

**ENGAGEMENT OF PERSONNEL UNDER SHORT TERM BASIS
IN THE EXECUTIVE CADRE**

(Ref No.H/HR/RECTT(Short Term)/02-R/2024 dated 20.05.2024)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier aeronautical complex in Asia, propelling the 'Make in India' dream of the country by undertaking design, production, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems and structural components for Satellites & Launch Vehicles. HAL has 20 Production Divisions, 10 R&D Centres and one Facilities Management Division, spread across seven states and nine geographical locations in India.

2. HAL - Helicopter Division, Bangalore invites applications from the eligible and interested candidates for the following posts in the Executive cadre, on short term basis for a period of 2 years and will be positioned at Helicopter Division / RCMA / CEMILAC at Bangalore. The engagement will come to an end automatically on completion of two years from the date of joining / or may be extended at the discretion of the Management, on requirement basis.

1. DETAILS OF POST / DISCIPLINE / RESERVATION / QUALIFICATION

Sl. No	Post, Channel /Scale	No. of Vacancies and Reservations							Qualification	Post Qualification experience
		UR	OBC	SC	ST	EWS	PwBD	Total		
1	Middle Specialist	2	--	--	--	--	--	2	Full time regular Bachelor's Degree in Engineering / Technology or its equivalent in Mechanical / Electrical / Electronics	4 to 8 Years
2	Junior Specialist	1	1	--	--	--	--	2		2 to 4 years

UR=Unreserved, OBC=Other Backward Caste, SC=Scheduled Caste, ST=Scheduled Tribe, EWS=Economically Weaker Section, PwBD = Persons with Benchmark Disabilities

Disciplines in which the induction is being carried out and grouping of branches of engineering in different disciplines are as under:

Disciplines in which induction is done	Eligible Branches of Engineering
Mechanical	Mechanical / Mechanical & Industrial Engg / Mechanical & Production Engg.
Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation

Electronics	Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics / Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Telecommunication
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2. QUALIFICATION REQUIREMENT:

- Candidates applying for the above mentioned posts should have secured minimum 60% of aggregate Marks of all the semesters / years or corresponding CGPA ratings / gradations in their qualifying examinations.
- No relaxation in minimum percentage of marks will be extended to the SC/ST candidates applying for UR post.
- The qualification of Degree in Engineering / Technology (eg: BE/BTech) here would mean Regular / Full Time Degree in Engineering / Technology acquired from recognized Universities / Institutions under the 10+2+4 system. The candidates who have acquired Degree in Engineering / Technology after Diploma in Engineering are also eligible to apply
- Candidates possessing qualifications acquired through Part-Time / Correspondence / Distance Education / E-learning qualification will not be equated with regular / full time courses.
- Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. All the qualifications possessed by the candidates and qualifications/ courses being pursued by them at the time of submitting the application for employment, are to be clearly indicated in the application. In other words, all the qualifications already possessed and qualifications / courses , which are being pursued / currently undergoing are to be indicated in the application while submitting the same for notified posts in HAL.

3. POST QUALIFICATION REQUIREMENT (PQ):

- Experience will be calculated from the date of acquiring the requisite Professional Qualification. Experience prior to acquiring the requisite Professional Qualification will not be reckoned for calculation of Professional Qualification experience.
- Any Full-Time additional degree acquired during the period of experience post acquiring Professional Qualification, will not be reckoned as experience and the duration of course will be deducted from the total Professional Qualification experience possessed.

4. EXPERTISE / SKILLS / KNOWLEDGE REQUIRED:

Middle Specialist

Activities of Airworthiness Certification of Aircraft / Systems:

- a) Awareness about the Indian Military Certification Practices & Standards
- b) Knowledge about Life Cycle of Development
- c) Understanding the Scope of Design Reviews (PDR / CDR)
- d) Interpretation of Technical Specifications of Air Systems
- e) Scrutiny of Qualification Test Requirements
- f) Scrutiny of ACP Documents and Test Schedules

Junior Specialist

Activities of Airworthiness Certification of Aircraft / Systems:

- a) Good academic knowledge in the required Discipline
- b) Knowledge & interest to work in the Indian Military Certification Practices & Standards
- c) Exposure to Life Cycle Development of Aircraft Systems
- d) Understanding the Scope of technical specifications of Air Systems
- e) Scrutiny of Qualification Test Requirements
- f) Working knowledge of simulation tools of Airworthiness

5. AGE LIMIT / RELAXATION/ CONCESSION:

Post/Grade	Age Limit as on 01.06.2024	
	UR	OBC(NCL)
Middle Specialist	40 Years	--
Junior Specialist	35 Years	38 Years

- For getting reservation benefits under the OBC (NCL) category, the following are required to be adhered to:
 - i) The candidate must belong to Non – Creamy layer;
 - ii) Name of the caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India for appointment to posts under GOI and Central Govt. Public Sector Undertakings;
 - iii) The candidate must furnish an OBC (NCL) certificate as per the format prescribed by the Govt. of India (not older than six months as on 30.11.2023) from the Competent Authority, at the time of interview.
- In respect of Persons with Benchmark Disabilities (PwBDs), Upper Age limit is relaxable by 10 years, which will be over and above the relaxation admissible for candidates belonging to OBC (NCL) categories.

- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989, upper Age limit is relaxable by 5 years.
- Upper Age limit is also relaxable upto a maximum of 5 years in respect of Ex-Servicemen / Commissioned Officers / Emergency Commissioned Officers / Short Service Commissioned Officers who have rendered at least five years Military Service and who fulfil other conditions as prescribed by the Government of India.
- No age relaxation will be extended to the OBC/SC/ST candidates applying for UR post.

6. PLACE OF POSTING:

The selected candidates will be posted at HAL – Helicopter Division, Bangalore / RCMA / CEMILAC. However, they are liable to be transferred / posted / assigned to any place where HAL/CEMILAC has the Divisions / Offices / Bases depending upon organizational requirements.

7. PAY SCALES & REMUNERATION:

- Personnel engaged on short term basis would be initially paid monthly Consolidated Remuneration as below:

Sl. No.	Posts	Consolidated Remuneration (Rs.) p.m	Consolidated Remuneration (Rs.) pm(after deduction of PF @ 12% of (3))
1.	Middle Specialist	50,000/-	44,000/-
2.	Junior Specialist	40,000/-	35,200/-

- Besides Consolidated Remuneration, candidates will be paid a maximum of Rs.15,000/- p.a. towards reimbursement of expenses for premium to take Life Insurance coverage and Health Insurance coverage of Rs. 5 Lakhs each. The proof of having taken Insurance Policy needs to be submitted within 3 months of engagement.
- No separate amount will be paid for Uniforms, stitching charges, Shoe Allowance etc.
- The personnel will be governed by the provisions of the PF Act, Income Tax, etc. as per the applicable Rules.
- Yearly hike / increment of 5% on consolidated remuneration will be given every year during the month of July starting from the 2nd year of engagement based on the performance of the candidates.

8. APPLICATION FEE:

- Rs. 500/- (Rupees Five Hundred Only) (inclusive of GST), which is non-refundable is to be paid as application fee.
- Candidates belonging to SC/ST/PwBD/XSM are exempted from payment of application fees.

- The above application fee is to be deposited in the name of "Hindustan Aeronautics Limited -Recruitment Account" in State Bank of India bearing Account Number **41496209808 (IFSC Code SBIN0009077)** at any core banking branches of State Bank of India (SBI) only in the prescribed challan and a Journal Number is to be obtained. HAL will not be responsible in case a candidate deposits the Application Fee in a wrong Account. **No other form of payment is accepted.**
- Candidates are required to pay applicable amount towards Bank commission (if any) for depositing fee at other than SBI, HAL Branch, Bangalore.
- Candidates are required to provide the details of the application fees paid in the application form. If details are not provided, the application will be treated as incomplete and will not be accepted. Application fee can be deposited till the last date of submission of application. Candidates are required to write their particulars in the challan.
- Application fee once deposited into the company's account will not be refunded under any circumstances, even if the candidate is unable to forward the application details or due to being ineligible at the time applying or rejection of application etc. Therefore, depositing the application fees, candidates are required to ensure that they meet all the eligibility criteria.
- Candidates should forward original counter foil of the challan (HAL Copy) along with the application form. Photocopy / Xerox copy of the challan will not be accepted. In such case, the candidature will be rejected and the application fees will not be refunded.
- The candidate has to retain the original counter foil of the challan (Candidates Copy) for future reference.

9. HOW TO APPLY:

- The eligible and interested candidates are required to apply Online only, through HAL Website i.e, www.hal-india.co.in (Careers Section) from 31st May 2024 to 10th June 2024. No other means/ mode of Application will be accepted;
- Candidates should not round off the percentage of marks in the qualifications. The percentage has to be calculated in the following manner (upto 2 decimal places);

$$\frac{\text{Total Marks obtained in all semesters / years}}{\text{Maximum marks (Cumulative of all semesters / years)}} \times 100$$

- Wherever CGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University / Institute. Candidates are required to submit a certificate to this effect from the University / Institute at the time of Interview;

- No documents / Certificates / testimonials are required to be attached along with Application Form; However, it may be noted that all the candidates who are called for Interview at a later stage will have to mandatorily produce Certificates in original in respect of all the particulars submitted in the Application Form and Document Verification.

10. SELECTION PROCEDURE:

- Selection process will comprise of All-India based Selection Test and Interview.
- Eligible candidates short-listed based on the initial screening with reference to Qualification, relevance of experience and other credentials declared in the application form only will be called for written test. Candidates who fulfill the prescribed eligibility criteria will be called for the Written Test.
- Candidates are required to appear for the Written Test at their own expense, on the date, time and venue, which will be mentioned in their e-Admit Card. The candidate has to download his/her e-Admit card from HAL website. Admit cards will not be sent either by post or by e-mail.
- Candidates are required to produce one of the Original Identity Card (i.e., Voters ID Card / Driving License / Aadhaar Card / Passport / PAN Card / ID Card issued by Central/ State Govt. / PSU for their employees / ID cards issued by Government Agencies authorized for the purpose / College ID card where the candidate has studied last along with a copy of which is duly attested by the Gazetted Officer) to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Online Selection Test.
- The test will be of Two and Half hours duration. The test will be in three parts & comprising of Multiple Choice Questions (MCQs).
 - Part – I will consist of 20 MCQs on General Awareness.
 - Part – II will consist of 40 MCQs on English & Reasoning.
 - Part – III will consist of 100 MCQs on the concerned discipline.
- The test can be taken in Hindi or English. Candidates will have to give their choice for appearing in Hindi or English at the time of applying for the post which cannot be changed subsequently.
- Candidates will be short-listed for the Interview in the order of merit based on the performance in the Written Test. Date, Time & Venue of the written test / interview will be intimated to the short-listed candidates through e-mail only;
- Candidates shortlisted for interview are required to bring the certificates / documents (Original and self-attested photocopies) in proof of Age, Qualification, Experience, valid Caste Certificate, Training, Disability (As applicable) and passport size photographs at the time of interview;

- Candidates will be shortlisted and will be called for interview in the ratio of 1:5 (maximum) as per the rules of the Company.
- The written test for the subject post is tentatively planned to be held during the third / last week of June 2024.

11. PRE-EMPLOYMENT MEDICAL STANDARDS:

- Candidates provisionally selected by HAL, including PwBDs, will have to undergo a Pre-employment Medical Examination at HAL, Hospital before joining HAL.
- Candidates should have sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates will be subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company.
- The decision of the Company's Doctor in this regard will be final and binding.
- No relaxation in health standards will be allowed. Candidates are advised to go through the extant Pre-Employment Medical Standards of the Company hosted along with this Advertisement.
- Additionally, in respect of PwBDs, the suitability for appointment in relation to the Disability will be decided on the basis of Reports of the Medical Board. Appointment of selected PwBDs will be subject to verification of Disability Certificate from the concerned Authorities as per the Company Rules.

12. OTHER BENEFITS AND TERMS & CONDITIONS:

- Only Indian Nationals are eligible to apply;
- Age and Post Qualification experience will be reckoned as on 01.06.2024;
- A candidate is requested to apply only for which he/ she is suited and fulfilling all the criteria mentioned for the post;
- All qualifications should be from Indian Universities/ Institutes recognized by appropriate statutory Authorities in the Country;
- Mere submission of application will not automatically entail them to be called for written test/ Interview and Appointment in the company;
- HAL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the Advertisement / Recruitment process and / or the Selection Process thereunder, without issuing any further notice whatsoever. The number of vacancies can be modified as per discretion of the Management;

- Candidates provisionally selected under this recruitment will be subject to verification of Caste and Character & Antecedents from the concerned Authorities, as per the Rules of the Company;
- Selected candidates can be posted to any Division of the Company/RCMAs/CEMILAC. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company;
- Candidates appearing for interview from outside Bangalore, will be paid travelling allowance / reimbursed III Tier A/C (3A) train fare or equivalent by the shortest route on production of proof of travel (Original onward journey ticket and photo copy of return journey ticket);
- Request for change of mailing Address, category, Discipline or any other information as declared in the application form will not be entertained once the application is received;
- If the information/ Certificates furnished by the candidate in any part/ stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the advertisement, the candidature/ appointment will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidate;
- Candidates employed in Central / State Government/ Public Sector Undertakings etc. should produce No Objection Certificate (NOC) at the time of appearing for the interview. Candidates who fail to produce the NOC will not be permitted to appear for interview and will not be eligible for payment of Travelling Allowance;
- Experience possessed by candidates engaged on Contract Basis directly by PSU / Central / State Governments concerned shall be considered as experience for the purpose of selection. In that case, Experience Certificate is to be produced from such PSUs/Central/State Governments, etc, indicating the contract engagement. As regards No Objection Certificate, the same needs to be in line with the Terms & Conditions of contract engagement and Rules applicable for such contract engagement in the concerned Organization;
- Experience possessed by candidates engaged on contract basis through contractors by PSUs/Central/State Governments will not be considered as experience since the engagement is not direct;
- Experience possessed by candidates in Private Organizations on contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience , responsibilities, assignments etc.;
- The contract experience possessed by candidates mentioned above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSU / Central / State/ Private Organisations;
- Once an employee avails himself/herself of voluntary retirement from a PSU, he/she shall not be allowed to take up employment in another PSU. If he/she desires to take

- up the employment, he/she shall have to return the VRS compensation received by him/her to the PSU concerned. Personnel who have opted for VRS from other PSUs should furnish documentary evidence that they have deposited their terminal benefits with the concerned PSU before their appointment in the Company;
- Candidates who have work experience in the Private Sector, should produce the experience certificate in the letter head of the Company at the time of Interview. The letter head of the company should have the details of the company;
 - Candidates provisionally selected by HAL will have to undergo Pre-Employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates is subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical standards of the Company. No relaxation in health standards will be allowed;
 - The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, conduct of interview, Verification of Documents etc. will be final and binding on candidates;
 - Candidates should clearly mention all the details sought in the Application Format. In case of no clarity/ discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates;
 - Personnel engaged on short term basis will be entitled for one day Casual Leave, for every calendar month of service besides 12 Festival Holidays applicable for HAL employees;
 - Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961;
 - As per the extant rules of the Company, Internal candidates are not eligible to apply;
 - Candidates who have been selected on short term basis, will be allowed to join the Company pending receipt of Character & Antecedents verification, subject to fulfilling the conditions (i.e. receipt of Police Clearance from the Jurisdictional Police Station, Undertaking etc.) as applicable to the Personnel selected on Tenure basis;
 - Any correspondence with the candidates will be made via mobile number / e-mail id provided by the candidate in the application. No other mode of communication will be adopted;
 - Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected;
 - Any sort of canvassing or Influencing of the Officers related to Recruitment / Selection process would result in immediate disqualification of the candidates;
 - Court of jurisdiction for any dispute/ cause will be in Bangalore;

- Last date for receipt of application is **10.06.2024**;
- Any corrigendum/addendum (if any) will be hosted/published on the HAL website only;
- In case of any particular query is not covered above, the candidates may write to us at rectt.helicopter@hal-india.co.in Or call 080-22322964 / 22323744. No other method of Communication will be entertained.

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