

GIL/Manpower Tender/ HRM010202602/2026/

Date:

To,

TIER I Agencies

1. Deloitte Touche Tohmatsu India LLP
2. Ernst & Young LLP
3. KPMG Assurance and Consulting Services LLP
4. PricewaterhouseCoopers Pvt. Ltd.

TIER II Agencies

1. Dev Information Technology Limited
2. M/s Sai Computers Ltd.
3. Orient Technologies Limited
4. Protiviti India Member Private Limited
5. RailTel Corporation of India Limited
6. Silver Touch Technologies Ltd.

TIER III Agencies

1. Ethos HR Management and Projects Limited
2. We Excel Software Pvt. Ltd

Subject: Empanelment of agencies for providing "IT Technical Manpower" for GIL & various Govt. Departments / Offices / Boards/ Corporations/ Company etc. through GIL under tender no. : HRM010202602

Reference: Your bid submitted to GIL for RFP No. HRM010202602 dated 14-11-2025

Dear Sir,

With reference to bid submitted by you to GIL for providing "IT Technical Manpower" for GIL & various Govt. Departments / Offices / Boards/ Corporations/ Company etc. through GIL for outsourced IT Technical Manpower no. HRM010202602. We are pleased to inform you that subsequent to financial evaluation of the tender, GIL has decided to empanel above agencies for providing IT Technical Manpower on contractual basis for the period of 3 years i.e. from 01.04.2026 to 31.03.2029 as per the RFP terms and conditions. At the end of the contract duration, i.e., 03 (Three) years, performance of the selected bidders may be reviewed, and the contract may be extended on mutually agreement by one (01) or more year, as per the terms and conditions specified in bid documents.:

1. Recruitment process and other terms and conditions:

The aforesaid agency shall ensure availability of resource, as and when required. Agency shall abide by all the terms and conditions of the tender. Manpower will be provided at on-site by the agency.

The rates of manpower as per Annexure- A.

2. Recruitment Process:

The concerned department may refer to this tender and undertake direct recruitment independently, without any involvement of GIL. However, department will require to follow all the terms and conditions of the tender.

Departments intending to avail services under TIER-I either directly or through GIL must obtain prior approval from DST.

In case, the recruitment is to be carried out through GIL, the following process shall be adopted.

1. Department will share the recruitment request as per Annexure-A to GIL exactly as per the tender terms and

File No: GIL/ITC/e-file/222/2025/0570/Hr and Admin Dept(PandA)
Approved By: Managing Director,MD Office,GIL



GUJARAT INFORMATICS LIMITED

CIN: U74999GJ1999SGC035459, Block No. 2, 2nd Floor, C & D Wing, Karmayogi Bhavan, Sector 10A, Sector 10, Gandhinagar, Gujarat 382010

Phone: +91-79-23256022 | Fax: +91-79 23238925 | www.gil.gujarat.gov.in

Open the document in Adobe Acrobat DC to verify the E-sign

- conditions.
2. Received request form will be analyzed by GIL and in case of any discrepancy then respective department will be required to modify the same. Only recruitment request as per the tender will be floated to all empaneled agencies by GIL.
 3. Agencies will have to provide CVs as per the recruitment request and tender terms after due verification strictly as per the requirement and in the format given by GIL.
 4. In case multiple agencies submits resume of same candidate(s), profile will be considered through empaneled agency who submitted candidate first. (e.g., date and time of the submission will be considered for the claim of first submission).
 5. Department/GIL will schedule interview as per requirement. Interview committee shall comprise of Representative(s) from Department, Technical Representative(s) from/by Department, Technical Representative(s) GIL (only on request if same expertise resource is available with GIL and when technical expert is not available at department).
 6. During the interview process GIL-HR Representative will be available for coordination with Department and respective Agency Representative will be available for coordination with Candidates for smooth interview (online/offline) process.
 7. Respective Agency shall maintain the ratio of 1:3 where against 01 post, minimum 03 candidates has to attend the interview. Agency should update the attendance of the interview by the end of next working day so that GIL can seek for feedback from respective Department.
 8. Respective Department shall provide feedback within 05 working days which shall include marks and selection of candidate as well as remarks for Rejection with detailed reasons/ Next round of interview/ practical / Selection. (Candidate with minimum 60% marks will be considered for eligible for next round of interview/practical/selection).
 9. Once the feedback is received by Department, GIL/Department shall inform the same to respective agency. Agency will confirm acceptance with Date of Joining of the candidate to GIL/Department which will be shared to respective department.
 10. GIL will share the selection of the candidate/s to the respective department and on the basis of that respective department will issue the work order to the concerned agency. All further communications and process like payment, renewal, revision in pay, grievance etc shall be done by respective Department.
 11. Further, respective department will take care of the payment at their level.
 12. GIL will charge 3% of unit rate for 6 months from the date of joining of the manpower services provided to the respective department as per DST GR: – LAN-2004-927-DST dated 30th July, 2004. In case any employee leaves department before 6 months, surplus/deficit will be adjusted as per the respective Unit Rate.
 13. In case of resignation of any employee, respective department will give confirmation for resignation acceptance and generate new requirement.

3. Switching of Resources

- a. Under the contract period, it is not permissible to switch resources from one empaneled agency to another EMPANELED AGENCY, one TIER to another TIER and one department to another DEPARTMENT with same empanelment. Empaneled agencies are required to conduct a comprehensive background check of the proposed resources prior to presenting their CVs to the Tenderer, to avoid any violation of this provision.
- b. If a resource is engaged under this contract from one agency can join other empaneled agency only in case if he/she has resigned and completed 03 months' duration post his/her relieving from the previous empaneled agency.

Note: No candidate/employee will be allowed to switch from one TIER to another TIER during the entire tenure under this tender.

4. PERFORMANCE GUARANTEE

The Selected Agency(ies) shall furnish Performance Bank Guarantee as under:

Category	PBG Amount	In words
Tier-1	INR 1,00,00,000.00	Rupees One Crore Only
Tier-2	INR 60,00,000.00	Rupees Sixty Lakhs Only
Tier-3	INR 10,00,000.00	Rupees Ten Lakhs Only

File No: GIL/ITC/e-file/222/2025/0570/Hr and Admin Dept(PandA)
Approved By: Managing Director, MD Office, GIL



GUJARAT INFORMATICS LIMITED

CIN: U74999GJ1999SGC035459, Block No. 2, 2nd Floor, C & D Wing, Karmayogi Bhavan, Sector 10A, Sector 10, Gandhinagar, Gujarat 382010

Phone: +91-79-23256022 | Fax: +91-79 23238925 | www.gil.gujarat.gov.in

Open the document in Adobe Acrobat DC to verify the E-sign

The performance guarantee will be in the form of bank guarantee for the amount as mentioned above towards faithful performance of the contract obligation, and performance of the equipment during Warranty period. In case of termination of contract, the TENDERER shall invoke the PBG.

The Performance Guarantee shall be valid for a period of 180 days beyond Contract period and shall be denominated in Indian Rupees and shall be in the form of an unconditional Bank Guarantee issued by all Public-Sector Banks/private banks having branch in Gandhinagar/Ahmedabad in the format provided by the TENDERER to be submitted Within 15 calendar days from the date of final work order.

5. Revision in Unit Rate

Remuneration Revision:

1. Revision in the man-month cost shall be 05% per year on previous year cost shall be applicable.
2. Revision shall be applicable from second (2nd) year onwards up to the contract period or any subsequent extensions, if any.

6. Penalties And Service Level Agreement (SLA)

Subject to conditions of Contract if the successful agency fails to deliver or perform the Services within the period(s) specified in Milestones indicated in Deliverables, competent authority shall, without prejudice to its other remedies under the Contract, deduct from the invoices or PBG, as penalty, deduction would be undertaken as per the penalties defined below:

SLA & Penalty Terms

S. No.	SLA	Timelines/ Event	Applicable Penalty
1	Deployment of the resources.	Within 60 (Sixty) days of intimation of approval by the TENDERER.	No penalty- If the resource provided by Selected Agency(ies) within 60 days. Rs. 500/- per position per day for each day delay from stated timelines.
2	Penalty on default of notice period	60 Days' notice period to be served by the deployed resource	No penalty- If 60 days' notice period served by the resource. Penalty of deficit days of respective resource shall be imposed in proportion of monthly unit rate if notice period served less than 60 days.
4	Default on non- submission of CVs	Sponsoring of candidates within TIER wise deadline (in no. of working days) of intimation. TIER I : 15 days TIER II : 10 days TIER III : 7 days	No Penalty: Submission of eligible CVs within TIER wise deadline (in no. of working days) of intimation. Rs. 500/- per position per day delay beyond timelines.
5	The deployed resources shall not be engaged in any activity other than that assigned by the TENDERER		Penalty of Rs. 50,000 per resource may be imposed on breach of SLA or may lead to termination of the contract.

File No: GIL/ITC/e-file/222/2025/0570/Hr and Admin Dept(PandA)
Approved By: Managing Director, MD Office, GIL



GUJARAT INFORMATICS LIMITED

CIN: U74999GJ1999SGC035459, Block No. 2, 2nd Floor, C & D Wing, Karmayogi Bhavan, Sector 10A, Sector 10, Gandhinagar, Gujarat 382010

Phone: +91-79-23256022 | Fax: +91-79 23238925 | www.gil.gujarat.gov.in

Open the document in Adobe Acrobat DC to verify the E-sign

6	Background verification of selected resource.	Within 30 days after joining of candidate.	"In the event of any issues arising from the background verification of a candidate, a penalty equivalent to 15 days of the candidate's monthly remuneration shall be imposed. Furthermore, if the candidate is found any fraudulent activity, the contract for the candidate shall be terminated immediately."
7	Absence without prior approval from the TENDERER. (Absconding matters)		Penalty of Rs. 1000/- per resource per day shall be imposed from the date of the absence. The timeline for replacement shall be considered from the date of intimation by tenderer/department within 15 days
8	Failure in joining of selected resource		Rs. 1,000/- per resource per individual case
9	Penalty on account of delayed Remuneration	The Selected Agency(ies) shall pay the Remuneration within 01st to 10th day of every month to the engaged resource with the Tenderer.	Rs. 500/- per resource per individual case.
10	Penalty on account of submission of CVs without pre- screening	The Selected Agency(ies) shall submit the profile of the sponsored candidates after pre-screening at their level matching the required technical and educational qualification criteria.	"No penalty shall be imposed for up to three pre-screening related lapses across all positions within a Month. Beyond this limit, a penalty of Rs. 2,000/- per case shall be applicable."

Note: -

It is clarified here that if the delay in deployment of resources is due to delay in approvals on part of the TENDERER then, no penalty shall be imposed on the bidder for that time period.

In case of failure to meet the standards of the tenderer, (which include efficiency, cooperation, discipline, and performance) bidder may be asked to remove the resource without any penalty for exit.

A penalty of Rs. 50 Thousand (INR) per resource will be levied if a resource who has not resigned and is removed from the project by the selected agency (ies).

An overlap period cost of maximum upto 7 working days shall be paid as per the final decision of Department/Tenderer.

7. Adherence to the HR Policy

The bidder shall be abided to follow on its engaged resources with the Tenderer/Department.

- Selected employee will get 18 paid leaves per contract of 12 months (1.5 per month) on pro-rata basis, that will not be encashed or carry forward at the end of contract.
- Deputed resources will have to adhere to the tenderer's/department business hour, working days and holidays. However, they may have to work on weekly off day/holidays as per the requirement. Decision of tenderer/department in this regard will be binding on bidder.
- In case of resignation, employee will have to serve minimum 02 month of notice period from the date of resignation submitted to respective department and agency.

File No: GIL/ITC/e-file/222/2025/0570/Hr and Admin Dept(PandA)
Approved By: Managing Director, MD Office, GIL



GUJARAT INFORMATICS LIMITED

CIN: U74999GJ1999SGC035459, Block No. 2, 2nd Floor, C & D Wing, Karmayogi Bhavan, Sector 10A, Sector 10, Gandhinagar, Gujarat 382010

Phone: +91-79-23256022 | Fax: +91-79 23238925 | www.gil.gujarat.gov.in

Open the document in Adobe Acrobat DC to verify the E-sign

- However, if a resource has to undertake a tour in the interest of the project with the prior approval of tenderer/department, then tenderer/department shall reimburse travelling Allowance (TA) as per admissibility. TA will be paid as per tenderer/department policy.
- If date of joining for any contract is holiday, then next working day will be considered.
- If end date of any contract is a holiday, then previous working day will be considered.
- In case of early relieving from Department side, no penalty shall be imposed to agency.

8. Payments Terms

The payments to the successful bidder will be made on monthly basis on acceptance of the invoice by the TENDERER/department or its designated agency.

Invoice should be raised in English language only with attendance.

Invoice shall be raised as per the details given by Tenderer/department.

The invoice would be processed for release of payment after due verification of the invoice and other supporting documents by the TENDERER or its designated agency.

Payment shall be made in Indian Rupees. While making payment, necessary TDS, income tax and any other applicable tax, if any, shall be deducted.

You are requested to return the duplicate copy of this work order, contract, Bank Guarantee format and non-disclosure agreement duly signed and stamped as a token of your acceptance within 15 calendar days

Thanking you,

For Gujarat Informatics Ltd;

GM F&A and GM Services

File No: GIL/ITC/e-file/222/2025/0570/Hr and Admin Dept(PandA)
Approved By: Managing Director,MD Office,GIL



Signature Not Verified

Signed by: 
Deputy Director
Date: 2026.02.27
10:58:10 +5:30

GUJARAT INFORMATICS LIMITED

74999GJ1999SGC035459, Block No. 2, 2nd Floor, C & D Wing, Karmayogi Bhavan, Sector 10A, Sector 10,
Gandhinagar, Gujarat 382010

Phone: +91-79-23256022 | Fax: +91-79 23238925 | www.gil.gujarat.gov.in

Open the document in Adobe Acrobat DC to verify the E-sign

Annexure A: Manpower Requirement

The bidder shall ensure availability of resource, as and when required.

Manpower will be provided at on-site by the bidder. Tenderer may hire manpower services from successful bidder for minimum one year. Following is the minimum manpower requirement:

1.	Team Leader- Java Technologies/ Spring Boot	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
2.	Technical Team Leader- Dot Net Technologies / Other Open-Source Technologies	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
3.	Solution Architect- Java Technologies/ Spring Boot	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
4.	Solution Architect- Dot Net Technologies / Python Other Open-Source Technologies	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	

5. Software Developer – Java Technologies/ Spring Boot		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master’s degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
6. Software Developer – Dot Net Technologies/ Other Open-Source Technologies (PhP Developer Only for Tier-3)		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master’s degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
7. Full Stack Developer		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master’s degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
8. Developer User Interface/ UX/ Web Designer		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master’s degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization OR - BCA/ B. Sc (Computer/IT)
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	

9.	Mobile App Developer (Android/ Flutter/ IOS)	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
10.	Data base Administrator	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
11.	System Administrator	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization OR - BCA/ B. Sc (Computer/IT)
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
12.	Cyber Security/ IT Security Expert/ Security Auditor	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization - Specialized certification in Cyber Security will be given preference
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	

13. Quality Analyst cum Application Tester (Manual)		
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization - BE/ B. Tech/ Master's in Computer Science/ Computer Engineering/ IT or Equivalent specialization (L3 Position)
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
14. Quality Analyst cum Application Tester (Automation)		
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization - BE/ B. Tech/ Master's in Computer Science/ Computer Engineering/ IT or Equivalent specialization (L3 Position)
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
15. Technical Support Engineer		
	Educational Requirement	- MCA - OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization - OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization - OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization - OR - BCA/ B. Sc (Computer/IT)
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
16. GIS Developer		
	Educational Requirement	- MCA - OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization - OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization - OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
17. Data Analyst		
	Educational Requirement	- MCA - OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization - OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization - OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	

18. Python Developer		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
19. Cloud Architect		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization - Specialized certification in Cloud Architecture will be given preference
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
20. DB Developer		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
21. Blockchain Developer		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
22. Business Analyst		
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization

	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
23.	Project Manager	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
24.	ETL Engineer	
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization - BE/ B. Tech/ Master's in Computer Science/ Computer Engineering/ IT or Equivalent specialization (L3 Position)
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
25.	AI/ML Engineer	
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
26.	Data Scientist	
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT/ Data Science/ Statistics or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
27.	DevOps Engineer (AI/ML)	
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization - Specialized certification in Dev Ops will be given preference
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
28.	AI Data Analyst	
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
29.	Technical Project Manager	
	Educational Requirement	- BE/ B. Tech in Computer Science/ Computer Engineering/ IT or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
30.	Product Manager	
	Educational Requirement	- MCA OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization OR Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	

31.	ERP Specialist	
	Educational Requirement	- MCA - OR - BE / B.Tech. with specialization in Computers Science/ IT/ Electronics & Communication) or Equivalent specialization - OR - M.Sc./ M. Tech/ ME in Computer Science/IT or Equivalent specialization - OR - Master's degree Electronics with Post Graduate Diploma in Computer Science or Equivalent specialization
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
32.1	Consultant : Software, IT Technologies, e-Governance consultancy/ Project Management and Technology Enablement	
	Educational Requirement	B.E / B.Tech in CS/IT/EC OR MCA/MSC(IT) with relevant experience in Advisory services for IT Technologies/ Application / Software background with experience in handling IT and e-Governance projects, knowledge of Government domain is desirable.
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
32.2	Consultant : Hardware & Networking	
	Educational Requirement	B.E/B.Tech in CS/IT/EC or MCA/MSC(IT) or master's degree in computer science, Information Technology, Public Administration, Data Science, or a related field. B.E / B.Tech in CS/IT/EC OR MCA/MSC(IT) with relevant experience in Advisory services for Hardware & Networking background with experience in handling IT and eGovernance projects, contract management/RFP/Agreement vetting in field of Data Center, Surveillance and Smart City project management & e-Governance and Projects knowledge of Government domain is desirable
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	
32.3	Consultant : Policy Promotion/ Policy Advisory Support	
	Educational Requirement	MBA (IT/Finance) or B.E / B. Tech in CS/IT/EC OR MCA/MSC(IT) or a related field with relevant experience in Policy Promotion/ Policy Advisory/ Policy Drafting.
	Technical Requirement	Will be informed after award of contract and while placing the resource requirement request by the TENDERER
	Desirable Requirement	

**** Specialized certification in Cyber Security, Cloud Architecture, DevOps etc will be given preference.**

Roles and Responsibilities

1	Team Leader- Java Technologies/ Spring Boot	
	Job Summary	Lead a Java development team to deliver scalable enterprise applications using Spring Boot. Responsible for technical oversight, mentoring, and collaboration with stakeholders.
	Key Responsibilities	-Lead and mentor Java developers -Ensure code quality and best practices -Collaborate with stakeholders to understand requirements -Troubleshoot complex technical issues -Oversee timely project delivery and reporting
2.	Technical Team Leader- Dot Net Technologies / Other Open-Source Technologies	
	Job Summary	Lead a development team using .NET or open-source technologies. Ensure high-quality delivery, adherence to best practices, and collaboration with stakeholders to meet project goals.
	Key Responsibilities	-Manage and mentor development team members -Oversee software design, coding standards, and deployment -Collaborate with clients and stakeholders to gather and clarify requirements -Conduct code reviews and implement best practices -Ensure timely and quality project deliveries

3.	Solution Architect- Java Technologies/ Spring Boot	
	Job Summary	Design scalable, secure, and high-performance software solutions using Java and Spring Boot. Provide technical leadership, oversee architecture decisions, and ensure alignment with business requirements.
	Key Responsibilities	-Define architecture for Java-based enterprise applications -Align technology solutions with business goals -Guide development teams throughout the project lifecycle -Ensure system performance, scalability, and security -Conduct architectural reviews and risk assessments
4.	Solution Architect- Dot Net Technologies / Python Other Open-Source Technologies	
	Job Summary	Design and architect robust, scalable, and secure solutions using .NET or open-source frameworks. Collaborate with stakeholders to define requirements and provide technical leadership throughout the development lifecycle.
	Key Responsibilities	- Architect enterprise-level applications using .NET or open-source technologies - Translate business requirements into technical solutions - Guide development teams and ensure adherence to architecture standards - Evaluate and recommend tools, technologies, and frameworks - Ensure scalability, security, and performance of systems
5.	Software Developer – Java Technologies/ Spring Boot	
	Job Summary	Develop and maintain Java-based applications using Spring Boot. Collaborate with cross-functional teams to define, design, and deliver high-quality software solutions.
	Key Responsibilities	- Write clean, efficient, and well-documented Java code - Design and implement RESTful APIs using Spring Boot - Collaborate with front-end developers and testers - Participate in code reviews and Agile ceremonies - Debug and resolve application issues promptly
6.	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (PhP Developer Only for Tier-3)	
	Job Summary	Design, develop, and maintain applications using .NET or open-source technologies. Collaborate with teams to implement software solutions aligned with business needs.
	Key Responsibilities	-Write clean, scalable code using C#, .NET, or open-source frameworks -Design and develop backend components and APIs -Collaborate with UI/UX and QA teams -Participate in sprint planning and code reviews -Maintain documentation and support deployment processes
7.	Full Stack Developer	
	Job Summary	Develop and maintain both frontend and backend components of web applications. Collaborate with cross-functional teams to design, build, and deploy scalable and responsive solutions.
	Key Responsibilities	- Design and implement frontend interfaces using modern frameworks (e.g., React, Angular) - Develop backend services and APIs using technologies like Node.js, .NET, or Java - Integrate databases, caching layers, and cloud services - Perform unit and integration testing - Participate in Agile development processes and collaborate across teams
8.	Developer User Interface/ UX/ Web Designer	
	Job Summary	Design and develop intuitive, user-friendly web interfaces and experiences. Ensure visual consistency, accessibility, and responsive design across all platforms.
	Key Responsibilities	- Create wireframes, prototypes, and high-fidelity designs - Develop user-centric interfaces using HTML, CSS, JavaScript, and design frameworks - Ensure cross-browser and mobile compatibility - Collaborate with developers and product teams to align UI/UX with functional requirements - Conduct usability testing and incorporate user feedback into design iterations

9.	Mobile App Developer (Android/ Flutter/ IOS)	
	Job Summary	Design, develop, and maintain high-quality mobile applications across Android, iOS, and cross-platform frameworks such as Flutter. Collaborate with cross-functional teams to deliver user-friendly and responsive mobile apps.
	Key Responsibilities	- Develop and maintain mobile applications using Android SDK, iOS (Swift/Objective-C), and Flutter - Integrate with RESTful APIs and third-party libraries - Ensure performance, quality, and responsiveness of applications - Work closely with designers and backend developers - Troubleshoot bugs and optimize application performance
10.	Data base Administrator	
	Job Summary	Manage and maintain database systems to ensure their performance, availability, and security. Responsible for installation, configuration, and troubleshooting of database systems.
	Key Responsibilities	- Install, configure, and maintain database systems (e.g., MySQL, SQL Server, Oracle) - Monitor database performance and optimize queries - Ensure data integrity, backup, and recovery - Implement security measures and manage user access - Collaborate with developers and system administrators for efficient data management
11.	System Administrator	
	Job Summary	Responsible for the maintenance, configuration, and reliable operation of computer systems and servers. Ensure system availability, security, and performance to support business operations.
	Key Responsibilities	- Install and configure software, hardware, and networks - Monitor system performance and troubleshoot issues - Manage user accounts and access controls - Maintain security and backup procedures - Ensure high availability of system infrastructure - Provide technical support and training to staff
12.	Cyber Security/ IT Security Expert/ Security Auditor	
	Job Summary	Ensure the security of IT systems, networks, and data by identifying vulnerabilities, implementing safeguards, and performing audits. Work proactively to protect organizational assets from cyber threats.
	Key Responsibilities	- Conduct risk assessments and vulnerability scans - Implement and monitor security measures and tools - Perform security audits and generate compliance reports - Investigate security breaches and recommend corrective actions - Educate employees on cybersecurity practices - Ensure compliance with relevant security standards and regulations
13.	Quality Analyst cum Application Tester (Manual)	
	Job Summary	Responsible for manually testing applications to identify defects, ensure usability, and validate functionality as per requirements.
	Key Responsibilities	-Review and analyze requirement documents -Design and execute test cases manually -Perform functional, integration, regression, and UAT testing -Log defects and verify fixes -Collaborate with developers and stakeholders to resolve issue
14.	Quality Analyst cum Application Tester (Automation)	
	Job Summary	Responsible for designing, implementing, and maintaining automated test frameworks and ensuring application quality via test execution and collaboration with developers.
	Key Responsibilities	-Develop automated test scripts -Execute and maintain test cases -Perform regression and performance testing -Report bugs and track fixes - Integrate automation in CI/CD pipelines

15.	Technical Support Engineer	
	Job Summary	Provide technical assistance and support to end-users and clients. Troubleshoot hardware, software, and network-related issues and ensure timely resolution to maintain business continuity.
	Key Responsibilities	- Respond to user queries via phone, email, or ticketing system - Diagnose and resolve technical hardware and software issues - Install, configure, and maintain IT systems - Document technical issues and solutions - Escalate complex problems to appropriate teams - Provide guidance and training to users as needed
16.	GIS Developer	
	Job Summary	Design, develop, and maintain GIS applications and tools. Work with spatial databases and GIS software to support mapping, analysis, and decision-making processes
	Key Responsibilities	- Develop and maintain web-based GIS applications - Integrate GIS data with other enterprise systems - Analyze spatial data for geographic statistics - Customize GIS software to improve usability - Create and manage GIS databases and maps - Collaborate with stakeholders to gather GIS requirements
17.	Data Analyst	
	Job Summary	Collect, process, and analyze data to help organizations make informed business decisions. Interpret data trends and create visualizations and reports for key stakeholders.
	Key Responsibilities	- Collect and clean data from various sources - Analyze data to identify trends and patterns - Create dashboards and visual reports using BI tools - Work with teams to define business metrics - Present analytical findings to stakeholders - Support data-driven decision-making processes
18.	Python Developer	
	Job Summary	Develop and maintain backend applications and services using Python. Collaborate with cross-functional teams to design scalable and high-performance software solutions.
	Key Responsibilities	- Write efficient, reusable, and testable Python code - Integrate user-facing elements with server-side logic - Develop APIs and work with databases - Troubleshoot and debug applications - Collaborate with teams to gather requirements and design features - Ensure performance and security of applications
19.	Cloud Architect	
	Job Summary	Design and manage cloud computing strategies and infrastructure for organizations. Ensure scalability, reliability, and security of cloud-based systems and services.
	Key Responsibilities	- Design and implement cloud architecture using AWS, Azure, or GCP - Define cloud adoption strategies and best practices - Manage cloud infrastructure and ensure compliance - Collaborate with teams to migrate applications to the cloud - Optimize cloud resources and cost-efficiency - Monitor performance and troubleshoot cloud-related issues
20.	DB Developer	
	Job Summary	Design, develop, and maintain database systems and solutions to support application development. Work closely with developers and analysts to ensure data efficiency and integrity.
	Key Responsibilities	- Develop complex SQL queries, procedures, and triggers - Design and maintain database schemas and structures - Optimize database performance and query execution - Collaborate with application developers for data integration - Ensure data security, integrity, and backup procedures - Support data migration and transformation processes

21.	Blockchain Developer	
	Job Summary	Design, develop, and implement blockchain-based solutions and smart contracts. Ensure secure and efficient decentralized applications aligned with business requirements.
	Key Responsibilities	- Design and develop blockchain applications and protocols - Develop and deploy smart contracts using Solidity or other languages - Maintain and improve existing blockchain solutions - Collaborate with development and business teams to define architecture - Ensure security and performance of blockchain networks - Stay up-to-date with blockchain trends and best practices
22.	Business Analyst	
	Job Summary	Analyze business needs, processes, and data to identify opportunities for improvement. Serve as a liaison between stakeholders and development teams to ensure effective implementation of business solutions.
	Key Responsibilities	- Gather and analyze business requirements from stakeholders - Translate business needs into functional specifications - Collaborate with development teams to deliver solutions - Perform data analysis to support decision-making - Document business processes and workflows - Conduct user acceptance testing and provide training
23.	Project Manager	
	Job Summary	Leads end-to-end project management across scope, cost, time, and quality, while liaising with internal/external stakeholders for successful delivery.
	Key Responsibilities	- Define scope, plan, and schedule projects - Coordinate teams and vendors - Monitor progress and mitigate risks - Communicate with stakeholders - Ensure project goals and quality standards
24.	ETL Engineer	
	Job Summary	Designs and manages ETL pipelines to extract, transform, and load data into analytical systems while ensuring performance and reliability.
	Key Responsibilities	- Design ETL workflows and scripts - Monitor and tune performance - Ensure data integrity and quality - Collaborate with BI and DB teams - Document ETL processes and fixes
25.	AI/ML Engineer	
	Job Summary	Develops and deploys machine learning models, integrating AI capabilities into production systems and optimizing performance.
	Key Responsibilities	- Train/test ML models - Prepare datasets - Deploy models via REST APIs - Use frameworks like TensorFlow, PyTorch - Maintain ML pipeline and model lifecycle
26.	Data Scientist	
	Job Summary	Analyzes large datasets using statistical and ML techniques to uncover patterns and build predictive models for business decision-making.
	Key Responsibilities	- Explore and analyze data - Build statistical/ML models - Visualize and present insights - Collaborate with business units - Use Python, R, SQL, Tableau, Power BI
27.	DevOps Engineer (AI/ML)	
	Job Summary	Implements MLOps practices to streamline deployment, monitoring, and lifecycle management of ML models and infrastructure.
	Key Responsibilities	- Set up ML pipelines and CI/CD - Use MLOps tools (MLflow, Kubeflow) - Automate deployments with Docker/K8s - Monitor AI infrastructure - Support model versioning and rollback

28.	AI Data Analyst	
	Job Summary	Prepares and analyzes data sets for training ML models; supports data annotation, validation, and visualization.
	Key Responsibilities	- Data preprocessing and transformation - Annotation and validation - Perform data visualizations - Collaborate with AI/ML team - Use Excel, Pandas, Power BI
29.	Technical Project Manager	
	Job Summary	Manages technology-driven projects, ensuring architectural compliance, security, and technical integration across teams.
	Key Responsibilities	- Translate business needs into technical specs - Supervise development & testing - Manage code integration & architecture - Lead team meetings and reviews - Track KPIs and milestones
30.	Product Manager	
	Job Summary	Oversees the product lifecycle from ideation to launch, aligning business goals, user needs, and technology to deliver value-driven solutions.
	Key Responsibilities	- Define product vision and roadmap - Conduct market/user research - Write functional specs and user stories - Prioritize product backlog - Coordinate with cross-functional teams - Analyze KPIs and product feedback for iterations
31.	ERP Specialist	
	Job Summary	Manages the implementation, customization, and maintenance of ERP systems to streamline and integrate core business processes across departments.
	Key Responsibilities	- Configure ERP modules (e.g., Finance, HR, Supply Chain) - Analyze business requirements for ERP mapping - Coordinate with vendors and internal IT teams - Conduct ERP training and support - Manage upgrades, patches, and integrations - Ensure compliance and data integrity across modules
32.1	Consultant : Software, IT Technologies-Governance consultancy/ Project Management and Technology Enablement	
	Key Responsibilities	- Provide advisory services for IT technologies, applications, and software with experience managing IT and e-Governance projects. - Engage in IT consultancy and support for e-Governance initiatives. - Advise and assist in the implementation of digital transformation initiatives within the public sector. - Possess a strong understanding of e-Governance frameworks, digital transformation strategies, Government Process Re-engineering (GPR), and public sector operations in India. - Demonstrate expertise in IT systems, software solutions, and emerging technologies related to e-Governance, including AI/ML, blockchain, fintech, deeptech, quantum computing, cloud computing, and other niche areas. - Exhibit strong analytical and problem-solving skills, with a focus on providing practical, actionable recommendations. - Excellent communication and presentation skills to effectively convey technical concepts and reengineering strategies to non-technical stakeholders.
32.2	Consultant : Hardware & Networking	
	Key Responsibilities	- Manage and mentor development team members - Oversee software design, coding standards, and deployment - Collaborate with clients and stakeholders to gather and clarify requirements - Conduct code reviews and implement best practices - Ensure timely and quality project deliveries

32.3	Consultant : Policy Promotion/ Policy Advisory Support	
	Key Responsibilities	- Support the development, promotion, and implementation of technology-related policies. - Provide advisory services on policy drafting, refinement, and optimization to align with government objectives. - Prepare detailed policy documents, benchmarking, briefs, and reports to facilitate strategic decision-making. - Collaborate with departments and stakeholders to ensure that policies are effectively communicated and promoted across relevant sectors.

Manpower Type, Experience & UNIT RATE of Manpower (INR)

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
1.1	Technical Team Leader- Java Technologies/ Spring Boot	06 Years to 08 Years	02 Years	334264	145968	110000
1.2	Technical Team Leader- Java Technologies/ Spring Boot	08.1 Years to 10 Years	03 Years	367690	183000	112000
1.3	Technical Team Leader- Java Technologies/ Spring Boot	10.1 Years to 12 Years	05 Years	395000	200000	150000
1.4	Technical Team Leader- Java Technologies/ Spring Boot	12.1 Years to 14 Years	07 Years	441229	233000	180000
2.1	Technical Team Leader- Dot Net Technologies / Other Open-Source Technologies	06 Years to 08 Years	02 Years	334264	133895	115000
2.2	Technical Team Leader- Dot Net Technologies / Other Open-Source Technologies	08.1 Years to 10 Years	03 Years	367690	182185	135000
2.3	Technical Team Leader- Dot Net Technologies / Other Open-Source Technologies	10.1 Years to 12 Years	05 Years	395000	200000	155000
2.4	Technical Team Leader- Dot Net Technologies / Other Open-Source Technologies	12.1 Years to 14 Years	07 Years	450000	233000	195000
3.1	Solution Architect- Java Technologies/ Spring Boot	06 Years to 08 Years	02 Years	375000	145968	130000
3.2	Solution Architect- Java Technologies/ Spring Boot	08.1 Years to 10 Years	03 Years	400000	183000	145000
3.3	Solution Architect- Java Technologies/ Spring Boot	10.1 Years to 12 Years	05 Years	425000	200000	175000
3.4	Solution Architect- Java Technologies/ Spring Boot	12.1 Years to 14 Years	07 Years	450000	233000	185000
4.1	Solution Architect- Dot Net Technologies / Python Other Open-Source Technologies	06 Years to 08 Years	02 Years	375000	133895	115000
4.2	Solution Architect- Dot Net Technologies / Python Other Open-Source Technologies	08.1 Years to 10 Years	03 Years	400000	182185	127000

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
4.3	Solution Architect- Dot Net Technologies / Python Other Open-Source Technologies	10.1 Years to 12 Years	05 Years	425000	200000	195000
4.4	Solution Architect- Dot Net Technologies / Python Other Open-Source Technologies	12.1 Years to 14 Years	07 Years	450000	233000	210000
5.1	Software Developer – Java Technologies/ Spring Boot	Fresher	0 Years	150000	33000	35000
5.2	Software Developer – Java Technologies/ Spring Boot	01 Years to 02 Years	01 Years	232000	50000	52000
5.3	Software Developer – Java Technologies/ Spring Boot	02.1 Years to 03 Years	02 Years	240000	66000	65000
5.4	Software Developer – Java Technologies/ Spring Boot	03.1 Years to 05 Years	03 Years	300000	83000	75000
5.5	Software Developer – Java Technologies/ Spring Boot	5.1 Years to 07 Years	05 Years	345000	125000	100000
5.6	Software Developer – Java Technologies/ Spring Boot	7.1 Years to 10 years	07 Years	375000	150000	125000
5.7	Software Developer – Java Technologies/ Spring Boot	10.1 Years to 12 Years	08 Years	400000	183000	150000
6.1	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	Fresher	0 Years	150000	33000	35000
6.2	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	01 Years to 02 Years	01 Years	232000	50000	50000
6.3	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	02.1 Years to 03 Years	02 Years	240000	66000	60000
6.4	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	03.1 Years to 05 Years	03 Years	300000	83000	70000
6.5	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	5.1 Years to 07 Years	05 Years	345000	125000	95000
6.6	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	7.1 Years to 10 years	07 Years	375000	150000	120000
6.7	Software Developer – Dot Net Technologies/ Other Open-Source Technologies (Php Developer Only for Tier-3)	10.1 Years to 12 Years	08 Years	400000	183000	145000

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
7.1	Full Stack Developer	03.1 Years to 05 Years	03 Years	300000	100000	60000
7.2	Full Stack Developer	05.1 Years to 07 Years	04 Years	345000	125000	80000
7.3	Full Stack Developer	7.1 Years to 10 years	06 Years	385000	160235	100000
8.1	Developer User Interface/ UX/ Web Designer	Fresher	0 Years	150000	33000	35000
8.2	Developer User Interface/ UX/ Web Designer	01 Years to 02 Years	01 Years	232000	48290	45600
8.3	Developer User Interface/ UX/ Web Designer	02.1 Years to 03 Years	02 Years	240000	60363	60000
8.4	Developer User Interface/ UX/ Web Designer	03.1 Years to 05 Years	03 Years	300000	83000	70000
8.5	Developer User Interface/ UX/ Web Designer	5.1 Years to 07 Years	05 Years	345000	104263	80000
8.6	Developer User Interface/ UX/ Web Designer	7.1 Years to 10 years	07 Years	375000	120725	100000
8.7	Developer User Interface/ UX/ Web Designer	10.1 Years to 12 Years	08 Years	400000	138285	108000
9.1	Mobile App Developer (Android/ Flutter/ IOS)	Fresher	0 Years	150000	33000	35000
9.2	Mobile App Developer (Android/ Flutter/ IOS)	01 Years to 02 Years	01 Years	232000	50000	45000
9.3	Mobile App Developer (Android/ Flutter/ IOS)	02.1 Years to 03 Years	02 Years	240000	66000	55000
9.4	Mobile App Developer (Android/ Flutter/ IOS)	03.1 Years to 05 Years	03 Years	300000	83000	75000
9.5	Mobile App Developer (Android/ Flutter/ IOS)	5.1 Years to 07 Years	05 Years	345000	125000	118800
9.6	Mobile App Developer (Android/ Flutter/ IOS)	7.1 Years to 10 years	07 Years	375000	150000	130000
9.7	Mobile App Developer (Android/ Flutter/ IOS)	10.1 Years to 12 Years	08 Years	400000	183000	150000
10.1	Data base Administrator	06 Years to 08 Years	02 Years	375000	125000	72000
10.2	Data base Administrator	08.1 Years to 10 Years	03 Years	395000	166000	95000
10.3	Data base Administrator	10.1 Years to 12 Years	05 Years	395000	200000	130000
10.4	Data base Administrator	12.1 Years to 14 Years	07 Years	450000	250000	160000
11.1	System Administrator	Fresher	0 Years	150000	33000	30000
11.2	System Administrator	01 Years to 02 Years	01 Years	232000	48290	38400
11.3	System Administrator	02.1 Years to 03 Years	02 Years	240000	60363	48960
11.4	System Administrator	03.1 Years to 05 Years	03 Years	300000	83000	61800
11.5	System Administrator	5.1 Years to 07 Years	05 Years	345000	100000	69620

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
11.6	System Administrator	7.1 Years to 10 years	07 Years	375000	120725	93220
11.7	System Administrator	10.1 Years to 12 Years	08 Years	400000	138285	95000
12.1	Cyber Security Expert/ IT Security Expert/ Security Auditor	03.1 Years to 05 Years	04 Years	300000	84508	60000
12.2	Cyber Security Expert/ IT Security Expert/ Security Auditor	5.1 Years to 07 Years	05 Years	345000	121823	70000
12.3	Cyber Security Expert/ IT Security Expert/ Security Auditor	7.1 Years to 10 years	07 Years	385000	175000	90000
12.4	Cyber Security Expert/ IT Security Expert/ Security Auditor	10.1 Years to 12 Years	08 Years	400000	200000	110000
12.5	Cyber Security Expert/ IT Security Expert/ Security Auditor	12.1 Years to 14 Years	10 Years	450000	233000	120000
13.1	Quality Analyst cum Application Tester (Manual)	01 Years to 02 Years	01 Years	230000	33000	35000
13.2	Quality Analyst cum Application Tester (Manual)	02.1 Years to 03 Years	02 Years	240000	60363	45000
13.3	Quality Analyst cum Application Tester (Manual)	03.1 Years to 05 Years	03 Years	300000	83000	70200
13.4	Quality Analyst cum Application Tester (Manual)	5.1 Years to 07 Years	05 Years	339746	121823	80000
13.5	Quality Analyst cum Application Tester (Manual)	7.1 Years to 10 years	07 Years	373720	150000	90000
13.6	Quality Analyst cum Application Tester (Manual)	10.1 Years to 12 Years	08 Years	400000	182185	115000
14.1	Quality Analyst cum Application Tester (Automation)	01 Years to 02 Years	01 Years	230000	33000	35000
14.2	Quality Analyst cum Application Tester (Automation)	02.1 Years to 03 Years	02 Years	240000	60363	50000
14.3	Quality Analyst cum Application Tester (Automation)	03.1 Years to 05 Years	03 Years	300000	83000	69600
14.4	Quality Analyst cum Application Tester (Automation)	5.1 Years to 07 Years	05 Years	339746	121823	85100
14.5	Quality Analyst cum Application Tester (Automation)	7.1 Years to 10 years	07 Years	373720	150000	105000
14.6	Quality Analyst cum Application Tester (Automation)	10.1 Years to 12 Years	08 Years	400000	182185	120000

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
15.1	Technical Support Engineer	Fresher	0 Years	150000	25000	30000
15.2	Technical Support Engineer	01 Years to 02 Years	01 Years	230000	32925	35000
15.3	Technical Support Engineer	02.1 Years to 03 Years	02 Years	240000	42803	40000
15.4	Technical Support Engineer	03.1 Years to 05 Years	03 Years	299475	54875	45000
15.5	Technical Support Engineer	5.1 Years to 07 Years	05 Years	329423	72435	55000
15.6	Technical Support Engineer	7.1 Years to 10 years	07 Years	362365	93288	65000
15.7	Technical Support Engineer	10.1 Years to 12 Years	08 Years	398601	121823	75000
16.1	GIS Developer	Fresher	0 Years	150000	41000	30000
16.2	GIS Developer	01 Years to 02 Years	01 Years	250000	54875	45000
16.3	GIS Developer	02.1 Years to 03 Years	02 Years	270000	66948	55000
16.4	GIS Developer	03.1 Years to 05 Years	03 Years	300000	96580	75000
16.5	GIS Developer	5.1 Years to 07 Years	05 Years	345000	111945	85000
16.6	GIS Developer	7.1 Years to 10 years	07 Years	375000	128408	100000
16.7	GIS Developer	10.1 Years to 12 Years	08 Years	425000	147065	110000
17.1	Data Analyst	Fresher	0 Years	150000	41000	35000
17.2	Data Analyst	01 Years to 02 Years	01 Years	232000	58000	49800
17.3	Data Analyst	02.1 Years to 03 Years	02 Years	240000	66000	66000
17.4	Data Analyst	03.1 Years to 05 Years	03 Years	300000	100000	70800
17.5	Data Analyst	5.1 Years to 07 Years	05 Years	345000	125000	80400
17.6	Data Analyst	7.1 Years to 10 years	07 Years	385000	150000	82000
17.7	Data Analyst	10.1 Years to 12 Years	08 Years	400000	183000	100000
18.1	Python Developer	Fresher	0 Years	150000	41000	35000
18.2	Python Developer	01 Years to 02 Years	01 Years	232000	58000	35000
18.3	Python Developer	02.1 Years to 03 Years	02 Years	240000	66000	50000
18.4	Python Developer	03.1 Years to 05 Years	03 Years	300000	100000	60000
18.5	Python Developer	5.1 Years to 07 Years	05 Years	345000	125000	100000
18.6	Python Developer	7.1 Years to 10 years	07 Years	385000	150000	125000

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
18.7	Python Developer	10.1 Years to 12 Years	08 Years	400000	183000	140000
19.1	Cloud Architect	06 Years to 08 Years	02 Years	375000	145968	115000
19.2	Cloud Architect	08.1 Years to 10 Years	03 Years	395000	194258	165000
19.3	Cloud Architect	10.1 Years to 12 Years	05 Years	395000	230475	175000
19.4	Cloud Architect	12.1 Years to 14 Years	07 Years	450000	266693	195000
20.1	DB Developer	Fresher	0 Years	150000	33000	30000
20.2	DB Developer	01 Years to 02 Years	01 Years	232000	50000	52800
20.3	DB Developer	02.1 Years to 03 Years	02 Years	240000	66000	66000
20.4	DB Developer	03.1 Years to 05 Years	03 Years	300000	100000	82800
20.5	DB Developer	5.1 Years to 07 Years	05 Years	345000	150000	112700
20.6	DB Developer	7.1 Years to 10 years	07 Years	385000	183000	142600
20.7	DB Developer	10.1 Years to 12 Years	08 Years	400000	200000	165000
21.1	Blockchain Developer	5.1 Years to 07 Years	03 Years	330000	66000	120000
21.2	Blockchain Developer	7.1 Years to 10 years	04 Years	396000	83000	140000
21.3	Blockchain Developer	10.1 Years to 12 Years	05 Years	455400	100000	160000
21.4	Blockchain Developer	12.1 Years to 14 Years	07 Years	516711	116000	185000
22.1	Business Analyst	03 Years to 05 Years	02 Years	285644	66000	70000
22.2	Business Analyst	05.1 Years to 07 Years	03 Years	314208	96580	80000
22.3	Business Analyst	7.1 Years to 10 years	04 Years	345629	125000	95000
22.4	Business Analyst	10.1 Years to 12 Years	05 Years	380192	150000	115000
22.5	Business Analyst	12.1 Years to 14 Years	07 Years	437221	183000	140000
23.1	Project Manager	06 Years to 08 Years	02 Years	318347	145968	110000
23.2	Project Manager	08.1 Years to 10 Years	03 Years	382016	166000	126000
23.3	Project Manager	10.1 Years to 12 Years	05 Years	395000	183000	163200
23.4	Project Manager	12.1 Years to 14 Years	07 Years	450000	200000	165000

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
24.1	ETL Engineer	01 Years to 02 Years	01 Years	232000	50000	35000
24.2	ETL Engineer	02.1 Years to 03 Years	02 Years	240000	66000	45000
24.3	ETL Engineer	03.1 Years to 05 Years	03 Years	300000	100000	60000
24.4	ETL Engineer	5.1 Years to 07 Years	05 Years	339746	125000	80000
24.5	ETL Engineer	7.1 Years to 10 years	07 Years	385000	150000	110000
24.6	ETL Engineer	10.1 Years to 12 Years	08 Years	400000	166000	118450
25.1	AI/ML Engineer	Fresher	0 Years	150000	60363	35000
25.2	AI/ML Engineer	01 Years to 02 Years	01 Years	232000	81900	55000
25.3	AI/ML Engineer	02.1 Years to 03 Years	02 Years	240000	117000	64900
25.4	AI/ML Engineer	03.1 Years to 05 Years	03 Years	300000	152100	73160
25.5	AI/ML Engineer	5.1 Years to 07 Years	05 Years	345000	187200	81420
25.6	AI/ML Engineer	7.1 Years to 10 years	07 Years	385000	230475	105000
25.7	AI/ML Engineer	10.1 Years to 12 Years	08 Years	400000	250000	130000
26.1	Data Scientist	Fresher	0 Years	150000	60363	35000
26.2	Data Scientist	01 Years to 02 Years	01 Years	232000	81900	45000
26.3	Data Scientist	02.1 Years to 03 Years	02 Years	240000	117000	60000
26.4	Data Scientist	03.1 Years to 05 Years	03 Years	300000	152100	75000
26.5	Data Scientist	5.1 Years to 07 Years	05 Years	345000	187200	80000
26.6	Data Scientist	7.1 Years to 10 years	07 Years	385000	230475	95000
26.7	Data Scientist	10.1 Years to 12 Years	08 Years	400000	250000	125000
27.1	DevOps Engineer (AI/ML)	Fresher	0 Years	150000	49140	35000
27.2	DevOps Engineer (AI/ML)	01 Years to 02 Years	01 Years	232000	63180	45000
27.3	DevOps Engineer (AI/ML)	02.1 Years to 03 Years	02 Years	240000	77220	55000
27.4	DevOps Engineer (AI/ML)	03.1 Years to 05 Years	03 Years	300000	112320	70000
27.5	DevOps Engineer (AI/ML)	5.1 Years to 07 Years	05 Years	345000	168480	90000
27.6	DevOps Engineer (AI/ML)	7.1 Years to 10 years	07 Years	385000	210600	105000
27.7	DevOps Engineer (AI/ML)	10.1 Years to 12 Years	08 Years	400000	250000	130000

Sr. No.	Manpower Type	Total Work Experience (Minimum)	Relevant Experience (Minimum)	TIER I	TIER II	TIER III
28.1	AI Data Analyst	Fresher	0 Years	150000	58500	25000
28.2	AI Data Analyst	01 Years to 02 Years	01 Years	232000	70200	35000
28.3	AI Data Analyst	02.1 Years to 03 Years	02 Years	240000	105300	50000
28.4	AI Data Analyst	03.1 Years to 05 Years	03 Years	300000	140400	70800
28.5	AI Data Analyst	5.1 Years to 07 Years	05 Years	345000	175500	80400
28.6	AI Data Analyst	7.1 Years to 10 years	07 Years	385000	230000	93725
28.7	AI Data Analyst	10.1 Years to 12 Years	08 Years	400000	250000	105000
29.1	Technical Project Manager	06 Years to 08 Years	02 Years	347288	145968	121540
29.2	Technical Project Manager	08.1 Years to 10 Years	03 Years	395000	183000	135000
29.3	Technical Project Manager	10.1 Years to 12 Years	05 Years	395000	200000	160000
29.4	Technical Project Manager	12.1 Years to 14 Years	07 Years	450000	230000	180000
30.1	Product Manager	06 Years to 08 Years	02 Years	347288	145968	100000
30.2	Product Manager	08.1 Years to 10 Years	03 Years	382017	183000	135000
30.3	Product Manager	10.1 Years to 12 Years	05 Years	395000	200000	150000
30.4	Product Manager	12.1 Years to 14 Years	07 Years	450000	233000	165000
31.1	ERP Specialist	06 Years to 08 Years	02 Years	347288	145968	75000
31.2	ERP Specialist	08.1 Years to 10 Years	03 Years	382017	183000	100000
31.3	ERP Specialist	10.1 Years to 12 Years	05 Years	395000	200000	120000
31.4	ERP Specialist	12.1 Years to 14 Years	07 Years	450000	233000	132000
32.1	IT Consultant	07 Years to 12 Years	-	385000	277668	
32.2	IT Consultant	12.1 Years & above	-	450000	288643	