



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)(3)

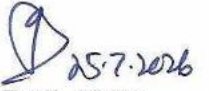
Date: 25/07/2026

VACANCY NOTIFICATION

National Testing Agency invites applications for one (1) post of **General Manager — Assessment R&D and Psychometrics** 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 applications in the format provided at Annexure-I alongwith all required document as mentioned in the detailed advertisement which should reached by email to: dir-admin@nta.gov.in, within 30 days from the date of publication of this advertisement.

 25.7.2026

V V Patil, IOFS
Director (Administration)



पहलीमंजिल, एनएसआईसी-एमडीबीपीबिल्डिंग, ओखलाइंडस्ट्रियलएस्टेट, नईदिल्ली-110020
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Advertisement for Engagement of General Manager - Assessment R&D and Psychometrics 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 organization 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 scientific rigour and academic credibility of NTA's examinations rest on the strength of its assessment design, item banking, psychometric analysis and normalization methodology. NTA is undertaking a comprehensive strengthening of its Research and Development capability - to anchor item-banks, advanced psychometric methods, computer-adaptive testing pilots, AI-assisted assessment innovations, accessibility research and global benchmarking. To lead this critical academic and scientific function, NTA invites applications for engagement of a General Manager - Assessment R&D and Psychometrics on a contractual basis from candidates with the requisite qualifications and experience.

2. Position Details

Name of Post	General Manager - Assessment R&D and Psychometrics (GM-ARP)
Number of Positions	01 (One)
Nature of Engagement	Contract, initially for a period of three (3) years, extendable based on performance and organizational requirement.
Age Limit	Preferably below 58 years as on the last date of application. Relaxation may be considered for exceptional candidates with strong academic / research credentials in psychometrics or measurement science.
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 academic partners, research institutions, international assessment forums and stakeholder offices.
Reporting To	Director General, National Testing Agency.



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3. Role Overview

The General Manager - Assessment R&D and Psychometrics (GM-ARP) will head NTA's research and development function, and will be responsible for the academic and scientific spine of NTA's testing - covering item banking, item-response theory (IRT), classical test theory (CTT), computer-adaptive testing (CAT), psychometric analysis, normalisation algorithms, equating methodologies, accessibility-related innovations, and pilots of new assessment formats. The role is the custodian of NTA's measurement science and the principal authority within the Agency on questions of test validity, reliability and fairness.

The role requires a senior academic / research leader with deep expertise in educational measurement, psychometrics, statistics, or assessment-AI, and with the leadership skills to build a high-performing R&D function within NTA. The GM-ARP will report to the Director General, NTA, and will work closely with NTA's technology, test-security, candidate experience, international partnerships, and HR functions. The incumbent will also be the key NTA interface with academic partners (IITs, IISc, IISERs, IIMs, central universities, NCERT) and with international testing organisations (ETS, College Board, Cambridge Assessment, ATP) on research collaborations. Given the foundational impact of this function on the credibility and defensibility of every NTA examination, the GM-ARP is one of the most academically critical positions in NTA.

4. Qualifications and Experience

Essential Qualifications	- Ph.D. in Psychometrics, Educational Measurement, Statistics, Mathematics, Computer Science (with focus on assessment / AI), Educational Psychology, or an allied discipline from a recognised university or institution of repute. In exceptional cases, a Master's degree in the above disciplines combined with substantial research experience and peer-reviewed publications may be considered. - Consistently good academic record. - Minimum 12 years of post-Ph.D. (or equivalent) experience in assessment research, psychometrics, item banking, large-scale testing, or measurement science. - Of these, at least 5 years must be at a senior leadership level (e.g., Head of Assessment R&D, Senior Psychometrician, Director of Research, Senior Faculty with research-administration responsibilities) in a national or international testing organisation, research institution or university. - Demonstrated track record of leading research projects involving large-scale data, statistical modelling, and translation of research findings into operational practice.
Desirable Experience	- Prior experience in a national or international testing organisation - including ETS, College Board, Cambridge Assessment, Pearson Assessment or major Indian assessment bodies. - Experience of building and curating secure item banks with full statistical calibration, content tagging, security tagging and revision pipelines.



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	- Hands-on experience with item-response theory (IRT), classical test theory (CTT), computer-adaptive testing (CAT), test equating, differential item functioning (DIF) analysis, and modern psychometric software (R, Python, SAS, Stata, Mplus, IRTPRO, Winsteps, ConQuest, flexMIRT). - Experience of designing and defending normalisation methodologies for multi-shift, multi-day, multi-form examinations. - Track record of peer-reviewed publications in journals on educational measurement, assessment or applied statistics. - Familiarity with AI / ML applications in assessment - including AI-assisted item generation, automated essay scoring, item difficulty prediction, and modern test-construction tools. - Experience of working with academic partners (IITs, IISc, IISERs, central universities) and international research collaborators on assessment research. - Experience of representing an organisation in international assessment forums (IAEA, ATP, NCME, AERA).
Skills and Competencies	- Strong command of measurement theory, statistical methods and modern psychometric techniques. - Excellent research design and data-analysis skills, with the ability to interpret complex statistical outputs and translate them into operational decisions. - Outstanding written and oral communication skills, with the ability to explain technical concepts (normalisation, percentiles, equating) in accessible language to non-technical audiences including the public, the media and the judiciary. - Proven ability to lead multi-disciplinary teams of researchers, statisticians, content experts and technology specialists. - Strong stakeholder-management skills - across academic partners, Test Indenting Agencies, subject experts, technology vendors and senior Government functionaries. - High personal integrity, intellectual rigour and a public-service orientation. Ability to handle confidential examination material with absolute discretion.

5. Key Roles and Responsibilities

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

5.1 Item Banks and Question Paper Design

- Build and curate NTA's secure item banks across all examinations (JEE, NEET, CUET, UGC-NET, and others), in collaboration with subject experts, Test Indenting Agencies and academic partners.



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- Establish and enforce rigorous standards for item development - covering content validity, difficulty calibration, discrimination indices, distractor analysis, accessibility, language equivalence and cultural fairness.
- Lead the design of question paper sets for each examination, with careful difficulty calibration and content distribution across multiple shifts and days.
- Establish quality-assurance pipelines for item review, vetting, translation, pre-testing and security tagging, ensuring no item is used in a high-stakes examination without going through the full pipeline.
- Maintain item-bank metrics and dashboards - including item utilisation, exposure rates, post-administration calibration, and item retirement schedules - and run periodic item-bank health reviews.
- Coordinate with NTA's test-security function on protocols for item-bank confidentiality, encryption and access control.

5.2 Psychometric Analysis and Normalisation

- Own NTA's normalisation methodology, percentile computation and tie-breaking algorithms; ensure these are auditable, statistically sound and defensible in the public and judicial domain.
- Lead psychometric analysis after every examination cycle - including item difficulty, item discrimination, reliability (Cronbach's alpha, split-half), validity (content, criterion, construct), Differential Item Functioning (DIF) analysis, and IRT-based ability estimation - and feed insights back into item-bank refinement and future test design.
- Run statistical equating across multiple shifts and days using established equating methods (linear, equipercentile, IRT-based) to ensure that candidate ability is measured fairly irrespective of the shift attended.
- Publish a Technical Report after each major examination, documenting the statistical properties of the test, the normalisation procedures used, and any deviations from the standard methodology.
- Maintain a comprehensive archive of NTA's psychometric methodologies, statistical assumptions and parameter estimates for audit and judicial purposes.
- Support NTA's legal function with technical inputs and depositions in matters concerning normalisation, equating, scoring or any other psychometric subject.

5.3 New Assessment Formats and Innovation Pilots

- Drive pilots on Computer-Adaptive Testing (CAT) for selected NTA examinations, building the underlying item-bank calibration, scoring algorithms and adaptive test-administration technology.



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- Lead pilots on AI-assisted item generation, automated essay scoring, item-difficulty prediction, and other emerging assessment innovations, in coordination with NTA's technology function.
- Explore and adapt new assessment formats - constructed-response items, performance assessments, simulation-based assessments and skills-based assessments - relevant for higher education and professional certification.
- Establish a structured innovation pipeline with clear stage gates - feasibility, pilot, evaluation, scaling - and a rigorous evaluation framework.
- Build NTA's research collaborations with academic institutions for joint pilots and validation studies.

5.4 Accessibility, Fairness and Equity Research

- Lead research on examination accessibility for candidates with benchmark disabilities, with a particular focus on visually-impaired candidates, candidates with hearing impairment, and candidates with specific learning disabilities.
- Design accommodations - extra time, scribes, font-size variations, screen-reader-compatible interfaces - on a research-grounded basis, and validate their psychometric equivalence to standard administrations.
- Conduct fairness research - DIF analysis by gender, language medium, urban/rural, geographic region, socio-economic background - and recommend item-level and policy-level corrections.
- Build research-based recommendations for language equivalence across the multiple regional languages in which NTA examinations are administered.
- Engage with disability-rights organisations, accessibility researchers and accommodation experts to keep NTA's practices aligned with the latest research.

5.5 Academic Partnerships and Research Collaborations

- Build research partnerships with leading Indian academic institutions - IITs, IISc, IISERs, IIMs, central universities, NCERT, NIEPA - for joint research projects, pilots and capacity-building.
- Build international research collaborations with leading testing organisations and academic centres on educational measurement, in coordination with NTA's international partnerships function.
- Engage with subject-matter experts and item writers from across the country, building a structured network for examination design and review.
- Run an external Research Advisory Board comprising senior academic experts to advise NTA on long-term research priorities and methodological choices.



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- Organise periodic research conferences, workshops and seminars on educational measurement and assessment in India.

5.6 NTA Standards Cell - Publications and Thought Leadership

- Build and run NTA's Standards Cell - to publish technical reports, white papers and assessment frameworks that anchor NTA as the authoritative voice on Indian testing.
- Author and maintain NTA's Technical Manual - a master document codifying psychometric methodologies, normalisation procedures, equating practices and item-bank standards.
- Publish an annual NTA Research Compendium summarising the year's research outputs, statistical highlights and innovations.
- Represent NTA in national and international forums on educational measurement - International Association for Educational Assessment (IAEA), Association of Test Publishers (ATP), National Council on Measurement in Education (NCME), American Educational Research Association (AERA).
- Drive thought leadership through peer-reviewed publications, conference papers and op-ed contributions on measurement science.

5.7 Research Technology, Tools and Data Infrastructure

- Build NTA's research-data infrastructure - including secure data warehousing of de-identified examination data, calibration logs, item-bank parameters and statistical archives.
- Establish a modern psychometrics-tool stack - including R, Python, SAS, Stata, IRTPRO, Winsteps, Mplus, ConQuest and flexMIRT - and ensure team-wide proficiency.
- Coordinate with NTA's technology function on the design of analytics platforms, dashboards and statistical-inference tools that operationalise R&D outputs.
- Define data-access policies for research, balancing the need for analytical depth with candidate-data privacy and security requirements.
- Build automated pipelines for routine psychometric reports, so that researchers can focus on innovation and complex analysis rather than repetitive analysis.

5.8 Capacity Building in Measurement Science

- Run training programmes for NTA staff, examination managers, item writers and academic partners on the principles of measurement, item writing, fairness and statistical analysis.
- Coordinate with NTA's HR and capacity-building function on the integration of measurement-science training into the broader staff-development calendar.



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- Sponsor and supervise junior researchers, doctoral students and post-doctoral fellows working on measurement-science topics relevant to NTA, in collaboration with academic partners.
- Build a pipeline of measurement-science talent for the Indian assessment ecosystem, in line with the long-term institutional needs of NTA and the country.

5.9 Team Leadership and Function Management

- Build, lead and mentor a high-performing in-house Research and Development team comprising psychometricians, statisticians, content researchers, accessibility researchers and research-data engineers.
- Manage relationships with empanelled research consultants, academic experts, item writers and software vendors, with strong SLA, quality and confidentiality discipline.
- Plan and manage the function's budget, research grants, and contracts in compliance with GFR and NTA financial norms.
- Define and track research KPIs - item-bank growth, calibration coverage, research outputs, pilot conversions - and report progress to the Director General and Governing Body.
- Set the tone of intellectual rigour, integrity, openness to peer review and continuous improvement across the R&D function.

6. Key Result Areas (KRAs)

- A robust, secure and continuously growing item-bank covering every NTA examination, with full IRT calibration and quality metrics.
- Defensible, audit-ready and judicially robust normalisation, equating and percentile-computation methodologies for every examination.
- Demonstrable improvements in test fairness across gender, language medium, urban / rural and socio-economic categories, supported by published DIF analyses.
- Successful pilots and adoption of new assessment formats - including computer-adaptive testing, AI-assisted item generation and automated scoring - on at least one major NTA examination over the contract period.
- Active research collaborations with leading Indian and international academic institutions, with measurable joint research outputs.
- An operational NTA Standards Cell with annual technical publications, research compendium and peer-recognised thought leadership.
- A capable, motivated and academically credible Research and Development team within NTA.



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7. Selection Process

Shortlisting will be done on the basis of qualifications, experience, research record and suitability of the candidate for the position. Shortlisted candidates will be invited for a personal interview (with the option of a presentation on assessment R&D and psychometrics strategy for NTA) before a Selection Committee constituted by the competent authority. The Selection Committee may include senior measurement-science experts. 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 list of peer-reviewed publications and major research projects, a brief (maximum 2-page) write-up on their vision for assessment R&D and psychometrics 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 - Assessment R&D and Psychometrics, NTA".
- Applications must reach NTA within 30 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 / Academic Institutions 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.
- Given the sensitivity of access to confidential examination material and item banks, the selected candidate will be required to sign a comprehensive non-disclosure agreement.
- The selected candidate must demonstrate professional independence in research; any conflicts of interest with item writers, academic partners or candidate-coaching organisations must be disclosed proactively.
- 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.



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ANNEXURE - I

APPLICATION FORM

Engagement of General Manager - Assessment R&D and Psychometrics, National Testing Agency

To,

The Director General

National Testing Agency

(Ministry of Education, Government of India)

New Delhi

**Subject: Application for the Post of General Manager -
Assessment R&D and Psychometrics, 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 General Manager - Assessment R&D and Psychometrics, 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	

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					

B1. Doctoral Research Details

(For candidates with a Ph.D. - briefly describe doctoral research.)

1. Title of Ph.D. Thesis	
2. Name of Doctoral Supervisor / Adviser	
3. Awarding University / Institution	
4. Year of Award	
5. Brief description of research focus (2-3 lines)	

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 / Institution	Designation	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 Psychometrics / Educational Measurement (Years)	
Experience with Item Banks / Test Development (Years)	
Largest Examination / Item-Bank worked on (scale, candidates / items)	

D. Peer-Reviewed Publications and Major Research Outputs

(List up to 10 most significant peer-reviewed publications, books, technical reports or research projects. Indicate role - sole author, lead author, co-author. Attach a complete publication list as a separate sheet, if applicable.)

S. No.	Title and Citation	Year	Role (Author / Co-author)
1			
2			
3			
4			
5			

E. Professional Certifications and Training

(Include relevant certifications and training in psychometrics, statistical software, AI / ML, assessment design, or allied areas.)

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

F. Key Achievements / Major Research Initiatives Led

(Briefly describe up to five major research / item-banking / psychometric / assessment-design initiatives led by you, indicating scale, role played and measurable outcomes. May attach separate sheet.)

1	
2	

3	
4	
5	

G. References

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

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

H. Additional Information

1. Current Employer / Institution 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. Disclosure of any actual / potential / perceived conflict of interest with item writers, academic partners or candidate-coaching organisations (Yes / No - if yes, give details)	

7. Languages Known (Read / Write / Speak)	
8. Link to ResearchGate / ORCID / Google Scholar profile (if any)	

I. List of Enclosures

- Detailed Curriculum Vitae (CV / Resume).
- Vision Statement (maximum 2 pages) on assessment R&D and psychometrics excellence at NTA.
- Complete list of peer-reviewed publications, books, technical reports and research projects.
- Self-attested copies of certificates of educational qualifications including Ph.D.
- 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 / Academic Institution.
- 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. I also undertake to disclose proactively any actual, potential or perceived conflict of interest with item writers, academic partners, candidate-coaching organisations or other entities that may bear on my role at NTA.

Place: _____

Date: _____

(Signature of the Applicant)

Name: _____