

**Inviting Applications for Engagement of Research Associates at IIIDEM (Through
National Institute of Smart Governance)**



April 01, 2026

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1. Applications for Engagement of Research Associates

The Applications for engagement as Research Associates are invited from the eligible candidates. The applicants will be engaged through HR Service Provider for IIIDEM, namely, National Institute of Smart Governance and all applications will have to be submitted on their portal like official website of NISG, LinkedIn and on other staffing portal.

2. About IIIDEM

The Election Commission of India has established the India International Institute of Democracy and Election Management (IIIDEM) as a global resource centre in the field of democracy and election management. IIIDEM functions through various schools and centres:

- (i) School of Election Management, Voter Education and Media
- (ii) School of Electoral Laws
- (iii) School of Election Technologies
- (iv) Centre for Research and Innovation
- (v) Centre for Curriculum Development
- (vi) Centre for National Training
- (vii) Centre for International Training
- (viii) Centre for Collaboration and Partnerships

IIIDEM is also supporting ECI, which has assumed the Chairship of the Council of Member States of International IDEA for 2026. For more details, please visit <https://iiidem.eci.gov.in/>.

3. About India's Chairship of International IDEA

India has assumed the Chairship of the Council of Member States of International IDEA for 2026, led by the Chief Election Commissioner of India, bringing a practitioner-led perspective to global democratic governance. Guided by the theme "Democracy for an inclusive, peaceful, resilient and sustainable world," rooted in Vasudhaiva Kutumbakam, the Chairship reflects India's commitment to inclusive and sustainable development while sharing lessons from the world's largest democracy.

Supported by IIIDEM in close collaboration with International IDEA, the Chairship is anchored in two pillars—*Reimagining Democracy for the Future* and *Strengthening Independent and Professional EMBs*—with IIIDEM coordinating with International IDEA, ECI and Chief Electoral Officers, other Election Management Bodies for implementation of thematic priorities.

4. About Thematic Priorities of India’s Chairship

The thematic priorities under India’s Chairship are spread across three implementation categories:

- **Category A (GT):** *Global Roadmaps, Policy Briefs, Knowledge Products and Tools*
- **Category B (MS):** *Model International Electoral Standards*
- **Category C (BP):** *Global Best Practices and Innovations in Electoral Processes*

The thematic priorities have further been grouped as follows:

Sno.	Cluster	Themes
1	Promoting Democracy	GT1 – Democracy that Delivers; GT2 – Democracy in 2050; BP21 – Democracy for Peaceful Co-existence; BP22 – Democracy for Empowerment of Marginalised Sections of Society; BP23 – Democracy for Entrepreneurship; BP24 – Democracy for SDGs
2	Legal Framework	MS1 – Laws & Rules of Electoral Democracies; MS2 – Legal Framework for EMBs & Independence
3	Political Parties & Candidates	MS4 – Ballot Access to Political Parties and Candidates; BP9 – Transparency of Elections; BP10 – Regulation of Political Parties
4	Voter Registration	MS3 – Voter Registration & Rolls; BP1 – Eligibility of Electors; BP2 – Purity of Electoral Rolls; BP3 – Ease of Registration; BP4 – Access to Voter Registers; BP6 – Political Participation; BP7 – Tech-driven Registration;

		BP8 – Grievance Redressal
5	Electoral Campaigns	MS5 – Democratic Campaigns; MS11 – Elections, Media & Voter Education; BP11 – Model Code of Conduct; BP19 – Misinformation & Disinformation; BP20 – Regulation of Media Campaigns
6	Balloting	MS7 – Balloting Systems (EVMs, Postal); BP5 – Voter Identification; BP13 – Electronic Voting Machines; BP14 – Postal Ballots; BP15 – Poll Day Operations
7	Counting & Results	MS8 – Counting & Tabulation; BP16 – Robust Counting Process
8	Election Technology	GT3 – AI & Elections; MS10 – Election Technology; BP18 – Integrated Tech Platforms
9	Election Observation	MS9 – Electoral Observers; BP17 – International Election Visitors
10	Electoral Planning & Risk	GT4 - Electoral Resilience; GT5 – EMB Capacity Building; BP12 – Law & Order; BP25 – Electoral Planning
11	Electoral Finance	GT6 – Sustainable Finance & Cost of Elections; MS6 – Campaign Finance & Expenditure

5. About IIIDEM’s Domestic Priorities

IIIDEM is also responsible for training of electoral workforce in India. IIIDEM has identified following themes for election management for training:

Theme – Code	Theme
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TH01	1. Qualification & Disqualification
TH02	2. Nomination including instructions on criminal antecedent
TH03	3. Scrutiny of Nomination
TH04	4. Withdrawal of candidature
TH05	5. Allotment of Symbol
TH06	6. Polling party, Poll-day Arrangements
TH07	7. Polling Stations
TH08	8. Postal Ballot
TH09	9. Electoral roll
TH10	10. EVM VVPAT
TH11	11. Counting and Declaration of Results
TH12	12. DEMP
TH13	13. Vulnerability Mapping
TH14	14. Model Code of Conduct
TH15	15. Expenditure Monitoring including Account of Election Expenditure
TH16	16. MCMC and Paid News
TH17	17. Social media, Hate Speech & Fake News
TH18	18. SVEEP
TH19	19. IT: ECINet - Electoral Roll Management
TH20	20. IT: ECINet - Election Management
TH21	21. IT: ECINet – ETPBMS

6. About the Research Associates

IIIDEM will engage Research Associates to provide research, academic and training support to various Schools and Centres on electoral management and democratic governance. This initiative aims to:

- (i) Attract bright scholars to IIIDEM for its vision and mission

- (ii) The Research Associates will support research at IIIDEM on a wide spectrum of thematic priority areas spanning the domains of elections, election management, and democracy.
- (iii) Contribute to India's International IDEA Chairship (2026) through thematic research outputs at the level of IIIDEM.
- (iv) The Research Associates are expected to assist in producing policy-relevant research papers, data collection, thematic reports, and contribute to the IIIDEM's research in various domains, including, but not limited to, India's IDEA Chairship priorities.

The Research Associates are aimed at researchers with backgrounds in the varied disciplines of Political Science/International Relations/Public Administration/Public Policy, Law, and Technology, with expertise in mixed-methods research, elections, election management, and democratic governance.

7. Objectives

The key objectives of engaging Research Associates are:

- (i) Support rigorous, original mixed-method research on electoral management and democratic governance
- (ii) Generate policy-relevant briefs, thematic reports, and high-quality research outputs aligned with India's International IDEA Chairship
- (iii) Build research capacity among young scholars and strengthen academic–practitioner collaboration
- (iv) Foster institutional collaboration between national/state universities and election management bodies
- (v) Contribute to institutional memory through systematic documentation of electoral processes
- (vi) Mentor emerging scholars in electoral management research

8. Number and Categories of Research Associates

The indicative number of positions for Research Associates are:

- (i) Research Associates (Democracy and Election Management) – 7
- (ii) Research Associates (Law) – 2
- (iii) Research Associates (Technology) – 2
- (iv) Research Associates (Media) – 1

9. Eligibility

The candidate must possess the following eligibility:

1	Research Associate (Democracy and Election Management)	Master's 55% with qualified UGC Net with OR PhD In the discipline of Political Science, International Relations, Public Administration, or other allied disciplines.
2	Research Associate (Law)	Master's 55% with qualified UGC Net with OR PhD In the discipline of Law & Candidates must have 2-5 years of relevant experience.
3	Research Associate (Technology)	Master's 55% with qualified UGC Net OR PhD In the discipline of Information Technology, Computer Science, Electronics or related field.
4	Research Associate (Media)	Master's 55% with qualify UGC Net OR PhD In the discipline of journalism, mass communication.
Preference will be given to candidates with research experience in projects/research institutions, and to those with published research papers in Scopus/UGC Care List journals, policy briefs, or other academic publications in relevant areas.		

Minimum qualification and/or experience requirements may be relaxed in the case of candidates with outstanding credentials.

10. Duration and manner of Engagement

Research Associates will be engaged Initially for a period of two years, which may further be extended by one more year subject to satisfactory performance. It is a full-time position based out of IIIDEM campus in Dwarka, Delhi.

The Research Associates will be engaged through HR Agency of IIIDEM, namely National

Institute of Smart Governance (NISG).

11. Remuneration

Research Associates will be offered a consolidated remuneration of ₹ 7.2 LPA (fixed) to ₹9.6 LPA (fixed) based on the assessment by the Selection Committee after taking into account academic and research track record, quality of previous experience and current remuneration amongst other factors.

There will be an annual increase upto 10% based on the performance evaluation of the Associate.

The Research Associates will not be entitled to any additional benefits such as:

- HRA (House Rent Allowance)
- Travel allowance or mobility support
- Health insurance
- Pension or retirement benefits
- Employment guarantee post-engagement

12. Roles and Responsibilities

Research Associates will be responsible for various research, academic and training activities of IIIDEM in general. In particular, the Research Associates will be responsible for:

(i) Conduct Research:

- Execute approved research on electoral management/governance theme
- Employ rigorous mixed-method research methodology
- Collect, analyze, and interpret primary and secondary data independently and critically
- Maintain research ethics and institutional compliance
- Produce publishable-quality research outputs

(ii) Data Collection and Analysis:

- Assist in conducting surveys related to the assigned thematic priority
- Assist in preparing background material, including literature review, methodology and so on.

(iii) Research Output Production:

- Write policy briefs on research findings

- Contribute to thematic reports aligned with India’s IDEA chairship priorities
- Present research findings at relevant platforms, as per the discretion of IIIDEM
- Maintain research documentation and data integrity
- The IIIDEM will retain the copyrights over any output (thematic report, brief, or any other output) produced by the candidate for this engagement.

13. Code of Conduct

Research Associates must adhere to

(i) Research Ethics:

- Integrity in data collection, analysis, and reporting
- No fabrication, falsification, or misrepresentation
- Proper acknowledgement of all sources and contributors
- Compliance with institutional ethics guidelines

(ii) Confidentiality and Data Protection

- Maintain respondent anonymity in publications
- Protect personally identifiable information
- Comply with data protection and privacy norms
- Secure data storage (encrypted, password-protected)

(iii) Independence and Impartiality

- Maintain research independence and critical thinking
- No partisan political activity or bias in research
- Neutral, evidence-based approach to electoral analysis
- Professional interaction with all stakeholders

(iv) Transparency and Accountability

- Disclose conflicts of interest
- Transparent reporting of limitations and constraints
- Open to feedback and revision

(v) Professional Conduct

- Respectful interaction with supervisors, mentors, peers
- Adherence to institutional policies and norms
- Compliance with laws and regulations