

Government of India
Ministry of Education
National Testing Agency (NTA)
(An Autonomous Organization under the Department of Higher Education)

**Advertisement for Engagement of Chief Technology Officer (CTO) on
Contract Basis**

1. About the National Testing Agency

The National Testing Agency (NTA) has been established as a premier, specialist, autonomous and self-sustained testing organisation under the Ministry of Education, Government of India, to conduct entrance examinations for admission and fellowship in higher educational institutions. NTA conducts some of the country's largest and most high-stakes examinations, including JEE (Main), NEET (UG), UCC-NET, CUET (UG & PG), CMAT, GPAT and several other national-level tests, collectively serving crores of candidates every year.

NTA's mandate is to deliver efficient, transparent and international-standards testing using advanced technology, rigorous data analytics and robust security protocols. Given the scale, sensitivity and public trust associated with its examinations, NTA is undergoing a major technology transformation to strengthen its end-to-end digital examination ecosystem. To lead this transformation, NTA invites applications from eligible candidates for engagement of a Chief Technology Officer (CTO) on a contractual basis.

2. Position Details

Name of Post	Chief Technology Officer (CTO)
Number of Positions	01 (One)
Nature of Engagement	Contract, initially for a period of three (3) years, extendable based on performance and organisational requirement.
Age Limit	Preferably below 55 years as on the last date of application.
Remuneration	Consolidated monthly remuneration, commensurate with qualifications, experience and industry benchmarks, to be decided by the competent authority. The remuneration package will be competitive and negotiable for exceptional candidates.

Job Location	National Testing Agency, Head Office, New Delhi. The position may require travel to test centres, partner institutions and stakeholder offices across India.
Reporting To	Director General, National Testing Agency.

3. Role Overview

The Chief Technology Officer (CTO) will be the senior-most technology leader at NTA and will be responsible for establishing the technology vision, architecture, and delivery roadmap for the Agency's entire digital examination ecosystem. The CTO will own the end-to-end technology stack supporting every stage of the examination lifecycle — from candidate-facing websites and registration to confidential question paper management, delivery, evaluation, normalisation and result processing — and will drive modernisation, security, reliability and innovation across all systems.

The incumbent will work closely with the Director General and senior leadership of NTA, and will interface extensively with Government stakeholders including the National Informatics Centre (NIC), Ministry of Education, C-DAC, CERT-In, empanelled technology vendors, testing service providers, and academic partners. The CTO is expected to provide strong technical leadership, build and mentor high-performing in-house teams, and institutionalise technology governance, cyber-security, and innovation as core organisational capabilities.

4. Qualifications and Experience

Essential Qualifications	<ul style="list-style-type: none"> • Masters Degree/Diploma in Technology or Management or equivalent qualification from a reputed institution. • Consistently good academic record. • Minimum of 15 years of post-qualification experience in information technology, of which at least 5 years must be in a CTO, CIO, Head of Technology or equivalent senior leadership role in a large organisation. Demonstrated experience of leading the design, development, deployment and operations of large-scale, mission-critical, transaction-intensive digital platforms (preferably serving several lakhs to crores of users). Hands-on understanding of modern software architecture, cloud infrastructure, cyber-security, data engineering, AI/ML technologies and DevSecOps practices.
Desirable Experience	Experience in the ed-tech, online assessment, or computerbased testing (CBT) domain.

	<ul style="list-style-type: none"> • Experience of working with the Government of India, State Governments, PSUs, or autonomous bodies, including familiarity with CFR, GeM, and public procurement norms. • Prior experience of working with or alongside NIC, C-DAC, STQC, CERT-In, MeitY, or similar Government technology organisations. • Exposure to AI / ML applications such as face recognition, biometric authentication, proctoring, fraud/anomaly detection and impersonation prevention. <p>Hands on experience with public cloud platform such as (AWS, GCP, Azure etc.) with knowledge of cyber security, project management and enterprise architecture.</p>
<p>Skills and Competencies</p>	<ul style="list-style-type: none"> • Proven ability to lead large, multi-disciplinary technology teams and manage multiple vendors and system integrators simultaneously. • Strong strategic thinking combined with hands-on technical depth. • Excellent stakeholder management, communication and negotiation skills, with the ability to engage effectively with senior Government functionaries, academic experts and private-sector partners. • High personal integrity, ability to handle highly confidential and sensitive information, and a strong public-service orientation. • Demonstrated ability to drive innovation, cultural change and technology adoption in complex, high-stakes environments.

5. Key Roles and Responsibilities

The CTO will be responsible for the following, which is indicative and not exhaustive:

5.1 Technology Vision, Strategy and Governance

- Define and execute a comprehensive technology vision, architecture and multi-year roadmap for NTA, aligned with the Agency's strategic objectives and the Government's Digital India and National Education Policy (NEP) priorities.
- Establish enterprise architecture standards, technology governance frameworks, and policies covering cloud adoption, data management, API standards, open source usage and interoperability.
- Institutionalise a culture of engineering excellence, agile delivery, continuous improvement and outcome-based monitoring within the technology function.

5.2 End-to-End Examination Technology Stack

- Own and manage the complete technology stack of NTA spanning the public website, candidate portals, registration and application systems, fee payment gateways, admit-card generation, communication systems, and candidate grievance redressal platforms.
- Oversee design and operation of systems for confidential question paper preparation, secure storage, translation, moderation, encryption, and tamper-proof delivery to test centres, ensuring end-to-end confidentiality and auditability.
- Lead the architecture, modernisation and operations of computer-based testing (CBT) platforms, pen-and-paper test (PBT) logistics systems, OMR capture, on-screen evaluation, answer-key challenge modules, and result processing engines.
- Oversee systems for candidate allocation, examination centre identification, capacity planning, seat allocation, invigilator deployment, and dynamic scheduling for multi-shift, multi-day, multi-city examinations.
- Ensure reliable operation of result preparation, normalisation algorithms, percentile calculations, rank generation, and scorecard dissemination, with full statistical rigour and audit traceability.

5.3 Security, Examination Integrity and AI-driven Controls

- Design and deploy advanced, AI and analytics-driven controls to prevent, detect and deter impersonation, cheating, paper leaks, question bank compromise and other malpractices — including biometric authentication, face-matching, AI-based remote and on-site proctoring, anomaly detection, and question-pattern analytics.
- Lead cyber-security strategy for NTA, including threat modelling, vulnerability management, penetration testing, security operations centre (SOC) capabilities, incident response, and compliance with CERT-In, MeitY and data protection requirements.
- Ensure compliance with the Digital Personal Data Protection Act, 2023 and other applicable laws, and institutionalise privacy-by-design across candidate data handling.
- Establish robust business continuity, disaster recovery and fail-over mechanisms to guarantee zero-disruption examination delivery.

5.4 Stakeholder Management and Collaboration

- Serve as NTAs principal technology interface with Government stakeholders including the Ministry of Education, NIC, C-DAC, MeitY, CERT-In, STQC and other autonomous bodies.
- Coordinate with NIC for hosting, network, email, domain and other shared Government infrastructure, and work jointly on integrations with national digital public infrastructure such as DigiLocker, APAAR ID, Aadhaar-based authentication and the Academic Bank of Credits (ABC).
- Engage with universities, IITs, IIITs, academic bodies (UCC, ACT E), and subject-matter experts for technical reviews, audits and collaborations.
- Manage relationships with empanelled testing service providers, invigilation agencies, cloud providers, OEMs, and consulting partners, ensuring rigorous SLA enforcement and value for public money.

5.5 Innovation, Research and Technology Adoption

- Scan emerging technologies — including generative AI, large language models, advanced analytics, blockchain, secure enclaves and modern identity frameworks — and identify applications relevant to large-scale, high-stakes testing.
- Drive pilots and proofs-of-concept in partnership with academic institutions, start-ups and industry, and institutionalise successful innovations at scale.
- Establish a technology research and standards cell within NTA for item banking, computeradaptive testing, psychometrics-aware platforms and assessment analytics.
- Publish thought leadership, represent NTA in national and international forums on assessment technology, and contribute to evolution of testing standards.

5.6 Team, Vendor and Financial Management

- Build, lead, mentor and retain a high-performing in-house technology team comprising software engineering, infrastructure, cyber-security, data, AI/ML and product functions. • Institutionalise technical capacity-building, training and career development frameworks within the technology function.
- Plan and manage the technology budget, CAPEX and OPEX, with strong commercial discipline, transparent procurement (in line with GFR and GeM guidelines), and measurable value for public money.
- Define, track and report technology KPIs, system performance metrics, uptime, security posture and project delivery status to NTA leadership, the Governing Body and Government stakeholders.

6. Key Result Areas (KRAs)

- Zero disruption and zero compromise delivery of all NTA examinations, including during peak load and adverse conditions.
- Modernised, secure, scalable and cloud-native technology stack covering the full examination lifecycle.
- Measurable improvement in candidate experience — from registration and admit-card download to result declaration and grievance redressal.
- Demonstrable reduction in incidents of malpractice, impersonation and information compromise through AI-led controls.
- Effective and productive partnerships with NIC and other Government technology bodies, with documented integrations into national digital public infrastructure.
- A strong, well-trained in-house technology team with reduced dependency on external agencies for critical capabilities.
- Transparent, audit-ready technology governance, procurement and vendor management, fully compliant with Government financial and cyber-security norms.

7. Selection Process

Shortlisting will be done on the basis of qualifications, experience and suitability of the candidate for the position. Shortlisted candidates will be invited for a personal interview (with the option of a presentation on technology vision for NTA) before a Selection Committee constituted by the

competent authority. NTA reserves the right to fix suitable criteria for shortlisting and to limit the number of candidates called for interview. The decision of the Selection Committee will be final and binding.

8. How to Apply

- Eligible candidates may submit their applications in the format provided at Annexure-I, along with a detailed CV, a brief (maximum 2-page) write-up on their vision for technology transformation at NTA, and self-attested copies of certificates in support of qualifications and experience.
- Applications may be submitted by e-mail to the address notified on the NTA website, with the subject line "Application for the Post of Chief Technology Officer — NTA".
- Applications must reach NTA within 15 days from the date of publication of this advertisement on the NTA website. Applications received after the last date or in any form other than prescribed shall not be entertained.
- Candidates already employed in Government / PSU / Autonomous Bodies must route their applications through proper channel or submit a No Objection Certificate (NOC) at the time of interview.
- Mere fulfilment of the minimum qualifications and experience does not entitle a candidate to be called for interview. NTA reserves the right not to fill this post or to cancel the recruitment process at any stage without assigning any reason.

9. General Conditions

- The engagement will be purely on contractual basis and will not confer any right for regular appointment or absorption in NTA
- Canvassing in any form will lead to disqualification.
- Incomplete applications, or applications not accompanied by the required supporting documents, are liable to be summarily rejected.
- In case of any dispute, the decision of the Director General, NTA shall be final.

Director (Admin)
National Testing Agency

ANNEXURE - I
APPLICATION FORM

Engagement of Chief Technology Officer (CTO) — National Testing Agency

To,
The Director General
National Testing Agency
(Ministry of Education, Government of India)
New Delhi
Subject: Application for the Post of Chief Technology Officer (CTO), NTA.
Reference: Advertisement dated _____

Paste recent
passport-size
photograph (self-
attested)

Sir/Madam,

With reference to the above-mentioned advertisement, I wish to apply for the post of Chief Technology Officer, National Testing Agency. My details are furnished below for kind consideration:

A. Personal Details

1. Full Name (in block letters)	
2. Father's / Husband's Name	
3. Date of Birth (DD/MM/YYYY)	
4. Age (as on last date of application)	
5. Gender	
6. Nationality	
7. Category (Gen 1 OBC 1 SC 1 ST 1 EWS 1 PwBD)	
8. Aadhaar Number	

9. PAN Number	
10. Mobile Number	
11. Alternate Contact Number	
12. E-mail Address	
13. Present / Correspondence Address	
14. Permanent Address	

D Educational Qualifications

(Starting from the highest qualification. Attach self-attested copies of certificates.)

S. No.	Qualification / Degree	University / Institution	Year of Passing	% / CGPA	Division / Class
1					
2					
3					
4					
5					

C. Employment History | Work Experience

(In chronological order, starting with the most recent. Attach additional sheet in the same format, if required.)

S. No.	Organisation / Employer	Designation	Period (From - To)	Last Pay Drawn / CTC	Brief Description of Role & Responsibilities
1					
2					
3					
4					

S. No.	Organisation / Employer	Designation	Period (From - To)	Last Pay Drawn / CTC	Brief Description of Role & Responsibilities
5					
6					

Total Post-Qualification Experience (Years / Months)	
Experience at CTO / CIO / Head of Technology level (Years / Months)	
Experience in Government / PSU / Autonomous Body (if any)	

D. Professional Certifications and Training

S. No.	Certification / Training	Issuing Body / Organisation	Date / Year	Validity (if any)
1				
2				
3				
4				

E. Key Achievements | Large-Scale Projects Led

(Briefly describe up to five major technology projects / platforms / initiatives led by you, indicating scale, role played, technologies used and measurable outcomes. May attach separate sheet.)

1	
2	
3	
4	
5	

F. References

(Two professional references, preferably from senior positions, who can be contacted.)

Name and Designation	Organisation and Address	Contact Number and E-mail

G Additional Information

1. Current Employer and Designation	
2. Current Gross Remuneration / CTC (per annum)	
3. Expected Remuneration (per annum)	
4. Notice Period / Earliest Date of Joining	
5. Whether any criminal case / departmental enquiry is pending against you? (Yes / No — if yes, give details)	
6. Languages Known (Read / Write / Speak)	

H List of Enclosures

- Detailed Curriculum Vitae (CV / Resume).
 - Vision Statement (maximum 2 pages) on technology transformation at NTA
 - Self-attested copies of certificates of educational qualifications.
 - Self-attested copies of experience certificates / appointment letters.
 - Copies of professional certifications and training (if any).
 - Copy of latest salary slip / Form 16 (for verification of CTC).
 - Copy of a Government-issued photo identity (Aadhaar / PAN / Passport).
 - No Objection Certificate (NOC), if employed in Government / PSU / Autonomous Body.
 - Any other document in support of the candidature (please specify):
-

Declaration

I hereby solemnly declare that all the statements made and information furnished in this application are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any information being found false, incorrect or incomplete, or ineligibility being detected before or after the selection / appointment, my candidature / appointment is liable to be cancelled / terminated without any notice or compensation, and appropriate action may be initiated against me. I further declare that I have no objection to any verification of the particulars furnished by me.

Place: _____

Date: _____

(Signature of the Applicant)

Name: _____

