

संघ राज्य प्रशासन,
लद्दाख

सामान्य प्रशासन विभाग



सत्यमेव जयते

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

GENERAL ADMINISTRATION
DEPARTMENT

M/877/2022-GAD SEC-Part(1)

ई-मेल/email:

pstocomsecutl@gmail.com

यूटी सचिवालय/ UT Secretariat

लेह/Leh, Dated: 28.01.2026

ADVERTISEMENT NOTICE

Important Dates

Opening date	29-01-2026
Closing Date	12-02-2026
Date of Interview	To be notified separately

Engagement of Young Professionals on Contractual Basis

The Administration of the Union Territory of Ladakh, through the Office of the General Administration Department, invites applications from eligible and motivated candidates for engagement of Young Professionals on a purely contractual basis to support climate-responsive governance, and strategic programme support including programme implementation & strategic initiatives under a Project Management Unit (PMU).

1. Nature of Engagement

The engagement shall be purely on contractual basis for a period of two (02) years from the date of joining and shall not confer any right for regular appointment or absorption under the Administration of UT Ladakh.

2. Positions and Vacancies

S. No.	Position	No. of Posts
1	Team Lead / Senior Consultant	01
2	Young Professional – Climate Change & Sustainable Sector Development	01
3	Young Professional – Entrepreneurship & Startup Ecosystem	01

4	Young Professional – Urban & Rural Development	01
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3. Eligibility Criteria

- Educational qualifications and professional experience is specified in the detailed notification of Engagement of Young Professional appended with this advertisement
- Essential:** The candidate must be a domicile of the Union Territory of Ladakh and possess a valid Domicile Certificate issued by the competent authority.
- Age eligibility shall be determined as on the date of publication of this advertisement.

4. Remuneration

The selected candidates shall be paid a fixed consolidated monthly remuneration, as indicated below:

Position	Upper Age Limit	Monthly Remuneration (₹)
Team Lead/ Senior Consultant	40 years	1,45,000
Young Professional	32 years	80,000

(No additional allowances or benefits shall be admissible.)

5. Method of Selection

Selection shall be carried out through an open, transparent, and merit-based process and interview, by a duly constituted Screening Committee.

6. How to Apply

Eligible candidates are required to submit the application on pstocomsecutl@gmail.com or can submit the application physically directly to the Additional Secretary, GAD UT Secretariat, Leh within **15 days from the date of publication** of this advertisement.

Applications received after the due date shall not be considered.

7. Terms and Conditions

- The engagement shall be **purely contractual** and may be terminated at any time by the Competent Authority without assigning any reason.
- The Administration of UT Ladakh reserves the **right to modify, cancel, or withdraw** this advertisement or the selection process at any stage.
- Detailed eligibility criteria, scope of work, selection framework, and other terms and conditions are available in the **Engagement of Young Professional appended with this**

advertisement publish on the official website of UT Ladakh <https://ladakh.gov.in>, Leh District <https://leh.gov.in> and Kargil District <https://kargil.gov.in>

8. For any query, please contact the following Officers

- i) Rigzin Spalgon JKAS, Additional Secretary, GAD, Mobile No.9622226155
- ii) Jigmet Raftan JKAS, Deputy Secretary, GAD, Mobile No. 9419976878



Jigmet Raftan, JKAS
Deputy Secretary to the Administration.

Engagement of Young Professionals

(for Climate-Responsive Governance and Strategic Programme Support)

1. Background

The Union Territory of Ladakh is a high-altitude cold-desert region characterised by fragile ecosystems, dispersed settlements, and complex development challenges. Accelerating climate change – manifested through rising temperatures, glacial retreat, altered snowfall patterns, water stress, extreme weather events, and heightened risks to infrastructure and livelihoods – poses significant threats to the region’s environmental and socio-economic stability.

Concurrently, Ladakh holds strong potential to emerge as a national and global exemplar of clean technology deployment and climate-resilient development, anchored in its abundant renewable energy resources, context-specific solutions for clean heating and cooling, sustainable urban and rural planning, climate-smart agriculture and water management, low-carbon and resilient infrastructure and mobility, and circular approaches to waste and resource management.

2. Administration of the Union Territory of Ladakh

The Administration of the Union Territory of Ladakh is the principal governing authority responsible for guiding overall governance, development planning, and the implementation of policies that promote inclusive, sustainable, and balanced socio-economic growth in the region.

Through the Office of the Chief Secretary, the Administration of Union Territory of Ladakh proposes to establish a dedicated Project Management Unit (PMU) to provide specialised technical and program management support for the design, implementation, and scaling of clean-technology, climate adaptation, and climate mitigation interventions across sectors to contribute to evidence-based policymaking, governance reforms, and the execution of key developmental initiatives. The proposed PMU will function as a delivery-focused support unit to accelerate project formulation, inter-departmental coordination, and on-ground implementation of clean-tech, climate adaptation, and mitigation initiatives across priority sectors

3. Scope of Work – Young Professionals (YPs), UT Ladakh

The Young Professionals engaged under the Project Management Unit (PMU) shall provide structured policy, programme, and implementation support to the UT Administration. Their scope of work shall include, but not limited to:

- Provide professional, analytical, and technical support to the UT Administration, with specific focus on the Office of the Chief Secretary and aligned Departments, for policy research, data analysis, and evidence-based decision-making.
- Support programmes and initiatives across priority sectors including renewable energy, sustainable tourism, urban and rural development, livelihoods, water and waste management, mobility, and climate-resilient infrastructure.
- Augment in-house capacities through deployment of domain-specific expertise to support the design, implementation, monitoring, and evaluation of key programmes.
- Bring fresh perspectives, innovative methodologies, and contemporary best practices to strengthen governance reforms, programme effectiveness, and strategic planning.
- Support senior officers in strategic planning, inter-departmental coordination, review frameworks, and systematic monitoring of flagship initiatives and priority programmes.
- Undertake policy research, sectoral analysis, data collection, and evidence-based assessments relevant to assigned thematic areas.
- Prepare background notes, policy briefs, concept notes, presentations, dashboards, and analytical reports to support senior-level decision-making.
- Assist in planning, coordination, implementation, monitoring, and evaluation of departmental programmes, schemes, and flagship initiatives. Support development and use of simple monitoring frameworks, trackers, and dashboards to track progress, outputs, and outcomes of priority initiatives.
- Assist senior officers in addressing emerging policy issues, special assignments, and time-bound priorities.
- Perform any other duties as entrusted by the Competent Authority in line with the objectives of the PMU and UT Administration.

4. Eligibility Criteria

The eligibility criteria and work experience requirements for the proposed engagement have been defined position-wise to ensure the selection of suitably qualified and experienced professionals. The details are outlined below for the Team Lead and Young Professional positions separately.

Position	Educational Qualification	Work Experience
Team Lead / Senior Consultant	<ul style="list-style-type: none"> • Postgraduate degree in Public Policy, Management, Economics, Development Studies, Urban/Regional Planning, Environmental Studies, Social Sciences, or a 	<ul style="list-style-type: none"> • Minimum 5 years of post-qualification professional experience, with at least 3 years in a leadership role, in PMUs, government advisory roles, consulting, or large-scale public sector programmes.

	<p>related discipline from a recognised university.</p> <ul style="list-style-type: none"> • Additional qualifications in project management, governance, sustainability, infrastructure planning, or sector-specific specialisations relevant to UT Ladakh shall be preferred. 	<ul style="list-style-type: none"> • Experience in end-to-end management of government programmes, including programme design, preparation of implementation frameworks, budget coordination and progress monitoring.
Climate Change & Sustainable Sector Development	<ul style="list-style-type: none"> • Postgraduate degree in Climate Change, Environmental Studies/ Science, Sustainability, Sustainable Development, Environmental Economics, Natural Resource Management, Urban/Regional Planning, Public Policy, or a related discipline from a recognised university. • Additional certifications or coursework in climate finance, ESG, carbon accounting, environmental impact assessment (EIA), disaster risk reduction, or sustainable infrastructure shall be preferred. 	<ul style="list-style-type: none"> • Minimum 2 years of relevant professional experience in climate change mitigation/ adaptation, sustainability, environmental planning, or allied sectors. • Demonstrated experience in policy research, programme design, implementation support, monitoring and evaluation, or impact assessment related to climate-resilient development or sustainable sectoral interventions. • Exposure to working with government departments, multilateral agencies, research institutions, consulting organisations, or development sector entities on climate or sustainability-focused assignments.
Entrepreneurship & Startup Ecosystem	<ul style="list-style-type: none"> • Postgraduate degree in Business Administration, Entrepreneurship, Innovation Management, Economics, Public Policy, 	<ul style="list-style-type: none"> • Minimum 2 years of relevant professional experience in entrepreneurship development, startup

	<p>Development Studies, Management, or a related discipline from a recognised university.</p> <ul style="list-style-type: none"> • Additional certifications or coursework in startup incubation, venture development, MSME development, innovation ecosystems, or investment and finance shall be preferred. 	<p>ecosystems, MSME promotion, innovation programmes, or allied domains.</p> <ul style="list-style-type: none"> • Demonstrated experience in designing, implementing, or supporting startup, incubation, acceleration, skilling, or enterprise development initiatives, including government- or institution-led programmes.
Urban & Rural Development	<ul style="list-style-type: none"> • Postgraduate degree in Urban Planning, Rural Development, Regional Planning, Development Studies, Public Policy, Economics, Social Sciences, Infrastructure Planning, or a related discipline from a recognised university. • Additional qualifications or certifications in GIS, spatial planning, infrastructure development, housing, livelihoods, or local governance shall be preferred. 	<ul style="list-style-type: none"> • Minimum 2 years of relevant professional experience in urban and/or rural development, infrastructure planning, livelihoods, local governance, or area-based development programmes. • Demonstrated experience in policy research, programme design, implementation support, monitoring and evaluation of development schemes related to urban services, rural livelihoods, housing, infrastructure, or community development.
<ul style="list-style-type: none"> • Essential Criteria: The candidate must be a resident of the Union Territory of Ladakh and possess a valid Domicile Certificate issued by the competent authority. • Note: Experience gained through internships, apprenticeships, or training programmes shall not be counted towards the minimum required professional experience. 		

Note: Preference will be given to candidates with relevant educational background and/or professional experience in thematic areas aligned with the administrative and developmental priorities of the Union Territory of Ladakh, including sustainable tourism, communication and media, climate and environmental sustainability, entrepreneurship and livelihoods, public

policy and governance, data and analytics, social sector development, and digital governance, with due consideration to domain depth and practical experience.

5. Age Limit and Remuneration

The remuneration for the position shall be on a consolidated basis, inclusive of all components, with no provision for any additional allowances, benefits, or reimbursements. The consolidated remuneration shall be paid as a fixed monthly amount, subject to satisfactory performance and compliance with the terms and conditions of engagement.

S. No.	Position	Experience (in years)	Upper Age Limit	Remuneration (in Rs.)
1.	Team Lead/Senior Consultant	5 years	40 years	1,45,000
2.	Young Professional (Climate Change & Sustainable Sector Development)	2 years	32 years	80,000
3.	Young Professional (Entrepreneurship & Startup Ecosystem)	2 years	32 years	80,000
4.	Young Professional (Urban & Rural Development)	2 years	32 years	80,000

6. Method of Recruitment

The engagement shall be on a purely contractual basis, to be undertaken through open market selection by adopting a transparent, merit-based, and competitive recruitment process. The selection shall be carried out in accordance with the prescribed eligibility conditions, qualifications, and experience requirements. Eligibility with respect to age shall be determined as on the date of publication of the advertisement, and only candidates fulfilling the stipulated criteria on the said date shall be considered for engagement.

7. Period of Contract

The engagement shall be purely contractual for a period of two (2) years from the date of joining. The contract may be terminated at any time by the Competent Authority, without assigning any reason, in accordance with the terms of engagement.

8. Reporting and Governance

The Young Professionals and Team Lead shall function under the overall supervision of the Office of the Chief Secretary or a designated Nodal Officer/Department. The Team Lead shall be responsible for coordination, task allocation, review of outputs, and consolidated reporting to the UT Administration.

9. Screening Committee

A Screening Committee shall be constituted to scrutinize applications, shortlist eligible candidates, and conduct interviews for the selection of Young Professionals. The Screening Committee shall comprise:

S. No.	Position	Status
1.	Administrative Secretary (Higher Education/School Education/Technical Education & Skill Development)	Chairperson
2.	Director, Planning & Monitoring Department	Member
3.	Director, Industries & Commerce Department	Member
4.	Director, Tourism Department	Member
5.	Director, Social & Tribal Welfare Department	Member Secretary
The Chairperson may nominate additional members, as deemed necessary, for the purpose of screening applications.		

10. Selection Framework

The Screening Committee shall assess applications and shortlist candidates for interview based on educational qualifications, relevant professional experience, domain knowledge, and overall suitability for the assignment. Selection shall be undertaken through a weightage-based evaluation framework, as outlined below, and candidates securing the highest aggregate scores shall be considered for engagement against the respective positions and thematic requirements.

S. No.	Criteria	Weightage
1	Educational Qualifications & Academic Background	20%
2	Relevant Professional Experience	25%
3	Domain Knowledge & Thematic Relevance	25%
4	Interview Performance (analytical ability, communication skills, understanding of governance issues, and role suitability)	30%
Total		100%

- For the Team Lead (Young Professionals) position, additional emphasis shall be placed on leadership capabilities, coordination experience, and the ability to guide and supervise thematic work, as assessed during the interview process.
- Based on overall merit and administrative suitability, the Screening Committee shall recommend a panel of suitable candidates for each thematic requirement. The recommendations of the Committee shall be submitted to the Competent Authority for approval, and the decision of the Competent Authority shall be final and binding in all matters relating to the selection process.

11. Submission of Applications

Eligible candidates are required to submit their applications on pstocomsecutl@gmail.com or can submit the application physically directly to the Additional Secretary, GAD UT Secretariat, within 15 days from the date of publication of the advertisement. Applications received through any other mode will not be accepted.

12. Terms & Conditions

The following terms and conditions shall govern the contractual engagement of Young Professionals with the Administration of the Union Territory of Ladakh and shall be binding on all applicants. These provisions define the nature of engagement, rights and obligations of both parties, and the administrative framework applicable throughout the contract period.

- **Nature of Engagement:** The engagement of Young Professionals shall be purely contractual in nature and shall not confer any right or claim for regular appointment, absorption, seniority, or continuation in the service of the Administration of Union Territory of Ladakh beyond the stipulated contract period.
- **No Employer–Employee Relationship:** This engagement shall not be construed as creating an employer–employee relationship under any service rules applicable to regular government employees. Young Professionals shall not be entitled to benefits such as pension, gratuity, leave encashment, LTC, medical reimbursement, or any other service benefits applicable to regular government staff.
- **Right to Modify or Cancel the Process:** The UT Administration of Ladakh reserves the absolute right to modify, amend, defer, suspend, increase or decrease the number of positions, or cancel the recruitment process, in part or in full, at any stage, without assigning any reason and without incurring any liability.
- **Accuracy of Information Furnished:** Candidates shall be solely responsible for the accuracy, completeness, and authenticity of the information furnished in their application. Any misrepresentation, suppression of facts, or submission of false information/documents shall result in immediate disqualification or termination, at any stage, without notice.
- **Verification of Credentials:** All qualifications, experience, domicile status, and other credentials shall be subject to verification by the Administration of Union Territory of Ladakh. Engagement shall be liable to termination if documents are found to be incorrect, incomplete, or invalid.
- **Termination of Engagement:** The contractual engagement may be terminated at any time by the Competent Authority without assigning any reason, by giving notice as deemed appropriate. Similarly, the Young Professional may disengage by giving prior notice as specified in the contract agreement.
- **No Guarantee of Continuation or Extension:** Completion of the contract period shall not automatically entitle the individual to extension or renewal. Any extension, if

considered, shall be solely at the discretion of the Administration of Union Territory of Ladakh, subject to performance, administrative requirements, and availability of funds.

- **Performance and Conduct:** Continuation of the engagement shall be subject to satisfactory performance, conduct, discipline, and adherence to confidentiality requirements. The Administration of Union Territory of Ladakh reserves the right to disengage any professional found unsatisfactory or guilty of misconduct.
- **Confidentiality and Data Protection:** Young Professionals shall be required to maintain strict confidentiality of all official information, data, documents, and deliberations accessed during the course of engagement. Any breach of confidentiality shall attract appropriate action, including termination and legal proceedings, as applicable.
- **Intellectual Property and Work Output:** All reports, analyses, presentations, data sets, concepts, and other outputs produced during the engagement shall be the exclusive property of the Administration of Union Territory of Ladakh, and the Young Professional shall have no intellectual property rights over the same.
- **Posting and Work Allocation:** Young Professionals may be assigned work across departments, divisions, or thematic areas based on administrative exigencies. They may be required to undertake field visits or additional responsibilities as deemed necessary by the Competent Authority.
- **No TA/DA or Relocation Support:** No Travelling Allowance (TA), Dearness Allowance (DA), accommodation, or relocation assistance shall be admissible unless explicitly approved in writing by the Competent Authority.
- **Leave:** The Professional shall be entitled to a leave at the rate of 1.5 days of each completed month with no accumulation of leave beyond a calendar year as pro-rata basis. Unavailed leaves cannot be carried forward to the next year. Further, leave up to one month may be considered without remuneration with the prior approval of the Chief Secretary.
- **Dispute Resolution and Jurisdiction:** Any dispute arising out of or in connection with the engagement shall be subject to the exclusive jurisdiction of the courts located within the Union Territory of Ladakh.
- **Final Authority:** The decision of the Competent Authority of the Union Territory Administration of Ladakh shall be final and binding in all matters relating to eligibility, selection, engagement, terms of contract, and interpretation of these conditions.
- **Acceptance of Terms:** Submission of an application shall be deemed as acceptance of all the above terms and conditions by the applicant, without any reservation.