

**Welfare and Rehabilitation Board
CAPFs & Assam Rifles
Ministry of Home Affairs**

8th floor, NDCC-II building,
Jai Singh Road,
New Delhi- 110001

Sub: Job Opportunity for Retired CAPF & Assam Rifles Personnel – Regarding.

It is submitted that, Gujarat Police published an advertisement in the Times of India on dated 24 Sep 2026 inviting applications for engagement of ex Army/Retired personnel of CAPF & AR /Retired Gujarat Police personnel on a contractual basis for imparting outdoor training of Gujarat Police recruits at various police Training Centres, all over Gujarat State.

2. The willing and eligible retired CAPF & AR Personnel may apply accordingly through their website. For further details/clarifications, they may contact the concerned authority directly.
3. In view of the above, it is requested that wide publicity may kindly be given to the aforesaid job opportunity among retired CAPFs and Assam Rifles personnel through all available means.

Encl.: As above.

Hshamun
01/10/26

**Secretary to the Chairman
WARB, MHA, New Delhi**

All CWOs, SWOs, DWOs WARB, CAPFs & AR.

No. WARB-127/Re-emp/2024/ 903

Dated..... 01..Oct, 2026

ADVERTISEMENT

Following posts of Gujarat Police are to be filled up by **ex-Army/Retd. Para Military Forces /Retd. Gujarat Police** on contractual basis (Purely temporary) by the office of D.G.P. (Training), G.S., Gandhinagar, for Outdoor training of Gujarat Police recruits at various Police Training Centres, all over Gujarat State.

Sr. No	Position	Rank	No. of Post	Monthly Fixed Salary
1	Assistant Drill Instructor	Constable/Head Constable/Assistant Sub Inspector (ASI)/ Sepoy / Lance Naik/ Naik/ Havildar/equivalent rank	233	₹ 60,000
2	Drill Instructor	Sub Inspector (SI)/Naib Subedar/equivalent rank	78	₹ 80,000
3	Chief Drill Instructor	Police Inspector/ Subedar/Subedar Major/equivalent rank	26	₹ 1,00,000
4	Supervisory officer	Retd. SP/ DySP/Lieutenant/Captain/Major/ Lieutenant Colonel/ Commandant / Asst. Commandant / equivalent rank (Supervision Officer)	5	₹ 1,20,000

Details of Eligibility Criteria, Qualification, Terms - Conditions and Application form are available on Sd/-
<https://policetraining.gujarat.gov.in>

Last Date for Submission is:15/10/2026

Ph. 079-23259448, E-mail: compr-trg@gujarat.gov.in

INF/1481/2026-27

(Dr. Neeraja Gotru)
DG of Police (Training)
Gujarat State, Gandhinagar.

**O/o the DG of Police, (Training)**

Gujarat State, 6th Floor, Police Bhavan,
Sector-18, Gandhinagar- 382 009.

Ph. 079-23259448

E-mail: compr-trg@gujarat.gov.in

O.No.TRG/HSB/Recruits Training/Retd.Staff/11/2026 **Date: 23/9/2026**

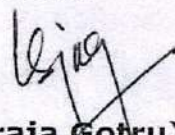
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4	Supervisory officer	Retd. SP / DySP / Lieutenant / Captain/ Major/ Lieutenant Colonel/ Commandant /Asst. Commandant /equivalent rank(Supervision Officer)	5	₹1,20,000

Eligibility Criteria, Qualification, Terms – Conditions and application form are enclosed.

- 2/- The Eligible candidates may send their applications in the specified Format with all relevant documents on or before Dt. 15/10/2026.
- 3/- Applications received after 15/10/2026 will not be considered.
- 4/- Application to be sent to the following address and by e-mail:

DG of Police (Training), Gujarat State,
6th Floor, Police Bhavan, Sector-18, Gandhinagar- 382 009.
Ph. 079-23259448
E-mail: compr-trg@gujarat.gov.in


(Dr. Neeraja Gotru)
DG of Police (Training)
Gujarat State, Gandhinagar.

23/9/26

Eligibility Criteria

- 1.** The candidate must be a **retired** officer/personnel from the **Army, Para-Military Force or Gujarat Armed Police**.
- 2.** The candidate should have knowledge and practical experience as Instructor/Supervision officer in training of forces/personnel in one or more of the following areas:
 - Drill and Parade (with and without arms) including Squad drill, Platoon Drill, Cane drill, Sword Drill and Ceremonial parade etc.
 - Physical Training (PT)
 - Weapon Drill
 - Commando Training and Obstacle Training
 - Firing Training
 - Lathi Drill/ Riot/Mob Drill
 - Yoga, UAC/ Self-Defence
 - Jungle Training/Field Craft and Tactics /Map Reading and Navigation
 - Weapon and Tactics /explosive/ IED handling
 - Less Lethal weapons & Anti-riot vehicles
 - Swimming and Diving Training
 - Motor Transport- Driving & Maintenance /Mechanics related Training
 - Sports Training
 - Wireless, Drone/related technology Training
 - Any Other related training activities
- 3.** During their service, candidates must have at least **3 years of experience** in training-related duties in above training areas
- 4.** Preference will be given to candidates who have experience & expertise/ done certified Instructor Course in the above-mentioned training activities.
- 5.** Candidates must produce the **original documents** related to their educational qualifications, military/police service, retirement rank, and work experience/certificates during the interview.
- 6.** Candidates must bring a **valid Medical Fitness Certificate (issued after 1st April 2026)** at the time of the interview.
- 7.** Candidates must produce an **Experience Certificate issued by their concerned office/department** during the interview.
- 8.** Candidates should have a working knowledge of **Hindi and/or English**.



3. Place of Posting and Duties

The selected candidate may be required to work as a **Training Instructor or Training Supervisor** at any training institution, City, District, or SRP Group or anywhere in Gujarat State, as decided by the competent authority.

4. Monthly Fixed Remuneration and Age Limit

Sr. No	Position	Rank	No. of Post	Monthly Fixed Pay	Maximum Age
1	Assistant Drill Instructor	Constable/Head Constable /Assistant Sub Inspector (ASI) /Sepoy/Lance Naik/ Naik/ Havildar/equivalent rank	233	₹60,000	<u>62 years*</u>
2	Drill Instructor	Sub Inspector (SI)/ Naib Subedar/equivalent rank	78	₹80,000	
3	Chief Drill Instructor	Police Inspector/ Subedar / Subedar Major/equivalent rank	26	₹1,00,000	
4	Supervisory officer	Retd. SP / DySP / Lieutenant / Captain/ Major/ Lieutenant Colonel/ Commandant /Asst. Commandant /equivalent rank(Supervision Officer)	5	₹1,20,000	

***Note:** An age relaxation of up to **2 years** may be considered in cases of exceptional qualifications and experience.

5. Contract Period

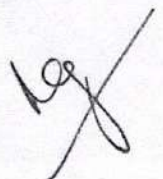
1. The initial appointment of the selected candidate will be on a **contract basis for a period of five months**, or up to the end of the current financial year, whichever is applicable.
2. Extension of the contract will be decided by the **competent authority** based on the requirement and performance.
3. The selected candidate will not have any automatic right to claim extension or continuation of the contract.

6. General Terms and Conditions

1. The candidate must be **physically and mentally fit** to perform training-related duties.
2. The candidate must not have any pending **departmental inquiry, serious criminal case, or criminal conviction** against him.
3. The candidate must maintain proper **discipline and safety standards** during training.

4. The candidate must perform all training-related duties assigned by the **Head of the Training Institution**.
5. No additional allowance/Govt. Vehicle/Quarters, Medical or Other benefit, or payment will be payable apart from the fixed monthly remuneration.
6. **Professional Tax**, wherever applicable, will be deducted as per the applicable laws and rules.
7. The candidate must perform duties according to the **schedule and working hours decided by the Training Institution**.
8. In case of unauthorized absence, the applicable amount will be deducted from the remuneration as per the terms of the contract.
9. The selected candidate must follow all rules, instructions, and disciplinary requirements of the Training Institution.
10. The candidate must maintain **respectful, professional, and have appropriate behavior** at all times.
11. **Selection Process:-**

Eligible candidates shall be selected on the basis of their performance during the interview and, wherever applicable, the practical/skill test.



SCOPE OF WORK

1. Duties of Assistant Drill Instructor (ADI)

The concerned Training Instructors will provide practical and theoretical training, as required, in the following areas:

- Drill and Parade (with and without arms) including Squad drill, Platoon Drill, Cane drill, Sword Drill and Ceremonial parade etc.
- Physical Training (PT)
- Weapon Drill
- Commando Training and Obstacle Training
- Firing Training
- Lathi Drill/ Riot/Mob Drill
- Yoga, UAC/ Self-Defence
- Jungle Training/Field Craft and Tactics /Map Reading and Navigation
- Weapon and Tactics /explosive/ IED handling
- Less Lethal weapons & Anti-riot vehicles
- Swimming and Diving Training
- Motor Transport- Driving & Maintenance /Mechanics related Training
- Sports Training
- Wireless, Drone/related technology Training
- Any Other related training activities

2. Duties of Drill Instructor (DI/CDI)

- Planning and coordinating daily training activities.
- Managing and conducting training activities
- Supervising Drill instructors and trainees.
- Reporting training progress to superior officer as per hierarchy
- Ensuring proper implementation of the training programme.
- Monitoring discipline and safety during training.
- Assessing the performance and progress of trainees.
- Preparing training-related reports as required.
- Coordinating with the Training Institution and senior officers.

3. Duties of Supervisory officers

- Overall supervision of training activities.
 - Monitoring the performance of instructors and trainees.
 - Ensuring proper implementation of the training curriculum.
 - Maintaining discipline and safety standards.
 - Reviewing training progress and performance.
 - Guiding and supervising training staff.
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- Coordinating with the Head of the Training Institution and competent authority.
- Ensuring that all training activities are conducted according to departmental rules and instructions.

4. General Instructions

1. Remain present at the place of training assigned by the Competent Authority.
2. Assist in preparing daily and weekly training programmes as directed by the Training Institution/superior authority.
3. Monitor the attendance, discipline, conduct, and training progress of trainees.
4. Maintain necessary training records and provide information to the concerned authorities.
5. Evaluate the performance of trainees during training activities.
6. Submit monthly progress reports and/or final training reports as required.
7. Immediately report any serious safety, discipline, or training-related issue to the concerned authority.

A handwritten signature in black ink, consisting of stylized letters, located in the bottom right corner of the page.

PHOTO

Application Form

Name																			
Date of Birth																			
Gender																			
Address																			
Contact no																			
Retirement Date																			
Age as on the Dt. 14/10/2026	Years..... Month..... Days.....																		
SERVICE DETAILS	☐ Indian Army ☐ Para-Military Force ☐ Gujarat Armed Police ☐ Other: Last Rank Held: Last Unit / Battalion / Regiment / Department Name and Address:																		
Training Experience	Total Training-Related Experience: _____ Years _____ Months <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 5px;"> <thead> <tr> <th style="width: 10%;">Sr. No.</th> <th style="width: 20%;">Type of Training</th> <th style="width: 25%;">Organisation / Unit</th> <th style="width: 15%;">Period</th> <th style="width: 30%;">Experience</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>				Sr. No.	Type of Training	Organisation / Unit	Period	Experience										
Sr. No.	Type of Training	Organisation / Unit	Period	Experience															
Education Qualification																			
Details of past Work Experience (relevant documents to be attached, including Outdoor Training Instructor certified course)																			
Details of Previous Occupation of your Department (relevant documents to be attached)																			
Signature																			

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