

Unique Identification Authority of India

Policy on engagement of Young Professionals with the Authority

1. Object and purpose

1.1 UIDAI has a unique mandate, which includes shaping the technology vision and developing the technology strategy and deep tech for Aadhaar as the foundational layer of the India stack. UIDAI's Technology Centre at Bengaluru is responsible for meeting all technological, data engineering and information security needs of UIDAI, developing the Aadhaar technology stack, undertaking research and development and supporting innovation and partnerships. Details in this regard are at Annex.

1.2 UIDAI recognises that in the development and realisation of this technology vision, strategy and deep tech, young technologists capable of finding unconventional solutions to unique problems and build solutions that can solve population scale problems can be a key resource. The Young Professionals (YP) Programme offers a platform for fresh technology graduates to create world-class innovative solutions and contribute to India's digital transformation by enriching the India stack.

1.3 The programme envisions YPs as constituting a key stream contributing to UIDAI's in-house talent pool for developing a continuous pipeline for technology solutions and innovations.

2. Programme overview

2.1 The YP Programme is a structured programme of engagement of YPs selected from premier technology institutions across India, with high degree of flexibility and systematic opportunities for the YPs—

- (a) to familiarise themselves with the working of and the challenges and opportunities associated with the Aadhaar ecosystem;
- (b) to have one-on-one mentorship of UIDAI technology team leaders and architects;
- (c) to get guidance from internal technology team and access external experts in a wide range of technology domains;
- (d) to identify problems and potential solutions and innovations that may represent value for the ecosystem;
- (e) to pitch project proposals, individually or jointly with other YPs, to a select group of technology champions and domain experts who shall assess the same based on technological suitability and the value proposition;

- (f) to explore potential partnership with startups, industry, academia and accomplished professionals, consistent with UIDAI's policies and programmes in this regard;
- (g) to explore and move from one business division or technology domain in UIDAI to another, on the basis of interest and mutual fit;
- (h) to lead technology teams after gaining requisite experience and displaying leadership attributes; and
- (i) for professional enrichment and skill development through participation in relevant training programmes, conferences and technology events in India and abroad.

2.2 The programme is for an initial period of three years with option of extension by further periods of two years at a time.

3. Programme structure

3.1 In the first two years of engagement, UIDAI will assign the YP either to existing technology teams or assign them independent projects under the guidance of a senior architect or Development Lead, aimed at giving them practical experience of implementing technology solutions, gaining an understanding of the Aadhaar stack and learning the back- and front-end technologies used by UIDAI.

3.2 From the third year, a YP may be designated as Development Lead and may identify problems and potential solutions and innovations that represent value for the ecosystem and pitch project proposals, individually or jointly with other YPs. Projects approved on the basis of the YP's proposal may be in addition to their work on existing teams or continuation of previously assigned projects. In case of the approved projects, the YP may either be the project lead or a key member of the project team.

3.3 From the fifth year, a YP may be designated as Architect and may also explore potential project partnership with startups, industry, academia and accomplished professionals, consistent with UIDAI's policies and programmes in this regard. Projects approved on the basis of the YP's proposal may be in addition to their work on existing teams or continuation of previously assigned projects. In case of the approved projects, the YP may either be the project lead or a key member of the project team.

3.4 Approved projects from the third year onwards may include commitment of fresh resources, including financial and technological, for operationalising the same, subject to UIDAI's normal project approval processes.

3.5 In case of exceptional performance, a YP may be given the next level designation in advance of the years referred to above. Further, in respect of a project

proposal of significant value, a YP may be permitted to pursue the same in advance of the years referred to above.

3.6 YPs will be given quarterly goals in a consultative manner, appraised on their performance and given feedback. They will be given opportunity to showcase their work on a half-yearly basis before the YP Programme Steering Group and to interact with it, with a view to identify the direction and pathways for future professional development. The Group shall include both the internal technology team and external experts.

Regarding UIDAI's technological mandate

1. The Unique Identification Authority of India (UIDAI) has the mandate to develop and manage Aadhaar as the foundational public infrastructure of the India stack. This includes developing the technology vision to meet future ecosystem needs, drive innovation and forge partnerships for adopting and contributing to cutting-edge technology and innovation.

2. The all-encompassing mandate and canvas of UIDAI offers a unique opportunity to shape the technology vision and develop the technology strategy and deep tech for enabling India's digital transformation at population scale. UIDAI's functions and activities include:

- (a) Meeting the digital identity needs of over 1.3 billion Aadhaar holders;
- (b) Developing the policy, procedure and systems for Aadhaar issuance and authentication;
- (c) Establishing, operating and maintaining the Central Identities Data Repository of UIDAI;
- (d) Enabling over 2,300 use cases spanning the government, financial and ICT sectors and allowing new use cases;
- (e) Regulating, laying down standards and specifications and supervising the Aadhaar ecosystem, consisting of about 700 Aadhaar-enrolling and over 500 Aadhaar-authenticating entities;
- (f) Laying down the standards and specifications for registered biometric authentication devices;
- (g) Specifying the processes for Aadhaar data management, security protocols and other technology safeguards;
- (h) Developing new modalities and improved models for biometrically establishing identity; and
- (i) Promoting research and development for advancement in biometrics and related areas, including usage of Aadhaar numbers through appropriate mechanisms.
