

Anusandhan National Research Foundation (ANRF)

**A Statutory body of Government of India
Block – II, Technology Bhawan,
New Mehrauli Road, New Delhi – 110 016**

Careers @ANRF

ANRF seeks applications from eligible candidates for contractual positions. The details can be found [here](#). The application can be emailed to admn-serb@nic.in

Anusandhan National Research Foundation (ANRF)

Call for Applications for the Position of Chief Human Resource Officer (CHRO)

ANRF invites applications from eligible and experienced professionals for appointment to the post of **Chief Human Resource Officer (CHRO)** on a contractual basis.

Position Summary

The CHRO will serve as the senior executive responsible for formulating and executing the human resource strategy of ANRF. The officer will oversee all aspects of human capital management, including recruitment, onboarding, talent retention, performance management, and employee engagement and collaboration.

The role is crucial for institutionalizing ANRF's policies and ensuring that ANRF operates with agility, professionalism, and compliance across all categories.

The ideal candidate should demonstrate a thorough understanding of the talent landscape in research, innovation, and government-linked organizations, along with proven expertise in team building, conflict resolution, and HR system transformation.

Key Responsibilities

- Lead organization-wide recruitment, onboarding, and HR operations.
- Develop and implement policies related to performance management, promotions, appraisals.
- Ensure compliance with applicable labour laws, service rules, and government-mandated norms.
- Manage talent acquisition, employee retention, and career development initiatives.
- Oversee employee relations, engagement strategies, and grievance redressal mechanisms.
- Partner with senior leadership to align HR strategies with organizational objectives.
- Maintain records and prepare analytical reports to support strategic workforce planning.

Educational Qualifications

- **Essential:** Bachelor's degree in Management, Business Administration, Human Resources, or related fields from a recognized university/institution.
- **Desirable:** Master's degree in Management, Business Administration, Human Resources, or related fields from a recognized university/institution.

Experience

- Minimum of **10 years** of experience in human resource management, in:

- Government organizations or autonomous bodies
- Public research or scientific institutions
- Research funding agencies
- Knowledge-based or technology-intensive industries and

with a strong understanding of legal frameworks, service rules, and public sector norms.

Tenure

- The appointment shall be on a contractual basis for a period of three (3) years, which may be extended further based on performance and organizational requirements.

Location

- The position is based at **New Delhi**.

Emoluments

- The emoluments will be consolidated, and shall be at the ANRF Senior Expert Level (Rs. 40 – 48 L per annum), commensurate with qualifications and experience.
- Applicants who are currently serving in government departments or government autonomous institutions shall, if selected, be required to avail themselves of leave of absence without pay from their parent organization. During the period of contract, they shall be entitled to receive the consolidated remuneration as approved by the ANRF.
- Applicants who have retired or superannuated from government service or from government autonomous institutions shall, if selected, be entitled to receive the approved consolidated remuneration.

General Terms and Conditions

1. The appointment to the post is contractual, with no claim to regular/permanent employment.
2. Only shortlisted candidates will be called for further selection process/interview.
3. No TA/DA will be paid for attending the interview.
4. Canvassing in any form will lead to disqualification.
5. ANRF reserves the right to cancel the recruitment process at any time without assigning any reason.
6. The terms and conditions can be found here. [Link](#)
7. Dispute arising out of the aforesaid contractual appointment(s), if any, shall be dealt under the jurisdiction of the Court/ Arbitrator of the NCT of Delhi only.

How to Apply

Eligible and interested candidates may submit their applications along with:

- Updated CV (pdf format)
- Statement of purpose (not exceeding 1,000 words), outlining their experience and suitability for the role. (pdf format)

Anusandhan National Research Foundation (ANRF)

Call for Applications for the Position of Chief Operating Officer (COO)

ANRF invites applications from eligible and experienced professionals for appointment to the post of **Chief Operating Officer (COO)** on a contractual basis.

Position Summary

As a key member of ANRF's senior leadership team, the COO will play a pivotal role in translating the organization's strategic priorities into effective, efficient, and responsive operational execution.

Key Responsibilities

- Assist the CEO in managing day-to-day affairs and strategic operations.
- Develop and oversee operational plans, budget allocations, and fund disbursements.
- Lead and integrate cross-functional domains — including Program, Finance and Administration, and external stakeholder engagement.
- Translate strategic priorities into actionable plans involving diverse internal and external stakeholders.
- Build and strengthen partnerships with research institutions, ministries, academia, industry, and start-ups.

Educational Qualifications

- **Essential:** Master's degree in Engineering, Science, Technology, or allied disciplines.
- **Desirable:** MBA

Experience

- Minimum 15 years of progressively responsible experience in roles involving research administration, government programs, innovation management, public sector operations, or mission-driven initiatives.
- Experience in one or more of the following:
 - (a) Managing or contributing to large-scale science, technology, or public service programs.
 - (b) Supporting or growing research, innovation, or technology-driven initiatives or facilitating inter-agency coordination or public-private partnerships.
 - (c) Strong communication and coordination skills; ability to work with diverse stakeholders across government, academia, and industry. Prior experience or familiarity with the Indian research and innovation ecosystem is desirable but not mandatory.

Tenure

- The appointment shall be on a contractual basis for a period of three (3) years, which may be extended further based on performance and organizational requirements.

Location

- The position is based at **New Delhi**.

Emoluments

- The emoluments will be consolidated, and shall be at the ANRF's Principal Expert Level (Rs. 50 – 60 L per annum), commensurate with qualifications and experience.
- Applicants who are currently serving in government departments or government autonomous institutions shall, if selected, be required to avail themselves of leave of absence without pay from their parent organization. During the period of contract, they shall be entitled to receive the consolidated remuneration as approved by the ANRF.
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Anusandhan National Research Foundation (ANRF)

Call for Applications for the Position of Chief Financial Officer (CFO)

ANRF invites applications from eligible and experienced professionals for appointment to the post of **Chief Financial Officer (CFO)** on a contractual basis.

Position Summary

The CFO will provide strategic financial direction to ANRF and ensure sound fiscal stewardship of all public and project funds entrusted to the organization. The CFO will oversee all financial operations — including budgeting, accounting, fund flow management, grant disbursement, audits, compliance, and reporting — ensuring that financial practices support and strengthen ANRF's strategic and operational goals.

The ideal candidate should demonstrate deep expertise in financial management and should be experienced in managing diverse funding sources, donor compliance, and financial risk mitigation.

Key Responsibilities

- Oversee all aspects of financial operations, including budgeting, accounting, forecasting, and financial reporting.
- Ensure proper and timely utilization of funds, grant compliance, and disbursement of funds to principal investigators and program teams.
- Develop and maintain robust internal control systems and financial standard operating procedures (SOPs). Coordinate with external and internal auditors to ensure timely and accurate audits.
- Prepare statutory financial statements and compliance-related documentation.

Educational Qualifications

- **Essential:** Bachelor's degree in Finance, Commerce, Audit, or allied areas..
- **Desirable:** Master's degree in Finance, Accounting, Public Financial Management, or related fields; Professional degree in accounting services will be an added advantage.

Experience

- Minimum **12 years of relevant experience** in senior financial leadership roles within government bodies, public sector, academic institutions, multilateral projects, or non-profit organizations.
- Strong understanding of financial laws, taxation, accounting standards, and regulatory frameworks.

- Experience working with science funding agencies or research consortia is an added advantage.

Tenure

- The appointment shall be on a contractual basis for a period of three (3) years, which may be extended further based on performance and organizational requirements.

Location

- The position is based at **New Delhi**.

Emoluments

- The emoluments will be consolidated, and shall be at the ANRF's Senior Expert Level (Rs. 40 – 48 L per annum), commensurate with qualifications and experience.
- Applicants who are currently serving in government departments or government autonomous institutions shall, if selected, be required to avail themselves of leave of absence without pay from their parent organization. During the period of contract, they shall be entitled to receive the consolidated remuneration as approved by the ANRF.
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Anusandhan National Research Foundation (ANRF)

Call for Applications for the Position of Principal Expert

ANRF invites applications from distinguished leaders and experts to apply for the position of Principal Expert, on a contractual basis. This role offers an exceptional opportunity to shape ANRF's national-level programs and initiatives.

Position Summary

As senior domain leaders, Principal Experts will bring authoritative knowledge and strategic insight to guide ANRF's large-scale impact programs. They will play a key role in conceptualizing missions, designing programs, fostering partnerships, and evaluating outcomes across thematic areas.

We are looking for visionary leaders with recognized domain expertise and leadership in Science and Engineering, demonstrated through impactful contributions to national or international programs, policies, or institutions. The ideal candidate should demonstrate authoritative knowledge, cross-sectoral insight, and leadership capabilities to ANRF and support large-scale impact programs.

Key Responsibilities

- Provide strategic guidance on ANRF's national programs or missions or policy.
- Advise on partnership development and cross-sector collaborations with academia, industry, startups, government, and other stakeholders.
- Support evaluation and monitoring of programs to ensure alignment with national priorities and organizational goals.
- Contribute to capacity-building initiatives, knowledge-sharing platforms, and policy development.
- Operate under the strategic guidance of the CEO and engage with multi-stakeholder, cross-cutting national programs.

Educational Qualifications and Experience

- 15+ years of experience in Academia/Industry, an extremely impactful project/mission (or equivalent) in academia, industry, start-up or translational impact;
- Basic qualification of a Master's degree; PhD is desirable.
- Recognized domain leadership with contributions to national or international programs, policies, or institutions.
- Proven experience in advisory roles, board memberships, or expert committees will be valued.

Tenure

- The appointment shall be on a contractual basis for a period of three (3) years, which may be extended further based on performance and organizational requirements.

Location

- The position is based at **New Delhi**.

Emoluments

- The emoluments will be consolidated, and shall be at the level of Rs. 50 – 60 L per annum, commensurate with qualifications and experience.
- Applicants who are currently serving in government departments or government autonomous institutions shall, if selected, be required to avail themselves of leave of absence without pay from their parent organization. During the period of contract, they shall be entitled to receive the consolidated remuneration as approved by the ANRF.
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Anusandhan National Research Foundation (ANRF)

Call for Applications for the Position of Senior Expert

ANRF invites applications from eligible candidates for the position of Senior Expert, on a contractual basis. This role offers an exceptional opportunity to contribute to ANRF's national-level programs and initiatives.

Position Summary

Senior Experts will play a key role in conceptualizing, designing, and implementing programs aligned with ANRF's mission and goals.

We are looking for candidates with recognized domain expertise in Science and Engineering, demonstrated through impactful contributions to national or international programs, policies, or institutions. The ideal candidate should demonstrate domain knowledge and cross-sectoral insight, to coordinate large-scale impact programs of ANRF.

Key Responsibilities

- Provide specialized expertise in their respective domains.
- Serve as subject matter experts and resource persons for key ANRF initiatives.
- Mentor programs and teams as assigned.

Educational Qualifications and Experience

- At least 12+ years of experience in Academia/Industry, an extremely impactful project/mission (or equivalent) in academia, industry, start-up or translational impact; Basic qualification of a Master's degree; PhD is desirable.
- Demonstrated experience in mid-to-senior roles managing grants, initiatives, or research programs will be an added advantage.

Tenure

- The appointment shall be on a contractual basis for a period of three (3) years, which may be extended further based on performance and organizational requirements.

Location

- The position is based at **New Delhi**.

Emoluments

- The emoluments will be consolidated, and shall be at the level of Rs. 40 – 48 L per annum, commensurate with qualifications and experience.
- Applicants who are currently serving in government departments or government autonomous institutions shall, if selected, be required to avail themselves of leave of absence without pay from their parent organization. During the period of contract, they shall be entitled to receive the consolidated remuneration as approved by the ANRF.
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Anusandhan National Research Foundation (ANRF)

Call for Applications for the Position of Associate Expert

ANRF invites applications for the role of Associate Expert, to strengthen the operational and technical frameworks of ANRF's programs and initiatives.

Position Summary

Associate Experts will work in ANRF's team to conceptualize, design and implement programs, conduct analyses, and support operational and technical execution of grants, research programs, or outreach activities. They will contribute to the evidence base and operational effectiveness of ANRF's Mission.

We are looking for candidates with recognized domain expertise Science and Engineering demonstrated through significant contributions to the field. Candidates should be skilled at working across disciplines and engaging diverse stakeholders to deliver measurable impact.

Key Responsibilities

- Conceptualize, design, and implement programs.
- Conduct critical analyses to inform strategy and decision-making.
- Support the operational and technical execution of grants, research programs, and outreach activities.
- Contribute to building an evidence base and enhancing the operational effectiveness of the mission.

Educational Qualifications and Experience

- Master's degree in relevant disciplines such as Science, Engineering, Technology. Bachelor's degree holders with outstanding achievements and experience in science/innovation/business systems may also be considered.
- At least 10+ years of experience in Academia/Industry, an extremely impactful project/mission (or equivalent) in academia, industry, start-up or translational impact.
- Experience in program coordination, data analysis, or stakeholder engagement is desirable.

Tenure

- The appointment shall be on a contractual basis for a period of three (3) years, which may be extended further based on performance and organizational requirements.

Location

- The position is based at **New Delhi**.

Emoluments

- The emoluments will be consolidated, and shall be at the level of Rs. 30 – 36 L per annum, commensurate with qualifications and experience.
- Applicants who are currently serving in government departments or government autonomous institutions shall, if selected, be required to avail themselves of leave of absence without pay from their parent organization. During the period of contract, they shall be entitled to receive the consolidated remuneration as approved by the ANRF.
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