



राष्ट्रीय परीक्षा एजेंसी
National Testing Agency

Excellence in Assessment



(उच्चतर शिक्षा विभाग, शिक्षामंत्रालय, भारत सरकार के तहत एक स्वायत्त संगठन)

(An Autonomous Organization under the Department of Higher Education, Ministry of Education, Government of India)

No.: A-A8/17/2026-Admin (15066)(5)

Date: 03 August 2026

VACANCY NOTIFICATION

National Testing Agency invites applications for one (1) post of **General Manager — Test Security & Live Operation** from interested/eligible/suitable candidates on contract basis initially for a period of three (3) years, extendable based on performance and organizational requirement.

For Eligibility Criteria / Qualification / Experience, Process of Application and Selection, etc., please see the detailed advertisement attached with this Vacany Notification.

Eligible candidates may submit their application in the format provided at Annexure-I alongwith all required documents as mentioned in the detailed advertisement which should reached by email to: dir-admin@nta.gov.in on or before 18 August 2026.

3.8.2026
V V Patil, IOFS

Director (Administration)



पहलीमंजिल, एनएसआईसी-एमडीबीपीबिल्डिंग, ओखलाइंडस्ट्रियलएस्टेट, नईदिल्ली-110020

First Floor, NSIC-MDBP Building, Okhla Industrial Estate, New Delhi - 110020

फ़ोन/Telephone: 011-69095-250/वेबसाइट/Website: nta.ac.in ई-मेल/e-mail: vv.patil@nta.ac.in





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**Advertisement for Engagement of General Manager - Test Security & Live Operations
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), UGC-NET, CUET (UG & PG), CMAT, GPAT and several others - collectively serving crores of candidates every year, across 500-plus cities in India and at select international centres.

The integrity and security of every NTA examination is the foundation of public trust in the Agency and its ability to deliver fair outcomes to candidates. NTA is undertaking a comprehensive strengthening of its test-security and real-time examination-monitoring capabilities, covering the entire chain from confidential question-paper preparation, through transit and storage, to centre-level conduct, real-time monitoring and post-examination analytics. To lead this critical function, NTA invites applications for engagement of a General Manager - Test Security & Live Operations on a contractual basis from candidates with the requisite qualifications and experience.

2. Position Details

Name of Post	General Manager - Test Security & Live Operations (GM-TSLO)
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 58 years as on the last date of application. Relaxation may be considered for exceptional candidates with strong security or examination-operations backgrounds.
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 will require travel to test centres, regional logistics nodes, partner institutions and stakeholder offices across India, especially during examination cycles.
Reporting To	Director General, National Testing Agency.



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3. Role Overview

The General Manager - Test Security & Live Operations (GM-TSLO) will head NTA's test-security and real-time examination-monitoring function, and will be responsible for the physical and process integrity of every NTA examination. The role spans the full lifecycle of examination security - from confidential question-paper setting, vetting, translation, encryption and printing (where applicable), through transit, storage and chain-of-custody at city nodes and centres, to opening at the prescribed time, examination conduct, real-time anomaly detection, AI-driven impersonation prevention, post-examination analytics and post-incident review.

The role requires a senior leader with a strong background in security, intelligence, large-event management, examination operations or critical-infrastructure protection. The GM-TSLO will operate NTA's Live Operations Command Centre on every examination day, with real-time CCTV monitoring, biometric and face-authentication anomaly tracking, IP and location analytics, and incident dashboards. The incumbent will report to the Director General, NTA, and will work closely with NTA's technology, test-centre operations, vigilance and forensics, information security, and candidate experience functions to ensure seamless and tamper-proof examination delivery. Given the direct impact of this role on examination integrity and NTA's public credibility, this is one of the most sensitive and operationally critical positions in NTA.

4. Qualifications and Experience

Essential Qualifications	- Graduate degree from a recognised university or institution of repute. A Post-Graduate qualification (in Management, Public Administration, Defence Studies, Security Studies, Engineering, or an allied discipline) will be an advantage. - Consistently good academic record. - Minimum 15 years of post-qualification experience in security, intelligence, vigilance, examination operations, large-event management, or critical-infrastructure protection. - Of these, at least 5 years must be at a senior leadership level (e.g., Senior Superintendent of Police, Deputy Inspector General, Brigadier-equivalent in armed forces, General Manager - Security in a large public-sector or private-sector organisation, Head of Examination Security). - Demonstrated experience of leading time-critical, high-stakes operations involving multiple sites, multiple agencies and real-time decision-making.
Desirable Experience	Prior experience in armed forces, paramilitary, police services, central agencies, or investigation agencies



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	• Experience of running examination security at scale - including question-paper logistics, strong-room management, centre-level frisking and biometric protocols, observer deployment and post-examination forensics. • Experience of working in security-sensitive Government / public-sector functions such as banknote printing (BRBNMPL / SPMCIL), election conduct (Election Commission of India), or critical-infrastructure protection (NCIIPC, NIA, NSG, BCAS). • Familiarity with the Public Examinations (Prevention of Unfair Means) Act, 2024 and its operational implementation. • Working knowledge of CCTV-based command-and-control operations, biometric systems, AI-driven anomaly detection, and modern surveillance technologies. • Demonstrated track record of inter-agency coordination - across police, intelligence, courts, and Government departments.
Skills and Competencies	• Strong process discipline and ability to design, document and enforce standard operating procedures across hundreds of distributed sites. • Excellent real-time decision-making capability under pressure, with clarity on escalation and command protocols. • Outstanding multi-stakeholder coordination skills - across central and state law-enforcement agencies, examination centres, technology vendors and senior Government functionaries. • Strong analytical orientation, with the ability to use data, surveillance feeds and AI-driven controls to detect, deter and investigate examination malpractice. • High personal integrity, ability to handle highly classified and confidential material with absolute discretion, and a strong public-service orientation. • Willingness to travel extensively across India during examination cycles and to be on continuous duty for the duration of an examination.

5. Key Roles and Responsibilities

The GM-TSLO will be responsible for the following, which is indicative and not exhaustive:



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5.1 Confidential Question-Paper Lifecycle Security

- Own end-to-end protocols for the confidential question-paper lifecycle - covering setting, vetting, translation, encryption, printing (where applicable), transit, strong-room storage, distribution to centres, and opening at the prescribed time at each centre.
- Establish and maintain full chain-of-custody and audit trail for every confidential pack, with photographic, videographic and tamper-evident seal records at every transition point.
- Run secure facilities for question-paper preparation including soundproof setting rooms, restricted access, electronic device prohibitions, and 24x7 surveillance.
- Manage the secure transport of confidential material from the printing or digital-distribution node to city nodes and centres, in coordination with empanelled logistics partners and local police escorts where appropriate.
- Define and enforce the protocol for opening of question-paper packets at centres - prescribing the timing, witnessing officers, sealing checks, and documentation requirements.

5.2 Live Operations Command Centre and Real-Time Monitoring

- Operate NTA's Live Operations Command Centre on every examination day, with real-time CCTV monitoring of centres, biometric and face-authentication anomaly tracking, IP and location analytics, and incident dashboards.
- Build and run the technology infrastructure (in coordination with NTA's technology function) required for centralised, real-time visibility into examination conduct - covering all centres or a statistically valid risk-prioritised subset.
- Establish a 24x7 control room operational from D-7 to D+1 for every major examination, with clearly defined shift staffing, escalation matrix and decision-making authority.
- Maintain real-time communication with all examination centres through control-room phone numbers, WhatsApp groups, mobile applications and dashboards, with named contact points for every centre.
- Generate real-time situation reports and dashboards for the Director General and senior leadership during examination conduct.

5.3 Centre-Level Security Protocols

- Define and enforce centre-level security protocols - covering candidate frisking (with separate enclosures for male and female candidates), prohibited-items embargo, biometric capture, candidate authentication, CCTV coverage, mobile-phone jammers (where authorised), and secure perimeter management.



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- Specify infrastructure standards for centre security - including minimum number of CCTV cameras, coverage angles, recording retention, lighting standards, strong-room requirements, and designated frisking enclosures.
- Develop the security-related portion of the centre empanelment standards in coordination with NTA's test-centre operations function, and conduct security audits of centres before each examination cycle.
- Coordinate with State Police, District Police, and Central Paramilitary Forces for centre-perimeter security, traffic management around centres, and rapid response to any incident.
- Define the role and protocols for centre-deputed security personnel and frisking staff (including women frisking staff), and run training programmes for them in coordination with NTA's HR and capacity-building function.

5.4 AI-Driven Anomaly Detection and Impersonation Prevention

- Deploy AI-driven controls for impersonation prevention, suspicious-pattern detection, mass-copying detection, biometric anomaly tracking and post-exam image analytics, in coordination with NTA's technology function.
- Define the data sources, model design parameters, threshold settings and alert workflows for the AI / analytics surveillance stack.
- Run pre-examination data quality and integrity checks of registered candidate biometrics, photographs and signatures to flag suspicious patterns proactively.
- Conduct post-examination analytics - including answer-pattern analysis, cluster analysis, response-time analytics and image-similarity analytics - to detect anomalies that may not have been visible in real time.
- Continuously evolve the AI / analytics models based on emerging modus operandi, in coordination with NTA's vigilance and forensics function and external technology partners.

5.5 Field Coordination - Observers, Flying Squads and Inter-Agency

- Build and manage the empanelled pool of Independent Observers (drawn from senior Government / academic institutions) deployed to selected centres on examination days.
- Define the role, deployment criteria, briefing protocols, observation checklists and reporting format for Observers; analyse observer reports after every examination and translate findings into protocol revisions.
- Operate NTA's flying-squad framework - mobile teams that visit centres on examination day for spot inspections, surprise audits and rapid response.



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- Coordinate with State Police, District Police, Central Paramilitary Forces, Intelligence Bureau / State Intelligence Bureau and local administration in the run-up to and during every examination.
- Run pre-examination coordination meetings with State / District authorities and law-enforcement agencies for major examinations, and maintain documented institutional linkages with each State.

5.6 Incident Response and Crisis Management

- Lead NTA's response to test-security incidents during examination conduct - including suspected paper leak, impersonation cases, mass copying, candidate violence, mob attack, fire, medical emergency, technical failure or cyber-disruption.
- Maintain a comprehensive Incident Response Playbook covering each scenario, with clear decision rights, communication protocols and escalation paths.
- Run table-top drills and security-simulation exercises with NTA leadership and field workforce to test readiness against multiple threat scenarios.
- Coordinate the immediate post-incident response - evidence preservation, witness handling, candidate communication and centre-level continuity decisions - with NTA's vigilance, candidate experience and legal functions.
- Lead the post-incident analysis and protocol revision after each examination cycle to ensure continuous improvement of the security posture.

5.7 Data, Audit Trails and Documentation

- Maintain a comprehensive, auditable record of all test-security activities - chain-of-custody logs, CCTV footage, biometric capture data, observer reports, incident registers, security-staff deployment records, and inter-agency coordination notes.
- Define the retention policy for security-related data and documentation, in compliance with applicable laws and audit norms.
- Coordinate with NTA's vigilance and forensics function on the use of preserved data for case investigation, and with the legal function on its admissibility in proceedings under the Public Examinations (Prevention of Unfair Means) Act, 2024 and other relevant laws.
- Generate periodic test-security reports for the Director General, the Governing Body and the administrative Ministry, covering security incidents, near-misses, control effectiveness and proposed improvements.



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5.8 Standards, Benchmarking and Continuous Improvement

- Maintain a comparative database of test-security best practices from leading Indian and international examination organisations, banking systems, election machinery and high-security operations, and translate insights into NTA protocols.
- Build and maintain NTA's Test Security Manual - a master document codifying all protocols, SOPs and standards - and update it after every major examination cycle.
- Drive a culture of security-first thinking across NTA's field workforce - Centre Superintendents, City Coordinators, Observers, Invigilators, frisking staff and logistics partners.
- Run periodic external audits of NTA's test-security posture by reputed third-party security consultants, and track closure of audit findings.

5.9 Team Leadership and Capability Building

- Build, lead and mentor a high-performing in-house Test Security and Live Operations team - covering question-paper-security, command-centre, centre-security, AI-analytics, observer-coordination and incident-response functions.
- Manage relationships with empanelled security agencies, logistics partners, surveillance technology vendors and inspection firms, with strong SLA and quality discipline.
- Institutionalise capacity-building in test-security operations, surveillance technologies, AI-driven analytics, incident response and inter-agency coordination within NTA, in coordination with NTA's HR and capacity-building function.
- Plan and manage the function's budget and contracts in compliance with GFR and NTA financial norms.
- Define and track operational KPIs and dashboards on test-security effectiveness, and report progress to the Director General and Governing Body.

6. Key Result Areas (KRAs)

- Zero compromise in the confidential question-paper lifecycle across NTA examination calendar, with full chain-of-custody and audit trail for every confidential pack.
- Real-time visibility into examination conduct at all centres (or a statistically valid risk-prioritised subset) through a fully operational Live Operations Command Centre.
- Demonstrable reduction in incidents of impersonation, mass copying and other malpractices through AI-led controls and centre-level security protocols.
- Effective inter-agency coordination with State Police, District authorities, central law-enforcement agencies and intelligence agencies during every major examination.



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- Robust incident response with clear protocols, documented decision-making, and post-incident protocol revision for continuous improvement.
- A strong, well-trained field workforce on test-security matters - Centre Superintendents, City Coordinators, Observers, Invigilators and frisking staff.
- Audit-ready documentation, evidence preservation and admissibility for any case taken up under the Public Examinations (Prevention of Unfair Means) Act, 2024 and other relevant laws.

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 test-security strategy and operations excellence 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. Given the sensitive nature of the role, comprehensive background verification will be undertaken before any offer is made. 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 test-security and live-operations excellence 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 GM - Test Security & Live Operations, 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 / Armed Forces / Police / Paramilitary / Intelligence Services must route their applications through proper channel or submit a No Objection Certificate (NOC) at the time of interview. Retired officers may apply directly with appropriate documentation of release / retirement.
- 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.



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9. General Conditions

- The engagement will be purely on contractual basis and will not confer any right for regular appointment or absorption in NTA.
- Given the sensitive nature of the role, the selected candidate will be required to sign a comprehensive non-disclosure agreement and submit to periodic background verification.
- 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 General
National Testing Agency



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APPLICATION FORM

Engagement of General Manager - Test Security & Live Operations, National Testing Agency

To,

The Director General
National Testing Agency
(Ministry of Education, Government of India)
New Delhi

Paste recent
Passport size
Photograph
(Self attested)

Subject: Application for the Post of General Manager – Test Security & Live Operations, NTA.

Reference: Advertisement dated _____

Sir/Madam,

With reference to the above-mentioned advertisement, I wish to apply for the post of General Manager - Test Security & Live Operations, 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 / OBC / SC / ST / EWS / 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	

A1. Service Background (if applicable)

(To be filled by candidates with backgrounds in Armed Forces / Paramilitary / Police / Intelligence / Investigation Services - serving or retired.)

1. Service / Cadre / Force	
2. Batch / Year of Commissioning / Allotment	
3. Last Rank / Designation Held	
4. Date of Retirement / Release (if applicable)	
5. Awards / Decorations (if any)	
6. Security Clearance Held (if any)	

B. 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 / Force	Designation / Rank	Period (From - To)	Last Pay Drawn / CTC	Brief Description of Role & Responsibilities
1					
2					
3					
4					
5					
6					

Total Post-Qualification Experience (Years / Months)	
Experience at Senior Leadership level (Years / Months)	
Experience in Security / Intelligence / Vigilance / Investigation (Years)	
Experience in Examination / Election / Banknote / Public-Event Security (Years)	
Largest Operation Led (Scale - sites, personnel, events)	

D. Professional Certifications and Training

(Include relevant certifications in security, surveillance, intelligence, investigation, AI / analytics, or allied areas.)

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

1				
2				
3				
4				

E. Key Achievements / Major Operations Led

(Briefly describe up to five major security / intelligence / vigilance / investigation / large-event-security operations led by you, indicating scale, role played and measurable outcomes. May attach separate sheet. Do NOT include any classified information.)

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F. References

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

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

G. Additional Information

1. Current Employer / Force and Designation	
2. Current Gross Remuneration / CTC / Pension (per annum)	
3. Expected Remuneration (per annum)	
4. Notice Period / Earliest Date of Joining	

5. Whether any criminal case / departmental enquiry / vigilance proceeding is pending against you? (Yes / No - if yes, give details)	
6. Willingness to undertake extensive travel and to be on continuous duty during examination cycles (Yes / No)	
7. Languages Known (Read / Write / Speak)	

H. List of Enclosures

- Detailed Curriculum Vitae (CV / Resume).
- Vision Statement (maximum 2 pages) on test-security and live-operations excellence at NTA.
- Self-attested copies of certificates of educational qualifications.
- Self-attested copies of experience certificates / appointment letters.
- Service Particulars / Discharge Certificate (for candidates with Armed Forces / Paramilitary / Police / Intelligence backgrounds).
- Copies of professional certifications and training (if any).
- Copy of latest salary slip / pension order / Form 16 (for verification of CTC / pension).
- Copy of a Government-issued photo identity (Aadhaar / PAN / Passport).
- No Objection Certificate (NOC), if employed in Government / PSU / Autonomous Body / Armed Forces / Police / Paramilitary / Intelligence Services.
- 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, including comprehensive background and security verification.

Place: _____

Date: _____

(Signature of the Applicant)

Name: _____