



भारतीय विमानपत्तन आर्थिक विनियामक प्राधिकरण
Airports Economic Regulatory Authority of India
3rd Floor, 'Udaan Bhawan, Safdarjung Airport,
New Delhi – 110003



F.No. A-20014/Consultants/2023-24-Estb.

दिनांक: 18th December, 2025

Subject: Engagement of Junior Research Associate (Tariff)/ Consultant (Tariff)/ Junior Consultant (Regulatory) in Airports Economic Regulatory Authority of India on contract basis

Airports Economic Regulatory Authority of India (AERA) proposes to hire Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) (Total 09 (Nine)) in AERA. The Division, *inter alia*, handles matters related to tariff determination exercises in respect of aeronautical services at Major Airports, statistical & financial modeling, data compilation, record keeping etc. Candidates with requisite qualification and experience as prescribed would be hired as Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) on contract basis.

The applicant must clearly superscribe the application with name of the Post applied for. The applicants are to communicate with the addressee given below only by email/post/courier. Telephone calls or other means of communication shall not be entertained.

The details of the posts are as follows: -

- Job Requirement:** As per detailed Terms of Reference at Annex-I.
- Qualification, experience, remuneration and annual increment:** Qualification, experience, remuneration and annual increment is given in the table below:

Sr. No.	Name & No. of Posts (Category)	Qualification	Experience	Consolidated Remuneration	Annual Increment
1	2	3	4	5	6
1.	Junior Research Associate (Tariff) (03 Nos)	<p>Essential:</p> <p>(i) Graduate degree in Commerce/ Economics/ Statistics/ Mathematics/ Business Operations/ Business Administration/ Business Management/ Business Studies/ Management Studies/ Statistics/ Actuarial Science/ Econometrics / Mathematical Statistics</p> <p>OR</p> <p>(ii) CA/CMA/CWA</p>	<p>Essential:</p> <p>Minimum Two Years' post qualification experience in data handling/ cleaning and preparation of data/ data mining/ data exploration/ data analysis/ statistical analysis/ statistical modelling/ data visualization, etc.</p> <p>Desirable:</p> <p>Candidates having experience in handling Tariff Regulatory/ Economic Regulatory/ Financial Regulatory/ Infrastructure regulatory matters.</p>	Rs. 75,000/- P.M.	6% of the consolidated remuneration subject to satisfactory performance
2.	Consultant (Tariff) (03 Nos)	<p>Essential:</p> <p>(i) MBA/Post Graduate Diploma/ Post Graduate</p>	<p>Essential:</p> <p>Minimum Five Years' post qualification</p>	Rs. 1,00,000/- P.M.	6% of the consolidated remuneration subject to

		<p>Program/ Post Graduate Degree in any of the following areas/ fields/ programs:</p> <p>Business Administration/ Business Management/ Business Studies/ Management Studies/ Management/ Statistics/ Mathematics/ Economics/ Actuarial Science/ Econometrics / Mathematical Statistics/ Quantitative Economics/ Mathematical Economics/ Financial Economics/ Business Economics/ Industrial Economics etc.</p> <p>OR</p> <p>(iii) CA/CMA/CWA</p>	<p>experience in any one or more of the following:</p> <p>financial analysis/ financial planning/ preparation of financial statements / analysis or evaluation of capital structure/ financial modelling/ economic modelling/ data analysis/ data modelling/ economic modelling/ statistics, etc.</p> <p><u>Desirable:</u></p> <p>Candidates having experience in handling Tariff Regulatory/ Economic Regulatory/ Financial Regulatory/ Infrastructure regulatory matters</p>		satisfactory performance
3.	Junior Consultant (Regulatory) (03 Nos)	<p><u>Essential:</u></p> <p>(i) Graduate degree in any discipline.</p>	<p><u>Essential:</u></p> <p>Minimum Three Years' post qualification experience in handling Tariff Regulatory/ Economic Regulatory/ Financial Regulatory matters.</p> <p><u>Desirable:</u></p> <p>Candidates having experience in Infrastructure Regulatory matters.</p>	Rs. 75,000/- P.M.	6% of the consolidated remuneration subject to satisfactory performance

Notes:

1. Above qualifications obtained through any mode viz., full-time/part-time/correspondence etc. (single/ joint/ dual/ combined/ composite/ executive, etc. qualification) and through any recognized university/institute (India or anywhere in the world) will be acceptable.
2. No other perquisite/allowances etc. such as DA, accommodation, reimbursement for phone/ conveyance/ transport, foreign travel, personal staff, medical reimbursement, CGHS etc. would be admissible.
3. The number of posts are liable to change without prior notice and without assigning any reason whatsoever.
4. The candidate should be in good health for discharging his/her official duties effectively.
5. In case of high number of applicants, the candidates may be shortlisted based on desirable qualification also.

3. General Terms and Conditions:

3.1 Upper Age Limit: Should not be more than 35 years of age for the post of Junior Research Associate (Tariff)/ Junior Consultant (Regulatory) and 45 years of age for the post of Consultant (Tariff) as on the last date of receipt of applications.

3.2 Tenure: Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) will be appointed for an initial period of Two years subject to satisfactory performance review after the first year. The initial tenure of two years can be extended for an additional period of upto 03 years subject to requirement of the authority and satisfactory performance of the Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant Regulatory

3.3 Shifting and transfer: Any of the individual/personnel may be transferred from the Division/Section for which he/she was selected to other Division/Section as per the discretion of the Competent Authority. The Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall not have any right/ claim over specific office facilities/ space, which will be the sole discretion of the competent authority.

3.3 Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) engaged would not be permitted to take up any other assignment during the period of engagement with AERA. The assignment is purely on contractual basis and can be terminated at any point in time as per clause 9. The work and days on contract duty do not allow any representation or claim for any form of employment at any point of time to the Consultants selected.

4. Leave: Junior Research Associate (Tariff)/ Consultant (Tariff)/ Junior Consultant (Regulatory) shall be eligible for 12 days casual leave for a completed period of One year on pro- rata basis. No remuneration for the period of absence in excess of the admissible leave will be paid to Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant Regulatory. Un-availed leave shall neither be carried forward to next year nor encashed. Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) may also be required to attend office on Saturday/Sundays and closed holidays and beyond normal office hours without any extra remuneration. However, for such work conducted on Sunday, the Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) will be entitled to take compensatory off. In addition to entitled leave, the Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) can take maximum 15 days leave without pay in a year. In case the Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) remains absent without pay for more than 15 days, the Authority reserve the right to terminate the contract of engagement without any notice and without any consequential benefit.

5. Type of appointment: The appointment will be purely on contract basis.

6. Basis for Evaluation & Selection: Applications received will be scrutinized on the basis of parameters prescribed in this notice (and corrigendum, if any). The mode of selection of the candidates will be through interview and/or group discussion. The decision of the competent authority in this respect will be final.

Interview will be scheduled as per discretion of Authority and applicant will have no claim in this regard.

7. Allowances, Travel and Compensation:

7.1 No TA/DA/Expenses shall be admissible for interview or joining the assignment or on its completion.

7.2 Individual Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) may be required to undertake domestic tours for official purposes subject to approval of Competent Authority of AERA. They will be allowed the following reimbursement of or grant of advance for official expenditure as given below:

Position	Mode of Journey	Reimbursement of Hotel, Taxi and Food bills
Junior Research Associate (Tariff)	Air in economy class or by Rail in AC Two Tier	Hotel accommodation of upto Rs. 2250/- per day; taxi charges of upto Rs. 338/- per day for travel within the city and food bills not exceeding Rs. 900/- per day shall be allowed.
Consultant (Tariff)		
Junior Consultant (Regulatory)		

7.3 The individual Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) or the individual Junior Research Associate's/ Consultant's dependents shall not be entitled to any compensation or any claim whatsoever, in any event of death, injury or illness of the individual Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) irrespective of whether it is attributable to performance of services on behalf of AERA under the terms of contract, and/or while travelling for official duty or in performing any services under the contract in any offices or premise of AERA or Govt. of India, or otherwise.

8. Tax Deduction at Source (TDS):

TDS as applicable under the Income Tax Act & Rules therein shall be done from the monthly remuneration of Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) Relevant TDS certificate will be issued.

9. Termination of Engagement:

9.1 The engagement of Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) can be terminated by AERA after giving two months' notice. If either party terminates the engagement without two-month notice then the party terminating the engagement shall pay proportionate consolidated remuneration in lieu of notice period. This will however be subject to other clauses mentioned below.

9.2 Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) will have to give two month's advance notice or remuneration in lieu thereof before resigning from the engagement.

9.3 However, AERA reserves the right to terminate the engagement of any Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) at any time without prior notice based on performance or without providing any reason for it. Further, AERA may terminate the engagement of any Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) without prior notice in case of breach of provisions of contract terms of engagement. In case the engagement is terminated by AERA on account of performance or breach of terms of engagement by the Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) no notice will be issued and no proportionate consolidated remuneration in lieu of notice period will be paid by AERA.

9.4 In case any Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) is unable to perform the given assignment to the satisfaction of the Controlling officer/ Competent Authority in AERA, he shall be liable to be terminated in public interest, without any notice and without assigning any reason.

9.5 The engagement of Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) will get terminated at the end of tenure, if not extended.

9.6 If the engagement of Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) is terminated by AERA before completion of

one year or the Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) terminates his/her engagement with AERA before completion of one year, he/she will not get any work certificate.

10. Legal Status and Settlement of Disputes:

10.1 The individual Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall have the legal status of an independent Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) vis-à-vis AERA and shall not be regarded for any purposes as being either a “staff member of AERA or an “official” of AERA. Accordingly, nothing within or relating to the engagement shall establish the relationship of employer and employee.

10.2 AERA and the individual Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall make their best efforts to amicably settle any dispute, controversy or claim arising out of the engagement/ contract or the breach, termination or invalidity thereof. In case of any dispute, the decision of the Competent Authority in AERA will be final and binding.

10.3. For all matters not explicitly stated in this advertisement, the decision of the Competent Authority in AERA will be final and binding.

11. Confidentiality of Data and Documents:

11.1 The Intellectual Property Rights (IPR) of the data collected as well as deliverables produced during the period of engagement for AERA shall remain with AERA.

11.2 The Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall not utilize or publish or part with, to a third party, any part of the data or statistics or proceedings or information collected for the purposes of his/her assignment or during the course of assignment for AERA, without the express written consent of AERA.

11.3 The Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall be bound to hand-over the entire set of records of assignments to the reporting officer in AERA before the expiry of the engagement/contract, and before the final payment is released by AERA.

12. Use of Name, Emblem or Official Seal of AERA:

Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall not represent themselves or otherwise make public with the intent to make a commercial advantage of the engagement with AERA. Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) shall not, in any matter, whatsoever, use the name, emblem or official seal of the Government of India or AERA, or any abbreviation of the name of AERA, in connection with its business or otherwise without the permission of AERA.

13. Place of Posting:

The place of posting of Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) will be New Delhi.

14. Relaxation:


Any of the conditions enumerated in this advertisement may be relaxed in exceptional cases, for reasons to be recorded in writing and with approval of Competent Authority in AERA.

15. The Competent Authority reserves its right to:

- i. Cancel/ defer this selection and/or engagement for any reason whatsoever.
- ii. Accept or reject any or all applications, without giving any explanation, whatsoever.

16. Guidelines for submission of the Applications: Interested applicants may send their duly filled application in the prescribed format alongwith relevant documents and must clearly superscribe the application with name of the Post applied for. Applications received through email/post/courier will be accepted only. Any other mode/by hand for receiving of applications will not be accepted. Applications should reach in this office at below mentioned address on or before 05.30 P.M. on 07.01.2026. Any application received after the above-mentioned deadline/ incomplete application/ Application not in prescribed format is liable to be rejected. AERA may at its sole discretion, ask for any document/ information as may be appropriate. Interested applicants who had sent an application against any earlier advertisement, also need to send a fresh application and earlier application will not be considered.

Deputy Chief
Airports Economic Regulatory Authority of India, 3rd Floor,
Udaan Bhawan, Safdarjung Airport, New Delhi – 110003
Email address: - estt-rectt@aera.gov.in


(Dr. Kamlesh Kumar)
Dy. Chief, AERA

डॉ. कमलेश कुमार / Dr. Kamlesh Kumar
उप प्रमुख / Deputy Chief
भारतीय विमानपत्तन आर्थिक विनियामक प्राधिकरण
Airports Economic Regulatory Authority of India
नागर विमानन मंत्रालय / Ministry of Civil Aviation
भारत सरकार / Government of India
उड़ान भवन, सफ़दरजंग हवाई अड्डा / Udaan Bhawan, Safdarjung Airport
नई दिल्ली-110003 / New Delhi-110003

ANNEX-I

TERMS OF REFERENCE FOR ENGAGEMENT JUNIOR RESEARCH ASSOCIATE (TARIFF)/ CONSULTANT (TARIFF)/ JUNIOR CONSULTANT (REGULATORY) IN AIRPORTS ECONOMIC REGULATORY AUTHORITY OF INDIA

The service of the Junior Research Associate (Tariff)/ Consultant (Tariff) would be utilized in carrying out the following tasks:

1. Junior Research Associate (Tariff) :

Scope of Work/Terms of Reference: .

- Compilation of Year/Airport/Control Period wise Consultation Papers, Tariff Orders and ad-hoc orders issued by the AERA;
- Preparation of monthly, quarterly, half-yearly, yearly air traffic statistics (Passenger, ATM, Cargo);
- Compilation of the landing, housing and parking charges and User Development Fees (Year/Airport/Control Period wise) approved by AERA;
- To prepare the Capital Expenditure details (incurred and projected) of the Major Airports;
- To analyse financing structure in respect of soft costs allowed, cost of equity, cost of debt;
- To do statistical analysis and compile various statistical reports released by RBI etc. for forecasting of inflation and any other data as required;
- To compile of debt funding patterns released by various agencies from time to time.
- To carry out any other assignment relevant from the perspective of AERA.

2. Consultant (Tariff) :

Scope of Work/Terms of Reference: .

- To thoroughly examine the Multi Year Tariff Proposals submitted by the Airport Operator for determination of tariff in respect of the aeronautical services at the Major Airports in line with the AERA Guidelines.
- To thoroughly examine the Multi Year Tariff Proposals submitted by the Independent Service Providers for providing aeronautical services at the Major Airports in line with the AERA Guidelines.
- To seek information/ clarification from the Service Provider, if required, for further processing.
- To work out the Average Revenue Requirement of the Airport Operator / Independent Service Provider.

- To prepare draft Consultation Paper in respect of the above exercises.
- To conduct stakeholders' consultation meeting related aspects (minutes, analyzing comments, counter comments etc.)
- To prepare draft Tariff Order in respect of above Multi Year Tariff Proposals.
- To prepare the legal draft replies of court cases.
- To review the AERA Guidelines and required consequential actions thereon. -
- Statistical and financial modelling.

Any other assignment relevant from the perspective of AERA.

3. Jr. Consultant (Regulatory) :

Scope of Work/Terms of Reference:

- To assist Tariff and Legal Division in Tariff Regulatory matters and Legal matters involving AERA
- Compilation of Data and reports.
- Carrying out research in tariff and legal matters in different regulatory domains
- Coordination with consultants and advocates

Any other assignment relevant from the perspective of AERA.

ANNEX-II

Application Format for recruitment of Junior Research Associate (Tariff) / Consultant (Tariff)/ Junior Consultant (Regulatory) in Airports Economic Regulatory Authority of India (AERA)

Name of the post (Category) for which applied for:

Affix recent
passport size
photograph

1. Name:
2. Father's Name:
3. (a) Date of Birth:
(b) Age (as on last date of submission of application):
(c) Whether age of the applicant is within the upper age limit, prescribed in clause 3.1 of advertisement: (Write Yes/ No). Please also attach a copy of any Govt. Identity Document showing date of birth (Aadhar/ Voter ID/ Driving License etc.)
4. Nationality:
5. Mailing Particulars:

Postal / Current Address	Permanent Address	Phone / Mobile	e-Mail ID

6. Educational Qualification: -

Essential:

S. No.	Qualification	University / Institute	Year of Passing	Division / Class	Whether this qualification falls under essential qualification as per clause 2 (column 3) of the Advertisement: – Write Yes/ No

7. Work Experience: -

Essential:

S. No.	Organization / Institute (a)	From (Year & Month) (b)	To (Year & Month) (c)	Time Period [Years (s) & Month (s)] (d) = [(c)-(b)]	Brief description of duties performed (e)	Whether this experience falls under essential experience as per clause 2 (column D) of the Advertisement – Write Yes/ No (f)
	Total Period of essential experience (reference clause 2 (column D) of this Advertisement) (In Years and Months)				

8. Whether the total period of essential experience as given above (Sr. No. 7) fulfills the requirement of minimum essential experience (in Years) as given in clause 2 (Column D) of this advertisement: **(Write Yes/ No)**

9. Work Experience: -

Desirable:

S. No.	Organization / Institute (a)	From (Year & Month) (b)	To (Year & Month) (c)	Time Period [Years (s) & Month (s)] (d) = [(c)-(b)]	Brief description of duties performed (e)	Whether this experience falls under desirable experience as per clause 2 (column D) of the Advertisement – Write Yes/ No (f)

10. Whether the candidate possesses desirable experience as per clause 2 (column D) of this advertisement: **(Write Yes/No)**

11. Applicant may, if he/ she so desires, attach documents related to qualifications/ experience/ skills etc.

12. Declaration:

1) I certify that all the information and documents provided in my application are true to my knowledge and belief. I will be solely responsible for any false/ misleading/ incomplete information or documents submitted by me.

2) I hereby confirm to agree and abide by all the terms and conditions of the vacancy notice and corrigendum (if any).

3) I certify that I am having prescribed essential qualification and essential experience for the post I am applying for and I further certify that I fulfill all essential requirements mentioned in the vacancy notice for the post I am applying for.

4) I certify that I am in good health for discharging my official duties effectively.

5) I understand that incomplete application/ Application not in above format, and application received in AERA after the due date will not be considered.

(Name and Signature of the Candidate)

Place:

Date: