- v) Latest passport size photograph (to be pasted on Application Form at appropriate place).

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F. No.A-11017/403/2025-Admn | DD44494
National Commission for Protection of Child Rights,
5th Floor, Chanderlok Building,
36, Janpath, New Delhi - 110 001

Dated the 29th January, 2026

OFFICE MEMORANDUM

Sub: Guidelines for Engagement of Consultants in the National Commission for Protection of Child Rights - reg.

The National Commission for Protection of Child Rights in its 65th Statutory Meeting held on 29.10.2025 has deliberated and held discussions for adoption of the Guidelines for Engagement of Consultants of Ministry of Women and Child Development issued *vide* O.M.No.ADMN-49/5/2017-ADMIN dated 04.06.2025 with suitable modifications in the Commission.

2. In above backdrop, in supersession of all earlier guidelines; the Consultants will be hired in the Commission as per the Commissions for Protection of Child Rights (CPCR) Act, 2005 and Rules/Regulations made thereunder, as amended from time to time read with the provisions of General Financial Rules (GFRs) - 2017 as amended from time to time. The Consultants may be hired in three categories, namely -

- (i) Young Professional;
- (ii) Junior Consultant; and
- (iii) Senior Consultant.

3. Engagement of retired government employees as Consultants in the Commission is not covered under these guidelines as they will be engaged in terms of D/o Expenditure O.M.No.3-25/2020-E.IIIA dated 09.12.2020 as amended, if any.

4. Procedure/terms and conditions for selection/engagement of Young Professional, Junior Consultant and Senior Consultant are as under:

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(i) Age Limit

Young Professional	Up to 30 years
Junior Consultant	Up to 45 years
Senior Consultant	Up to 55 years

Note: Existing consultants who opts to switch over to this revised Scheme may be given relaxation in age.

(ii) Academic Qualification and Work Experience

Young Professional	Fresher with Bachelor's Degree in relevant field/subject with up to 5 years of experience.
Junior Consultant	Persons having Post Graduate Degree in relevant field/subject with work experience of at least 3 years OR Persons having Bachelor's Degree in relevant field/subject with work experience of at least 5 years.
Senior Consultant	Persons having Post Graduate Degree in relevant field/subject with work experience of at least 7 years
Engagement of Consultants for the Official Language (Hindi) Division	Junior Consultant - Bachelor Degree (in Hindi) with at least one year experience. Senior Consultant - Master's Degree (in Hindi) with at least two year's experience.

(iii) Remuneration

Young Professional	Consolidated amount of ₹ 50,000/Per month
Junior Consultant	Consolidated amount of ₹ 75,000/Per month
Senior Consultant	Consolidated amount of ₹ 1,10,000/- Per month

Note: No other allowances of any kind are payable in addition to above-mentioned remuneration.

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(iv) Leave

Paid leave of absence will be allowed to all three categories of Consultants at the rate of one day for each completed calendar month of service. Accumulation of leave beyond a calendar year is not allowed.

(v) TA/DA

Young Professional	Entitlement at par with Assistant Section Officer (Level-7) in the Government of India.
Junior Consultant	Entitlement at par with Section Officer (Level-8) in the Government of India.
Senior Consultant	Entitlement at par with Under Secretary (Level-11) in the Government of India.

- All the Consultants will be eligible for air travel for official purposes only (with the approval of the Chairperson, NCPCR).
- TA/DA will be admissible only if no arrangements have been made by the Ministry/State Government/UT Administration.

5. Persons with the following criteria may be given preference:

(i) Attributes

- (a) Experience with respect to dealing with programme design, implementation monitoring and evaluation; Good knowledge and understanding of GOI Rules, child related issues; policies and programmes of the Government at the national level are required.
- (b) Previous work experience with the Government/International Organizations is highly desirable.
- (c) Other attributes that would be considered an asset during the candidate's selection include:

- Mandatory good working knowledge of IT tools;
- Ability to meet timelines and deliver assigned work;
- Good communication (written and oral) and interpersonal skills;
- Willingness to travel outside headquarters whenever required; and
- Knowledge of Government protocols.

(ii) Period of engagement

- (a) The engagement shall be for an initial period from one (01) year up to three (03) years, subject to annual review. The tenure may be further extended for a period of one year at time, subject to total maximum period not exceeding five (05) years.
- (b) The enhancement of remuneration of the Consultants may be reviewed on annual basis by a Review Committee (to be constituted under Chairpersonship of Registrar/Director, NCPCR) as per the following criteria:

Performance	Enhancement in Remuneration
Performed only routine/ assigned work	NIL
Individually Consultant who has made significant contribution in his/her domain and has shown exceptional quality in providing the desired output as expected by higher authorities on the assigned/specific task.	Up to 5 % of the initial remuneration with the recommendation of the Division Head and Review Committee with approval of MS/CP, NCPCR.
In exceptional cases, where the individual Consultant demonstrated	Up to 10% of the initial remuneration with the

exemplary performance in his/her domain and have made significant contribution in policy making.	recommendation of the Division Head and Review Committee with approval of MS/CP, NCPCR.
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Note: The criteria based on which 10 % enhancement is recommended should be spelt out and brought out in the recommendations made by the Committee while evaluating the performance of the individual Consultant.

(iii) Review of the requirements of Consultants

Chairperson/Member Secretary may assess the requirement of the Consultants in various Divisions of the Commission from time to time in accordance with the provisions contained in the CPCR Act, 2005 read with Rules/Regulations made thereunder.

(iv) Existing Consultants – Extension

Existing Consultants will be provided with an option to migrate to new Guidelines with same nomenclature of their position and remuneration. The proposal for extension of contracts of all Consultants engaged in the NCPCR may be reviewed by the concerned Division Head. The proposal should contain the following:

- (a) Designation of the Consultant;
- (b) Tenure of the consultant;
- (c) Existing terms and conditions;
- (d) Performance report/Appraisal report/ Remuneration (including increment); and
- (e) Consolidated monthly remuneration to be paid.

(v) Selection of new Consultants

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- (a) After the approval of Chairperson, NCPCR for engagement of consultants; the process for selection will be initiated.
- (b) All the applications received in response to the vacancies advertised will be scrutinized and short-listed by the Administration Division in accordance with the eligibility and other criteria prescribed and in the light of these Guidelines.
- (c) A Selection Committee with Registrar/Director as the Chairperson will be constituted with the approval of the Chairperson, NCPCR.
- (d) At least one Female Officer in the Selection Committee may be ensured for association.

(vi) Engagement of Consultants from Bilateral/Multilateral Agencies

Engagement of Consultants from bilateral partners and multilateral organizations will be dealt in accordance with Department of Economic Affairs' O.M.No.1/42/2015-PMU dated 29.12.2015 as amended from time to time.

- 6. Engagement of an existing Consultant as a Consultant in another category can be considered by the Chairperson, NCPCR subject to the fulfillment of eligibility criteria by the Consultant for the category proposed.
- 7. In case of consultants hired through the Agency, the contractual terms should provide for such remuneration etc.
- 8. Administrative Division will furnish Division-wise half yearly reports regarding Consultants to the Chairperson, NCPCR in the months of January and July each year.
- 9. Consultants engaged by the NCPCR shall at all times hold the employer's interest paramount. He/she will not be permitted to take up any other assignment, either part time or full time, during the period of consultancy in the NCPCR. Violation would lead to removal/blacklisting and debarment from future engagement in the NCPCR.

10. Either side may terminate the Consultancy contract with prior notice of one month. In case of instant termination by the NCPCR, one (01) month's remuneration will be paid in lieu of notice period.

11. Final engagement of the consultants will be made with the approval of the Chairperson, NCPCR in accordance with the provisions contained in the CPCR Act, 2005 read with Rules/Regulations made thereunder. Any relaxation of above terms and conditions will be made with the approval of the Chairperson, NCPCR.

12. **These guidelines will come into force with immediate effect for future engagement of Consultants as well as existing Consultants from the date of issue of the communication.** The remuneration and category of existing consultants may be revised with the approval of the Chairperson, NCPCR. A Committee will be constituted for the same with the approval of the Chairperson, NCPCR.



29/11/2026

(Rajesh Kumar Singh)

Registrar, NCPCR

Copy to:

1. PPS to Chairperson, NCPCR
2. PPS to Member (PBD), NCPCR
3. PPS to Member Secretary, NCPCR
4. Deputy Secretary, CW-I, MWCD
5. Director (Finance), MWCD
6. All Division Heads, NCPCR