



POLICE



DEPARTMENT

No. A5-174218/2024/PHQ

Police Headquarters,

Thiruvananthapuram

Vazhuthacaud

Pincode:695010

✉phq.pol@kerala.gov.in

☎04712721547

Dated. 20-11-2025

KERALA POLICE DEPARTMENT

Notification for the Post of Cyber Security Consultant

The Kerala Police Department invites applications from qualified candidates for the position of Cyber Security Consultant in the existing post of System Analyst on a contract basis. The selected candidate will be engaged for a consolidated pay of up to ₹60,000 per month.

Sl. No.	Details	Description
1	Department	Kerala Police
2	Name of Post	Cyber Security Consultant
3	Consolidated Pay	Maximum 60,000 per month. No additional allowances (HRA, DA, TA) unless specified
4	Number of Vacancies	2
5	Duration	Initially for one year; extendable based on performance and requirements
6	Location	Cyber Operations Division, Kerala Police

The above vacancy is now in existence. The recruitment process for cyber security Consultant is structured into three distinct stages. The first stage is the Preliminary Examination, which is objective in nature. It assesses foundational knowledge in cyber security basics, computer networks, and operating systems, along with general aptitude, logical reasoning and English language skills. This stage is designed to screen candidates for technical potential and problem-solving ability, ensuring a strong baseline understanding required for more advanced evaluations.

The second stage is the Main Examination, descriptive/technical test. It focuses on domain-specific skills and assesses the candidate's ability to apply theoretical knowledge



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to real-world problems. Finally, in the third stage, a Technical Interview evaluates in-depth expertise, scenario-handling capabilities and relevant experience or certifications. This holistic approach ensures that selected candidates possess both theoretical grounding and practical readiness for cyber security roles.

Note:

- This notification is applicable to the selection for the post of Cyber Security Consultant (System Analyst), based on the G.O (Rt) No. 684/2025/Home, Dated 02/03/2025 by the Government of Kerala for the recruitment of Cyber Security Consultant on contract basis. The appointment will be governed by the terms and conditions specified in the said G.O, along with the rules and regulations issued by the department.
- A rank list will be published upon completion of the selection process, which will remain valid for a period of one year. Candidates will be selected from this list based on the vacancies reported by the department for the post of Cyber Security Consultant (System Analyst).
- The selection and appointment of the Cyber Security Consultant (System Analyst) on a contract basis for one year shall be carried out in accordance with Rule 9A of the Kerala State and Subordinate Services Rules (KSSR), based on the terms and conditions specified in the Government Order issued by the Government of Kerala, ensuring compliance with applicable rules regarding temporary appointments, reservation norms, contract employment procedures.
- In the absence of candidates possessing the prescribed qualifications and experience, the department reserves the right to consider applicants with equivalent qualifications or relevant experience, subject to approval by the competent authority and in accordance with the applicable rules and guidelines.
- The maximum age limit for appointment in Government service is applicable.

2. Eligibility Criteria /Educational Qualification:-

Candidates must possess a B.E./B.Tech degree in Computer Science, Computer Engineering, Information Technology, Electronics, Electronics & Communication, or Electronics & Telecommunication, or an MCA degree. The qualification must be obtained from a recognized University or Institution, with First Division or a minimum of 60% marks in aggregate from a recognized University/Institution.

Relevant certifications in Cyber Security, Information Security, or Program Management will be considered desirable.

Experience:

Candidates should have a Minimum three years of experience in the domain of Cyber Security or Cyber Crime, with proven expertise in execution and management. Hands-on experience in Cyber Security Audits, Vulnerability Management, Penetration Testing, ISMS Implementations, Cyber Forensics, and Cyber Threat Intelligence is essential.

Experience in Cyber Security or Information Security, particularly in strategy development, planning, and policy formulation, will be considered desirable.

3. Roles & Responsibilities:-

The Cyber security Consultant will be responsible for conducting comprehensive risk assessments and vulnerability analyses of Kerala Police's IT infrastructure to identify and mitigate potential threats. They will actively monitor cyber environments, detect anomalies and respond to incidents and breaches with appropriate mitigation strategies. In addition, the role includes implementing and overseeing robust security frameworks, policies and compliance protocols aligned



The specialist will also coordinate closely with other law enforcement bodies and CERT-IN/CERT-K to support on-going cybercrime investigations. Their technical expertise will be instrumental in digital forensics, malware analysis and generating actionable threat intelligence. Furthermore, they will play a critical role in building internal capacity by supporting cyber awareness and training programs for police personnel thereby enhancing the department's overall cyber security posture.

4. Mode of Selection:-

The recruitment process consists of three stages:

1. **Preliminary Examination (100 marks)** - Objective type, assessing basic knowledge in cyber security, networks, operating systems, general aptitude, reasoning and English.
2. **Main Examination (200 marks)** - Descriptive/technical exam covering domain-specific areas such as system and network security, cryptography, malware analysis, incident response, digital forensics, and secure coding. Includes scenario-based and programming questions.
3. **Technical Interview (50 marks)** - Evaluates practical expertise, problem-solving skills and relevant experience or certifications.

5. Method of Submitting Application:-

Interested and eligible candidates shall submit their application the prescribed format along with self-attested copies of relevant

the following address on or before the last date of application:

To:

The Superintendent of Police

Cyber Operations, Police Headquarters

Vellayambalam, Thiruvananthapuram - 695010

Kerala

6. Last Date to Apply:-

24.12.2025

For further details, visit [<https://keralapolice.gov.in>].

7. General Terms & Conditions:-

The appointment will be purely on a temporary and contractual basis under Rule 9 of the Kerala State and Subordinate Service Rules (KSSR), which permits such appointments in the absence of suitable candidates from regular sources. This appointment does not confer any right to regularization or claim for future seniority in Government service.

The initial term of engagement shall be for one year, extendable based on performance, project requirements, and subject to the approval of the competent authority.

Selection shall be made through a shortlisting process based on the prescribed qualifications and experience. This may include a written test and/or interview, and the final selection will be made by a duly constituted Selection Committee.

The contract can be terminated by either party with one month's prior notice or by paying one month's remuneration in lieu of notice. However, in the case of unsatisfactory



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performance, misconduct, or breach of confidentiality, the service may be terminated without prior notice.


Candidates must be medically fit and will be required to adhere to rules of conduct and discipline as applicable to regular government employees. For all cyber security-related posts, a confidentiality and non-disclosure clause shall be mandatory.

Candidates must produce original documents at the time of appointment verification including:

- Proof of qualification and experience,
- Proof of age and identity,
- Community certificate (if applicable),
- No Objection Certificate (NOC) from the current employer (for candidates in Government/PSUs),
- Police Clearance Certificate (PCC) or Non-Involvement in Offence (NIO) certificate.

Casual Leave (CL) up to 12 days per year will be allowed as per contract norms. However, earned leave, pension benefits, or other regular service benefits will not be applicable.

In case of any disputes or legal issues, the matter shall be subject to the jurisdiction of local courts in Kerala.


Ravada Azad Chandra Sekhar IPS
State Police Chief



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**APPLICATION FOR THE POST OF CYBER SECURITY CONSULTANT
(SYSTEM ANALYST)**

(Notification No. – On Contract Basis)

1. Name of the Applicant (in BLOCK letters):

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2. Father's/Mother's Name:

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3. Date of Birth:

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4. Age (as on date of application):

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5. Gender:

☐ Male ☐ Female ☐ Other

6. Nationality:

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7. Permanent Address:

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PIN:

8. Communication Address (if different):

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PIN:

9. Mobile Number:

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10. Email ID:

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11. Educational Qualifications:

Sl. No.	Degree / Course	Institution / University	Year of Passing	% of Marks / Grade

12. Professional Certifications (CEH, CISSP, CISA, OSCP, etc.):

Sl. No.	Certification Name	Institution	Year Obtained	Valid Till

13. Work Experience (Minimum 3 years preferred):

Sl. No.	Organization	Designation	Duration (From – To)	Area of Work

14. Technical Skills:

(Briefly describe your expertise in network security, forensic tools, programming, etc.)

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15. Whether currently employed in Govt./Private Sector (Yes/No):

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Enclosures: (Tick the documents attached)

- ☐ Self-attested copy of SSLC/10th certificate (Proof of age)
- ☐ Self-attested copies of Degree / PG Certificates
- ☐ Self-attested copies of Professional Certifications (CEH, CISSP, etc.)
- ☐ Experience Certificates
- ☐ ID Proof (Aadhaar/PAN/Voter ID)
- ☐ Whether currently employed NOC from the Institution
- ☐ Any other relevant documents (Specify):

16. Declaration:

I hereby declare that the information furnished above is true and correct to the best of my knowledge and belief. I understand that any misrepresentation may lead to the cancellation of my candidature.

Signature of the Applicant
(Full Name)

Place:

Date: