



Hindustan Aeronautics Limited

Hindustan Aeronautics Ltd (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 10 co-located R&D Centres spread across the Country. HAL's spectrum of expertise encompasses hi-tech programmes involving a number of state-of-the-art technology, design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

HAL, over the last seven decades, has grown progressively into an integrated aerospace organization with the indigenous design & development of the Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both Military & Civil roles), IJT, LCA, Pilotless Target Aircraft (PTA), SU-30 MKI, Hawk (Advanced Jet Trainer) & Dornier -228 (Light Transport Aircraft). Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), Basic Turboprop Trainer Aircraft (HTT – 40), Light Utility Helicopter (LUH) & Indian Multi-Role Helicopter (IMRH). HAL will co-develop the Fifth Generation Fighter Aircraft (FGFA) & Multi Role Transport Aircraft (MTA) with foreign partners.

HAL invites applications from result oriented **Professionals** for the current vacancies/ posts in its various Production, Overhaul, Service Divisions / Research & Design Centres / Offices at Bangalore, Barrackpore, Hyderabad, Kanpur, Koraput (Orissa), Korwa (Uttar Pradesh), Lucknow and Nasik:

Name of the Post	No. of Posts
Chief Test Pilot (Fixed Wing) (Gr-VIII) Click Here for Job Description	1
Dy. General Manager / Chief Manager (Flight Operations & Safety) (Gr-VII/VI) Click Here for Job Description	1
Chief Manager / Senior Manager (HR) (Gr-VI/V) Click Here for Job Description	3
Secretariat Officer (Gr-II) Click Here for Job Description	1
Asst. Official Language Officer (Gr-I) Click Here for Job Description	4

Persons with Disabilities (PWDs) suffering from not less than 40% of the relevant disability shall be eligible for the benefit of reservation. Candidate who wants to avail the benefit of reservation under PWD category is required to submit a Disability Certificate issued by the Competent Authority, in the prescribed format, at the time of interview.

The types of disabilities identified for the posts are:

Discipline	Type of Disability
HR	a) Partially Deaf
	b) Low Vision
	c) One Leg affected (Right or Left)
	d) One Arm affected (Right or Left)
	e) Both Legs affected but not arms
	f) One Arm & one Leg affected
Official Language	a) One Leg affected
	b) Low Vision

PAY SCALE, AGE LIMIT, EXPERIENCE & REMUNERATION

Grade	Pay Scale *	Admissible Perks & Allowances under Cafeteria System	Age Limit as on 30.01.14
Grade – I	Rs. 12600–32500	44% of Basic Pay	35 years
Grade – II	Rs. 16400–40500		
Grade – V	Rs. 29100-54500		42% of Basic Pay
Grade - VI	Rs. 32900-58000	48 years	
Grade–VII	Rs. 36600-62000		
Grade–VIII	Rs. 43200-66000	50 years	

*Annual Increment is 3% of Basic Pay

Candidates will be appointed in the Scale of Pay as indicated above. Besides Basic Pay candidates will be eligible for Variable Dearness Allowance, Company Accommodation / House Rent Allowance, Provident Fund, Gratuity & Performance Related Pay (PRP), etc. Candidates will be eligible for Perquisites and Allowances under the Cafeteria System as indicated above.

Post Professional Qualification Experience (PPQE) requirements:

Details of requisite Post Professional Qualification Experience (PPQE) are as under:

S No	Post Name	Gr	PPQE requirement as on 30.01.14	No. of Post/s
a)	Chief Test Pilot (Fixed Wing)	VIII	**	1
b)	Deputy General Manager (Flight Operations & Safety)	VII	**	1
c)	Chief Manager (Flight Operations & Safety)	VI	**	
d)	Chief Manager (HR)	VI	13 yrs	3
e)	Senior Manager (HR)	V	10 yrs	
f)	Secretariat Officer	II	3 yrs	1
g)	Asst. Official Language Officer	I	++	4

** Only Serving Officers / retired Officers from IAF are eligible to apply. Officers, meeting other advertised criteria as specified in the Job Description:

- a) in the Rank of Air Commodore are eligible to apply for the post of Chief Test Pilot (Fixed Wing) (Grade - VIII);
- b) in the Rank of Group Captain are eligible to apply for the post of Deputy General Manager (Flight Operations & Safety) (Grade - VII); and
- c) in the Rank of Wg. Commander (with more than 3 years of service in the Rank as on 30.01.14) are eligible to apply for the post of Chief Manager (Flight Operations & Safety) (Gr-VI).

++ No Post Professional Qualification Experience required for the post of Asst. Official Language Officer (Gr-I).

- Experience gained after acquiring the requisite Professional Qualification will only be reckoned for purpose of calculation of Post Professional Qualification Experience (PPQE) (except for posts at Sl. No. (a), (b) & (c)). Experience prior to acquiring the requisite Professional Qualification Degree will not be reckoned for calculation of PPQE. For details of requisite Qualification please refer the Job Description for the concerned post;
- The posts at Sl. Nos. (d) & (e) are stroke posts and candidates are requested to apply for a post they are best suited for after taking into consideration the requisite PPQE. Applications of candidates applying for more than one post in a Discipline, will be considered for the lower post;
- Out of the total Post Professional Qualification Experience mentioned against each position, candidates are required to possess a minimum of **3 years** experience in the next below Grade or in equivalent post (applicable for PSUs /Govt) as on **30.01.14**.

AGE RELAXATION

- Upper Age Limit is relaxable by 5 years in respect of **SC/ST** candidates;
- Upper Age Limit is relaxable by 3 years in respect of **OBC (non – creamy layer)** candidates;
- In respect of **Persons with Disabilities (PWDs)**, Upper Age Limit is relaxable by 5 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC;
- 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;
- Relaxation in age limit in respect of **Ex-servicemen & Serving Officers** will be extended as per rules.

MODE OF PAYMENT OF APPLICATION FEE

- Rs. 500/- (Rupees Five Hundred only) towards Application Fee and Rs.25/- as Bank charges (total of Rs.525/-), which is non-refundable (exempted in the case of SC / ST/ PWD candidates);

- All core banking branches of State Bank of India (SBI) has been authorized to collect the Application Fee in specially opened Account No. 30969511830, on behalf of HAL;
- **Application Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application Fee.**

HOW TO APPLY? (REGISTRATION PROCESS)

- Eligible and interested candidates are required to apply Online only through HAL Website (Careers section): www.hal-india.com . No other means / mode of application will be accepted. The Registration is open from **1500 Hours on 16.01.14 till 1700 hours on 30.01.14;**
- Before registering the applications at HAL website the candidates should possess the following:
 - Valid E-mail ID, which should remain valid & active till the completion of selection process;
 - Scanned copy of latest passport size colour photograph (in jpg file only & less than 180 KB) size for uploading with the application form;
 - Separate write up's (maximum of 500 words) on (i) the Position currently held by you; and (ii) Pen picture of professional experience, achievements and significant contribution in the field.
 - Educational details like date of passing, percentage of marks (in case of candidates having CGPA Scores, equivalent percentage is to 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) etc;
- The steps for depositing the Application Fee & submitting the Application Online are as follows:
 - **Step -1:** Candidate is required to click the link given in career section of HAL website for Registration & select the name of the post he/she is willing to apply for.
 - **Step -2:** The personal, educational & experience details are required to be filled up and photograph to be uploaded. Before finally submitting the details entered, an editing option will be given to the candidate for editing any details already entered, if required.
 - In case of the candidates belonging to SC/ST/PWD categories, on submission of personal, educational & experience, the registration process will be completed by generating a unique Application Number in the Application confirmation page for future reference.
 - In case of candidates belonging to General & OBC categories, on submission of personal, educational & experience, they are required to print the Bank Challan (Pay in-slip) for depositing the Application Fee in the Bank.
 - **Step -3:** (for General / OBC Categories only): Candidate has to approach any of the core banking branches of SBI with the 'pay-in-slip' and deposit the Application Fee of Rs. 500/- along with the bank charges Rs.25/- in '**Hindustan Aeronautics Limited- Recruitment Account' bearing No. 30969511830, on or before 29.01.14.** On receipt of

the Application Fee, the concerned SBI branch will enter a unique Journal Number in the 'Pay-in-slip'. Candidates should retain the original counterfoil of the 'Pay-in-Slip' (candidate's copy) for future reference.

- **Step -4:** (For General / OBC Categories only): After Payment of Application Fee in the Bank, candidate is required to log on to HAL website (www.hal-india.com) **on or before 1700 hrs on 30.01.14** and fill up the E-mail Id & Date of Birth in the link given. Candidates will then be required to enter the details of payment of Application Fee (i.e., Name & Code No. of SBI Branch, SBI Journal No. Date of Deposit of Application Fee in Bank). On submission, Application Confirmation page will be displayed. Candidate is required to print the application confirmation page for future reference.
- **In case of Non Payment of Application Fee and not completing the above steps, the Application will be incomplete and the same will be rejected.**

GENERAL CONDITIONS

- Only Indian Nationals are eligible to apply;
- Mere submission of application will not entail right for claiming Appointment;
- HAL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto. The number of vacancies can be modified as per discretion of the Management;
- Candidates possessing basic & qualifying Degrees through Full-Time courses will only be considered. Candidates possessing qualifications acquired through Correspondence/ Distance Education/ Part Time/ E-learning will not be equated with Regular/ Full Time Courses and are not eligible to apply. Please refer respective Job Descriptions for details;
- All qualifications should be from Indian Universities / Institutes recognized by appropriate statutory authorities;
- Candidates who possess MBA qualification with dual specialization with one being HR are eligible to apply for the post of Chief Manager (HR)/ Senior Manager(HR);
- Only shortlisted candidates will be called for Interview;
- Candidates belonging to SC/ST/OBC/PWD categories are required to submit copies of Caste Certificates/Disability Certificate issued by the Competent Authority in the prescribed format at the time of Interview;
- For getting reservation benefits under the OBC category, the following are required to be adhered to:
 - The candidate must belong to non – creamy layer;
 - The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes';
 - The candidate must furnish an OBC certificate (clearly mentioning as belonging to non - creamy layer) as per the format prescribed by the Govt. of India (not older than six months as on 30.01.2014), from the Competent Authority, at the time of Interview.

- Candidates employed in Central/ State Government Departments/ Public Sector Enterprises etc. (including candidates engaged on Contract basis) should produce **NOC** (No Objection Certificate) at the time of Interview from their employer failing which they will not be permitted to appear for the interview, and will not be eligible for payment of Travelling Allowance;
- Applicants having work experience in Private Sector Organisations are required to submit an experience certificate in the letter head of the Company. The letter head of the Company should have details of the Company;
- These vacancies are identified to be filled up by external candidates only, through Direct Recruitment. Therefore, applications of internal candidates, if any, will not be considered ;
- Candidates should clearly mention all the details sought in the Application Blank. In case of no clarity/ discrepancy in the information provided, application will be summarily rejected. The Application Fee paid will not be refunded. No communication will be sent to the candidates;
- Appointment of selected candidates is subject to receipt of satisfactory Medical Reports from the HAL Hospital as per the standards prescribed by HAL as well as verification of Caste and Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- **Health:** Applicants should be of 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. No relaxation in Health standards will be allowed. **Click here** for viewing the Pre-employment Medical Standards, prescribed by HAL;
- If the information furnished by the candidate in any part 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;
- All correspondences to the candidates will be made via e – mail on the e – mail id provided by the candidate in the application blank. No other method of communication will be adopted.
- Canvassing in any form will disqualify the candidature;
- Court of jurisdiction for any dispute/ cause will be at Bangalore.

SELECTION & PLACEMENT: Eligible candidates will be required to attend an interview at Bangalore to assess their suitability. Selected candidates can be posted to any Division / R&D Centers / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of service.

All candidates are requested to go through the detailed advertisement carefully to clear all doubts/ queries. Queries, if any are to be sent to hallateral2014@gmail.com only.

CORRIGENDUM

ELIGIBILITY CRITERIA FOR THE POST OF ASST. OFFICIAL LANGUAGE OFFICER (Gr-I):

In addition to the advertised criteria as above, UR/ OBC Candidates should have secured a minimum of 60% marks and SC/ ST candidates should have secured a minimum of 50% marks in the aggregate of all the Semesters/ Years or corresponding CGPA Ratings/ Gradation in all the qualifying examinations, viz. Bachelors Degree, Masters Degree & the PG Diploma Course, for applying to the post of Asst. Official Language Officer (Gr-I).

-oOo-