

RECRUITMENT UNDER E-HRMS 2.0, KARMAYOGI BHARAT, NEW DELHI

Karmayogi Bharat is a Special Purpose Vehicle (SPV) set-up under Section 8 of the Companies Act, 2013 by Department of Personnel and Training as a 100% Government owned not-for-profit Company under National Programme for Civil Services Capacity Building (NPCSCB) – “Mission Karmayogi”. Envisioned as one of the largest capacity building initiatives in Government organizations anywhere in the world, Mission Karmayogi will initially cover about 33 lakh government officials at the Centre and will eventually aim to transform approximately 2 crore government officials across the Centre, the States and the local bodies.

The SPV is implementing e-HRMS 2.0, a next-generation integrated Human Resource Management platform under the guidance of DoPT, designed to manage the complete employee lifecycle from Joining to Retirement through a unified digital platform. The upgraded system aims to automate end-to-end HR processes, enhance efficiency, reduce manual intervention and errors, and provide improved employee services. The platform also incorporates emerging technologies such as Generative AI (GenAI), including an AI-powered Chatbot, along with advanced analytics, dashboards and integrations. To support the scale, complexity and continuous enhancement of this strategic initiative, the SPV proposes to strengthen its technology and product team with experienced professionals across software engineering, cloud, cybersecurity, data, AI/GenAI, product management and technology operations.

SPV Karmayogi Bharat invites applications from eligible candidates for recruitment to the following position(s) under e-HRMS 2.0 project on contractual basis:

Sl. No.	Name of Post	Total Post
1.	AI/ML-Chatbot & AI Dashboard Developer	2
2.	Mobile App Developer	2
3.	Project Manager	1
4.	Senior Technical Support Engineer	3
5.	Senior Business Analyst	2
6.	Onboarding and Capacity Building Trainer	3
7.	Technical Support Engineer	1

The remuneration would be based on the qualifications and experience of the candidate and as per industry norms. The initial period of engagement in the project shall be **one (1) year** from the date of joining, extendable thereafter subject to satisfactory performance and continuation of the project. The job description of the post has been attached as **Annexure I**.

For further details, please visit Karmayogi Bharat’s website <https://karmayogibharat.gov.in>. Eligible applicants can apply by submitting their applications in the prescribed Application form (Annexure-II) attaching therewith their latest CV, and also attaching documents supporting qualification, experience, salary and age proof to be sent by email at careers.karmayogi@gov.in by **14th September 2026**. **All documents are mandatory**. Applications not in prescribed format, incomplete and applications received after **14th September 2026**, WILL NOT be considered. Only short-listed candidates will be invited for the interview/selection process.

Application Form

To
The Chief Executive Officer (CEO)
Karmayogi Bharat
New Delhi – 110 001

**Passport Size
 Photo**

Subject – Regarding appointment of _____

Post Reference – Dated __advertisement in this website of _____

Respected Sir/Ma'am,

As per the contextual advertisement, I declare that I hold the necessary academic qualifications for the Post of _____ and I submit the details as follows:

1. Full Name: _____

2. Full Address (pin code): _____

3. Mobile No. _____

4. Date of Birth: _____ (DD/MM/YY)

5. Gender: Male / Female

6. E-mail Address: _____

7. Details of the Educational Qualification held by the Applicant

S.No.	Educational Qualification	Passing Year	Marks	Percentage

8. Employment History in chronological order (Attach separate sheet in following format, if necessary).
 Mentioning Remuneration is mandatory.

Name and Address of employer/Organization	Period of service	Designation of the Post held	Remuneration	Detailed description of work	Reason of leaving each post
	From To				

9. Professional Trainings/Certifications

Organization	Details of Training/Certification	Period	
		From	To

Declaration: I hereby solemnly declare that all the above-mentioned statements are true and correct to the best of my knowledge and belief. Nothing is false or has been concealed/ distorted. If at any time I am found to have concealed / distorted any material/ information, my appointment shall be liable to termination without notice.

Place: _____
Date: _____

Signature of Applicant: _____
Name of the Applicant: _____

1. AI/ML-Chatbot & AI Dashboard Developer

DESIGNATION - AI/ML-CHATBOT & AI DASHBOARD DEVELOPER			
DIVISION/DEPARTMENT	eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION	New Delhi		
JOB DESCRIPTION AND SPECIFICATIONS			
JOB PURPOSE	To design and develop chatbots that interact naturally with users. The developer will implement machine learning algorithms to improve chatbot accuracy, create user-friendly interfaces, ensure smooth integration with other systems, and regularly test and maintain the chatbots.		
ROLE & RESPONSIBILITIES	● Designing AI Chatbots: Create chatbots that can understand and respond to user queries in a conversational manner. ● Implementing ML Algorithms: Use machine learning techniques to improve chatbot accuracy and performance. ● Developing User Interfaces: Create user-friendly interfaces for both chatbots and dashboards to ensure a smooth user experience. ● System Integration: Ensure that chatbots seamlessly integrate with other systems and services, such as CRMs or databases. ● Testing and Debugging: Regularly test chatbots to identify and fix any issues, ensuring optimal functionality. ● Maintenance and Updates: Perform regular maintenance and updates to keep chatbots running smoothly and incorporate new features. ● Staying Informed: Keep up to date with the latest advancements in AI and ML to continually improve chatbots and dashboards. ● Documentation: Maintain detailed documentation of the development process and any changes made to the chatbots.		
EXPERIENCE AND EDUCATION QUALIFICATION			
EXPERIENCE REQUIREMENTS	3-6 years of proven experience in AI/ML-Chatbot & AI Dashboard. This position requires strong programming skills (Python, Java, C++), hands-on experience with ML frameworks (TensorFlow, PyTorch), knowledge of NLP, UI/UX design skills, system integration experience, strong problem-solving abilities, and a commitment to continuous learning.		
EDUCATION QUALIFICATION REQUIREMENTS	Essential: Bachelor's Degree in Computer Science / Engineering / Mathematics / or a related field. Preferred: A Master's or Ph.D. in AI, Machine Learning, Data Science, or a related area can be an advantage.		
REQUIRED SKILLS/COMPETENCIES	Proficiency in programming, machine learning, NLP, UI/UX design, system integration, problem-solving, project management, continuous learning, communication, and adaptability.		

2. Mobile App Developer

DESIGNATION - MOBILE APP DEVELOPER				
DIVISION/DEPARTMENT		eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION		New Delhi		
JOB DESCRIPTION AND SPECIFICATIONS				
JOB PURPOSE		To design, develop, and maintain applications for mobile devices such as smartphones and tablets. This includes creating user-friendly interfaces, implementing features based on user needs, ensuring app performance and quality, and collaborating with cross-functional teams to deliver innovative and efficient mobile solutions.		
ROLE & RESPONSIBILITIES		- Developing Mobile Applications: Design and build applications for mobile devices, ensuring functionality and responsiveness. - User Interface Design: Create user-friendly and visually appealing interfaces. - Coding and Programming: Write clean and efficient code in languages like Swift, Kotlin, Java, or React Native. - Testing and Debugging: Perform thorough testing to identify and fix bugs or issues, ensuring high performance and stability. - Maintaining and Updating Apps: Regularly update applications to improve features and performance, and to fix any issues that arise. - Collaborating with Teams: Work closely with designers, product managers, and other developers to deliver high-quality mobile solutions. - User Feedback Integration: Gather and incorporate user feedback to improve app functionality and user experience. - Staying Updated with Trends: Keep up with the latest trends and technologies in mobile development to ensure cutting-edge solutions.		
EXPERIENCE AND EDUCATION QUALIFICATION				
EXPERIENCE REQUIREMENTS		4-6 years of experience in programming languages (Swift, Kotlin, Java, React Native), app development, UI/UX design, API integration, testing, version control, agile methodologies, collaboration.		
EDUCATION QUALIFICATION REQUIREMENTS		Essential: Bachelor's Degree: In Computer Science, Software Engineering, Information Technology, or a related field. Preferred: A Master's or higher qualification in a related field can be advantageous. Preferred Certifications: Relevant certifications in mobile development, programming languages, or specific platforms (e.g., Android Developer, iOS Developer) are beneficial.		
REQUIRED SKILLS/COMPETENCIES		Proficiency in Swift, Kotlin, Java, or React Native, experience in app development and UI/UX design, API integration, testing, version control, agile methodologies, effective communication, problem-solving abilities, and a commitment to continuous learning.		

3. Project Manager

DESIGNATION - PROJECT MANAGER			
DIVISION/DEPARTMENT	eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION	New Delhi		
JOB DESCRIPTION AND SPECIFICATIONS			
JOB PURPOSE	To oversee the end-to-end planning, coordination, and execution of the electronic Human Resources Management System. Acting as a critical liaison between internal technical teams, government stakeholders, and key departments (such as the Department of Personnel and Training), this role ensures that system implementation aligns with strategic roadmaps, resource frameworks, and capacity-building goals.		
ROLE & RESPONSIBILITIES	1. Project Coordination & Stakeholder Liaison - Act as the primary liaison bridging government stakeholders, the Department of Personnel and Training (DoPT), and technical development teams. - Facilitate seamless communication across multiple ministries and departments to gather requirements and drive project adoption. 2. Strategic Documentation & Planning - Lead the drafting, review, and finalization of Detailed Project Reports (DPRs) and long-term strategic roadmaps. - Develop and manage Business Requirement Documents (BRDs) to translate functional needs into technical deliverables for the development team. - Assist in establishing and documenting data security policies and administrative workflows. 3. Financial & Resource Management - Oversee project resource planning, including managing and updating manpower budgets and financial frameworks for long-term project phases. - Monitor project milestones to ensure deliverables are completed within the designated scope and budget. 4. Capacity Building & Training - Organize, schedule, and conduct extensive training and capacity-building sessions for Nodal officers, Admin roles, and general users across various government organizations. - Drive user onboarding by ensuring all stakeholders understand system functionalities and standard operating procedures. 5. System Implementation & Administration - Monitor the technical and administrative management of eHRMS 2.0 modules throughout the project lifecycle.		

	- Collaborate with QA and IT teams to ensure the final product meets all functional, security, and quality compliance standards before government-wide rollouts. 6. Government HR Expertise - Must possess a deep understanding of government HR systems, including civil service rules, administrative policies, compliance checks, and the practical functioning of human resources within the public sector.
EXPERIENCE AND EDUCATION QUALIFICATION	
EXPERIENCE REQUIREMENTS	4+ years of proven professional experience in project management, ideally within Central Government IT initiatives, eGovernance, or large-scale HR technology deployments. - Must have core government experience, demonstrating a strong track record of managing projects within Central Government IT initiatives, eGovernance, or large-scale HR technology deployments. - Desirable: Deep understanding and working knowledge of Mission Karmayogi, including its overarching principles, objectives, and capacity-building frameworks. - Demonstrated experience in drafting BRDs, technical specifications, and strategic Detailed Project Reports. - Hands-on experience conducting stakeholder training, capacity-building workshops, and cross-departmental coordination. - Familiarity with financial framework planning and manpower budgeting for technical projects.
EDUCATION QUALIFICATION REQUIREMENTS	Essential: Bachelor's or Master's degree in Public Administration, B.Tech/B.E, Business Administration, Information Technology, or a related field. Preferred: Relevant certifications in Project Management (e.g., PMP, PRINCE2, or Agile methodologies) are highly desirable.
REQUIRED SKILLS/COMPETENCIES	Project Management & Coordination Stakeholder Liaison Business Requirement Analysis (BRD & DPR Documentation) Capacity Building & Training Financial & Budget Planning Agile Methodologies eHRMS Ecosystem Administration

4. Sr. Technical Support Engineer

DESIGNATION- SENIOR TECHNICAL SUPPORT ENGINEER			
DIVISION/DEPARTMENT	eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION	New Delhi		
JOB DESCRIPTION AND SPECIFICATIONS			
JOB PURPOSE	To provide technical assistance and support to users, ensuring the smooth operation and utilization of the HR technology platform. The role involves troubleshooting technical issues, providing guidance, and delivering excellent customer service to eHRMS users.		
ROLE & RESPONSIBILITIES	1. User Support and Issue Resolution ● Provide first-level technical support to eHRMS users, addressing queries, troubleshooting software/hardware issues, and resolving technical problems promptly and effectively. ● Document and track user issues, ensuring timely resolution and maintaining detailed records of support activities. 2. Troubleshooting and Problem-Solving ● Analyse and diagnose technical issues related to the eHRMS platform, employing troubleshooting methodologies to identify root causes and provide appropriate solutions. ● Collaborate with cross-functional teams and escalate complex issues to higher-level support as necessary. 3. Knowledge Base Management ● Contribute to the development and maintenance of a comprehensive knowledge base, including FAQs, guides, and troubleshooting documents, to facilitate self-service for users. 4. Training and Guidance ● Conduct training sessions, webinars, or workshops to educate eHRMS users on system functionalities, best practices, and troubleshooting techniques. ● Provide guidance and recommendations to users for optimizing their usage of the eHRMS platform. 5. Communication and Collaboration ● Communicate technical information and solutions clearly and effectively to users with varying levels of technical proficiency. ● Collaborate with development teams and other stakeholders to relay user feedback and identify areas for system improvement.		

EXPERIENCE AND EDUCATION QUALIFICATION	
EXPERIENCE REQUIREMENTS	• 4-6 Years of experience in technical support or customer service, preferably in supporting software applications or HR systems. • Proficiency in troubleshooting software/hardware issues and familiarity with help desk support tools and ticketing systems. • Strong communication and interpersonal skills with the ability to empathize and assist users effectively. • Analytical thinking and problem-solving abilities to resolve technical issues efficiently.
EDUCATION QUALIFICATION REQUIREMENTS	Essential: Bachelor's degree in Information Technology, Computer Science, or related field.
REQUIRED SKILLS/COMPETENCIES	User Support and Issue Resolution Troubleshooting and Problem-Solving Knowledge Base Management Training and Guidance Communication and Collaboration

5. Sr. Business Analyst (BA)

DESIGNATION – SR. BUSINESS ANALYST (BA)			
DIVISION/DEPARTMENT	eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION	New Delhi		
JOB PURPOSE	To oversee the overall platform requirements for Karmayogi Bharat – eHRMS 2.0. The job would entail documenting and analysing the platform requirements and design as per the overall program strategy and vision. The individual would be responsible for providing product leadership to the platform that creates and maintains a detailed view of the Product road map.		
ROLE & RESPONSIBILITY	• Liaison with different business teams and determine functional and non-functional requirements. • Design and define platform product and roadmap. • Develop high-level product specifications with attention to system integration and feasibility. • Use tools and methodologies to create representations for functions and user interfaces of desired products. • Define all aspects of development from appropriate technology and workflow to coding standards. • Collaborate with a team of software developers and coders, quality analysts and technical support staff. • Communicate successfully all concepts and guidelines to the development team. • Oversee the progress of the development team to ensure consistency with the initial design. • Provide technical guidance and coaching to developers and engineers. • Ensure software meets all requirements of quality, security, modifiability, extensibility etc. • Approve final product before launch.		
JOB QUALIFICATION & REQUIREMENT			
EXPERIENCE REQUIREMENTS	• 6+ years of Proven experience in Product management, specifically in eHRMS 2.0 implementation or HR technology systems. • Strong understanding of HR processes, practices, and compliance standards. • Proficiency in eHRMS 2.0 platforms (such as SAP, Oracle, etc.) and project management tools. • Excellent communication, leadership, and stakeholder management skills. • Analytical mindset with the ability to interpret data and make strategic decisions for system improvements.		
EDUCATION REQUIREMENTS	Essential: Bachelor's or Master's degree in Information Technology, Engineering, Human Resources, Education, Public Administration, Law or related field.		
REQUIRED SKILLS/COMPETENCIES	Product Management Technical Knowledge HR and Business Acumen Leadership and Communication Problem-Solving and Adaptability Quality Assurance and Training Change Management		

6. Onboarding & Capacity Building Trainer

JOB PROFILE				
DESIGNATION - ONBOARDING & CAPACITY BUILDING TRAINER				
DIVISION/DEPARTMENT		eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION		New Delhi		
JOB DESCRIPTION AND SPECIFICATIONS				
JOB PURPOSE		Oversee the overall platform Training and onboarding requirements for Karmayogi Bharat – eHRMS 2.0. The Capacity Building Trainer for eHRMS 2.0 will play a crucial role in enhancing the skills and knowledge of staff and stakeholders regarding the effective use of the eHRMS. The trainer will develop training materials, deliver workshops, and provide ongoing support to ensure that users can maximize the system's capabilities.		
ROLE & RESPONSIBILITIES		Training Development ● Identify MDO (Ministry/Department/Office) wise training and capacity building needs of the respective department. ● Develop action plans based on the capacity building roadmap and training strategy to achieve the capacity building targets. ● Design and develop comprehensive training programs tailored to various user levels, from beginners to advanced users. ● Create training materials, including manuals, presentations, and e-learning modules. Training Delivery ● Conduct engaging training sessions, workshops, and webinars, both in-person and online. ● Utilize various instructional techniques to accommodate different learning styles. ● Preparation of training tools / systematic operation procedures / guidelines for software-based activities / requirement gathering. Manage promotional activities for department's portal & mobile app. ● Support for publication work & undertake any other assignments, which may be assigned from time to time. User Support ● Provide ongoing support and guidance to users post-training, addressing questions and troubleshooting issues. ● Facilitate user feedback sessions to continuously improve training programs. Monitoring and Evaluation ● Assess the effectiveness of training programs through evaluations and feedback. ● Adjust training approaches based on participant feedback and changing needs. Collaboration		

	● Work closely with IT, HR, and other departments to ensure alignment of training with organizational goals. ● Collaborate with stakeholders to identify training needs and priorities. Documentation ● Maintain accurate records of training sessions, participant attendance, and evaluations. ● Update training materials and resources as necessary to reflect system changes and new requirement implementation for eHRMS 2.0.
EXPERIENCE AND EDUCATION QUALIFICATION	
EXPERIENCE REQUIREMENTS	● Minimum 3+ years of experience in Capacity building (Training & Development). ● Experience of at least 1 years in implementation of large IT / eGovernance projects with emphasis on training. ● Experience of having led business process re-engineering process improvement engagements is desirable. ● Partner effectively with senior officers and stakeholders for effective change. ● Partner with stakeholders to design solutions which optimise governmental processes for effective change. ● Strong understanding of HR processes, practices, and compliance standards. ● Proficiency in eHRMS 2.0 platforms. ● Excellent communication, leadership, and stakeholder management skills.
EDUCATION QUALIFICATION REQUIREMENTS	Essential: Bachelor's or Master's degree in Information Technology, Engineering, Human Resources, Education, Public Administration, Law or related field.
REQUIRED SKILLS/COMPETENCIES	Trainer Facilitator Technical Knowledge HR and Business Acumen Leadership and Communication Problem-Solving and Adaptability Presentation and Training Learning and Development Organizational Skills

7. Technical Support Engineer

JOB PROFILE				
DESIGNATION -TECHNICAL SUPPORT ENGINEER				
DIVISION/DEPARTMENT		eHRMS 2.0	REPORT TO	Chief Technology Officer
JOB LOCATION		New Delhi		
JOB SPECIFICATIONS				
JOB PURPOSE		To provide technical assistance and support to users, ensuring the smooth operation and utilization of the HR technology platform. The role involves troubleshooting technical issues, providing guidance, and delivering excellent customer service to eHRMS users.		
ROLE & RESPONSIBILITIES		1. User Support and Issue Resolution ● Provide first-level technical support to eHRMS users, addressing queries, troubleshooting software/hardware issues, and resolving technical problems promptly and effectively. ● Document and track user issues, ensuring timely resolution and maintaining detailed records of support activities. 2. Troubleshooting and Problem-Solving ● Analyse and diagnose technical issues related to the eHRMS platform, employing troubleshooting methodologies to identify root causes and provide appropriate solutions. ● Collaborate with cross-functional teams and escalate complex issues to higher-level support as necessary. 3. Knowledge Base Management ● Contribute to the development and maintenance of a comprehensive knowledge base, including FAQs, guides, and troubleshooting documents, to facilitate self-service for users. 4. Training and Guidance ● Conduct training sessions, webinars, or workshops to educate eHRMS users on system functionalities, best practices, and troubleshooting techniques. ● Provide guidance and recommendations to users for optimizing their usage of the eHRMS platform. 5. Communication and Collaboration ● Communicate technical information and solutions clearly and effectively to users with varying levels of technical proficiency. ● Collaborate with development teams and other stakeholders to relay user feedback and identify areas for system improvement.		
EXPERIENCE AND EDUCATION QUALIFICATION				
EXPERIENCE REQUIREMENTS		● 2-4 Years of experience in technical support or customer service, preferably in supporting software applications or HR systems. ● Proficiency in troubleshooting software/hardware issues and familiarity with help desk support tools and ticketing systems.		

	● Strong communication and interpersonal skills with the ability to empathize and assist users effectively. ● Analytical thinking and problem-solving abilities to resolve technical issues efficiently.
EDUCATION QUALIFICATION REQUIREMENTS	Essential: Bachelor's degree in Information Technology, Computer Science, or related field.
REQUIRED SKILLS/COMPETENCIES	User Support and Issue Resolution Troubleshooting and Problem-Solving Knowledge Base Management Training and Guidance Communication and Collaboration
