

**Hindustan Aeronautics Limited
Bangalore Complex**

Selection and Engagement of Personnel in Executive Cadre on Short Term basis

(Advt. No. HAL/HR/Engagement-STB/F&F/2024 dated 07.06.2024)

Hindustan Aeronautics Ltd (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 21 Production / Overhaul / Service Divisions and 11 co-located R&D Centres spread across seven states in 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 is looking for learned, experienced and result oriented Professionals with diverse experience profile for various Executive posts in Technical Disciplines on short terms basis for a period two years initially, which may be extendable by 1 more year based on the discretion of the Management on requirement basis for posting at the Offices of CEMILAC (Centre for Military Airworthiness and Certification) which are located within the Office premises of Bangalore based HAL Divisions.

Centre for Military Airworthiness and Certification (CEMILAC), a laboratory of the Defence Research and Development Organisation (DRDO) through its Regional Centres of Military Airworthiness (RCMAs) gives Certification Coverage for all projects at HAL.

2. DETAILS OF POSTS, DISCIPLINE & QUALIFICATION

2.1 The details for the posts advertised are as below:

Sl. no.	Post No.	Post & Discipline	No. of posts/ reservation	Qualification
1	MS/Chem/2024	Middle Specialist (Chemical)	1 (UR)	First Class Degree in Chemical Engineering or Technology from a recognized University or equivalent
2	JS/Chem/2024	Junior Specialist (Chemical)	1 (UR)	
3	MS/Met/2024	Middle Specialist (Metallurgy)	1 (UR)	First Class Degree Engineering or Technology in Metallurgy/ Material Science/ Material Engineering from a recognized University or equivalent
4	JS/Met/2024	Junior Specialist (Metallurgy)	1 (UR)	
5	MS/Aero/2024	Middle Specialist (Aero)	1 (UR)	First Class Degree in Engineering or Technology in Aeronautical/ Aerospace from a recognized University or equivalent
6	JS/Aero/2024	Junior Specialist (Aero)	1 (UR)	
7	MS/Electronics/2024	Middle Specialist (Electronics)	1 (UR)	First Class Degree in Engineering or Technology in Electronics/ Electronics & Communication/Instrumentation & Control/ Instrumentation & Electronics/ Applied Electronics & Instrumentation/ Electronics & Instrumentation/ Electronics & Telecommunication
8	JS/Electrical/2024	Junior Specialist (Electrical)	1 (UR)	First Class Degree in Engineering or Technology in Electrical/ Electrical & Electronics/ Electrical & Instrumentation
9	MS/Mech/2024	Middle Specialist (Mechanical)	2 (UR)	First Class Degree in Engineering or Technology in Mechanical/ Mechanical & Industrial Engineering / Mechanical & Production Engineering
10	JS/Mech/2024	Junior Specialist (Mechanical)	2 (UR)	

2.2 Candidates applying for the above mentioned Posts should possess the qualification as mentioned against each Post.

2.3 Candidates should have acquired Bachelor's Degree in Engineering /Technology or its equivalent from Institutes/Universities recognized by appropriate statutory authorities in the country, in the requisite Disciplines with minimum 60% of aggregate Marks. Only full time/Regular courses will be considered for all the Qualification requirements indicated above.

2.4 Candidates possessing Part Time/Correspondence/E-learning /Distance Education courses are not eligible to apply.

2.7 Percentage Rounding off is not allowed to arrive at the aggregate percentage.

2.8 Though these posts are unreserved, SC/ST/OBC/EWS candidates meeting the minimum qualifying criteria can also apply.

3. AGE LIMIT & RELAXATIONS, POST QUALIFICATION EXPERIENCE:

3.1 Upper Age Limit and Post Professional Qualification Experience (PPQE) is as indicated below:

Sl. No.	Level	No. of years of PPQE	Upper Age Limit (as on 31.05.2024)
(i)	Middle Specialist	4 to 8 years	40 years
(ii)	Junior Specialist	2 to 4 years	35 years

3.2 The Upper Age Limit and requisite post qualification experience will be reckoned as on 31.05.2024. Candidates meeting the Age criteria are only required to apply.

3.4 For Candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01-01-1980 to 31-12-1989, Upper Age Limit is relaxable by 5 years:

3.5 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.

3.6 No age relaxation will be extended to the OBC/SC/ST candidates applying for UR post.

4. EXPERTISE / SKILLS / KNOWLEDGE REQUIRED:

Junior Specialist	<ul style="list-style-type: none"> • Good academic knowledge in the required discipline • Knowledge and interest to work in the Indian Military certification practices & standards • Exposure to Life Cycle development of Aircraft Systems • Understanding the scope of technical specifications of air systems • Scrutiny of Qualification Test Requirements • Working knowledge of simulation tools for Airworthiness
Middle Specialist	<ul style="list-style-type: none"> • Awareness about the Indian Military Certification Practice and Standards • Knowledge about Life Cycle development of Aircraft Systems • Understanding the scope of Design reviews (PDR/CDR) • Interpretation of technical specifications of Air Systems • Scrutiny of Qualification test requirements • Scrutiny of ACP documents & test schedules

5. PLACE OF POSTING & REMUNERATION:

The Selected Candidates will be posted in the Offices of RCMA/ CEMILAC located in various Divisions of HAL. The Personnel engaged on short term basis would be initially paid monthly Consolidated Remuneration, as below:

SI No.	Posts	Consolidated Remuneration (Rs) p.m.	Consolidated Remuneration (Rs) p.m. [after deduction of PF @ 12% of (3)]
(i)	Middle Specialist	50,000/-	44,000/-
(ii)	Junior Specialist	40,000/-	35,200/-

Note:

(a) In addition to the consolidated remuneration, a maximum of Rs 15,000/- p.a. will be paid towards reimbursement of expenses for premium to take Life Insurance coverage and Health Insurance Policy needs to be submitted within 3 months of engagement. No separate amount will be paid for uniforms, stitching charges, Shoe Allowance etc;

(b) The personnel will be governed by the provisions of the PF Act, Income Tax etc; as per the applicable rules.

c) 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 candidates which will be certified by CEMILAC. Monthly payment will be remitted by HAL directly to the account of personnel engaged by HAL and deployed to CEMILAC on certification of attendance.

6. APPLICATION FEE:

6.1 Rs. 500/- (Rupees Five Hundred Only) (inclusive of GST), which is non-refundable is to be paid as application fee.

6.2 Candidates belonging to SC/ST/PwBD/XSM are exempted from payment of application fees.

6.3 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. Candidates should upload the scanned copy of original counter foil of the challan (HAL Copy) at the time of applying. Alternatively, the candidates can also pay the application fees to the above-mentioned HAL bank account through Internet Banking and upload the pdf document of the payment receipt in proof of the payment of application fees (consisting of reference no., bank account credited, amount and date of transaction). Candidate has to retain the copy of the payment of application fee for future reference especially for submission at the time of written test.

6.4 HAL will not be responsible in case a candidate deposits the Application Fee in a wrong Account. No other form of payment is accepted.

6.5 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.

6.6 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.

7. REGISTRATION PROCESS

7.1 Before Registering the Application, the Candidate should possess the following:

- (i) Valid E-Mail id that should remain active till the Completion of the Selection Process;
- (ii) Caste /Tribe Certificates;
- (iii) All Certificate/Testimonial in respect of Qualification;
- (iv) For Uploading Photograph in the Online Application Form: Photograph must be a recent Passport Size colour Photograph. The image of scanned Photograph should in jpg format and size should not exceed 50 KB;
- (v) For Uploading Candidate Signature in the Online Application Form: Candidate should sign on white Paper with pen and scan it. The image of scanned Signature of the Candidate should in jpg format and size should not exceed 50 KB;
- (vi) All Details of Employment and Post Qualification Experience

7.2 Eligible and interested candidates meeting the advertised criteria are required to apply in Online Application Form hosted at the Career Portal of the HAL website www.hal-india.co.in from **07.06.2024 (1400 hrs) to 17.06.2024 (23.30 hrs)**. No other modes of application will be accepted.

7.3 Based on the qualification and experience, candidates are required to apply against only one post in response to this advertisement. Application once submitted cannot be altered under any circumstances;

7.4 Candidates are required to possess a valid Mobile number and email id, which are to be entered in the Online application, so that communication regarding further stages of selection like Selection Interview, etc. will be sent on the same Email ID/ SMS. HAL will not be responsible for bouncing of e-mail/messages sent to the Candidates;

7.5 Request for change in Date of Birth, Mailing Address, Category etc., once declared in the application form will not be entertained;

8. PROCEDURE FOR SUBMITTING ONLINE APPLICATIONS

8.1 The Steps for submitting the Application Online and depositing the Application Fee are as follows:

Step -1: Candidate is required to click the link given at www.hal-india.co.in (Careers Section) for the Registration & select the name of the post for which he / she wants to apply.

Step-2: Eligibility Details are required to be filled up and submission of Eligibility details, a unique Registration number is generated and the Candidate is led to the Personal and Qualification details Page. Eligibility details once submitted cannot be edited. Once the Registration number is generated, the Candidate will have an option to re-login for further completion of Application.

Step-3: The personal, qualification and experience details are required to be filled up. Candidates are required to make Online Payment of Application Fee. The Candidates are required to upload the image of latest Passport size colour photo (Photo should be in JPG Format with maximum 50 KB in size) and also upload the image of Signature of the Candidate (should be in JPG format with maximum 50 KB in size). Before finally submitting the details entered, an "Edit" option will be given to the candidate for editing any details already entered. if required.

Step-4 : Payment of Application Fee: Candidates are required to deposit Application fee as per instructions given in para 6 of this notification. The Application Fee once paid will not be refunded on any account.

8.2 Candidate is required to print the Application Confirmation Page for future reference. Candidates are advised to pay the Application Fee and also complete the above process well before the closing date and time and not to wait till the last date to avoid the possibility of disconnection / inability / failure to login to the Website on account of heavy load on Internet or Website jam. 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.

9. SELECTION PROCESS

9.1 The Candidates applying for the aforesaid Posts are required to meet the stipulated eligibility criteria w.r.t Age, Qualification and the Post Professional Qualification Experience etc. Eligible candidates shortlisted based on the initial screening, relevance of experience and other credentials notified for the post will be called for Written Test.

9.2 The Selection process will comprise of Written Test (Offline) and Personal Interview.

9.3 **Written Test** will be held at **Bengaluru** and is **tentatively planned to be held on 30.06.2024**.

9.4 Candidates who fulfill the prescribed eligibility criteria. will be called for written test and intimation in this regard will be through e-mail/SMS. Candidates are required to attend the Written Test on the date, time and venue at their own expenses, which will be mentioned in their e- Admit Card. The candidates have to download his / her Admit Card from HAL Website; *Admit Card will not be sent by Post or email.*

9.5 The Written test will be conducted in Bengaluru City only. No request for change of Venue for Written Test will be considered. However. HAL reserves the right to cancel/add and allocate appropriate centre and reschedule the test date/venue depending upon the circumstances and the candidates are bound by the same.

9.6 Candidates are required to produce one of the Original Identity Card (i.e.. Voters ID Card / Driving License/ Aadhar Card / Passport / PAN Card / ID Cards issued by Central / State Govt. / PSU for their employees / ID Cards issued by Government Agencies authorized for the purpose to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.

9.7 The test will be of Two and Half Hours Duration (2.5 hours). The Test will be in three (03) parts comprising of Multiple Choice Questions(MCQs). Each question carries one mark each and there is no negative mark.

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 Engineering Disciplines.

9.8 Written Test will be in English only.

9.9 The Candidates will be shortlisted for Interview on the basis of Written Test Marks in the order of merit in the ratio of 1:5 with respect to the number of Vacancies in each Category. Final Merit List shall be prepared by assigning the Weightage of 85% marks from Written Test and 15% marks from Interview. The Candidates should secure at least 50% marks each in the Written Test and Interview for qualifying in the Selection.

9.10 The Candidates appearing for Written Test from Outside Bangalore will be required to plan for their stay in Bangalore for a day or more, as the Candidates qualifying in Written Test would

be required to attend Personal Interview in the immediate course of time. The Results of the Candidates qualifying in the Written Test will be hosted on HAL Website;

9.11 At the time of the interview, candidates are required to bring all their Original Documents/ testimonials (i.e. SSLC, Higher Secondary Certificate/PUC, Mark Sheets of all Semesters & Certificates of B.E./B.Tech as declared in the Application Form. Experience and Service Certificates of the Experience possessed in the Letter Head of the Company, indicating the date of Joining & date of relieving, further a No Objection Certificate in case of candidates employed in Central/ State/ Semi Government / Public Sector Undertakings etc. along with two sets of self-attested Copies of all the above stated documents and 06 no.s Passport Size Photographs;

9.12 Candidates called for Personal Interview does not entail for any claim of Employment in HAL. And if it is found at any stage, that the Candidate does not meet the notified criteria/any of data furnished is incorrect, the candidature /appointment would be automatically liable for disqualification /termination.

9.13 In case of non-production of requisite documents on the date of Interview by the Candidates and it is found that the Candidate is not meeting the eligibility criteria, then the candidature will be summarily rejected and wouldn't be entitled for reimbursement of Travelling Allowance by Company;

9.14 The entire selection process will be governed by extant rules of the Company.

10. MEDICAL STANDARDS

The candidates should have sound health and the Engagement of selected Candidates on short term basis, would be subject to submission of Medical Fitness Certificate from the registered medical practitioner of a Government Hospital.

11. CHARACTER AND ANTECEDENTS

The candidates who have been selected on short term basis would be allowed to join the Company pending receipt of Character & Antecedents Verification, subject to submission of Police Clearance Certificate from the jurisdictional Police Station limits stating that there is nothing adverse against him/her in the Police Station.

12. OTHER TERMS & CONDITIONS OF ENGAGEMENT

- (i) Only Indian Nationals are eligible to apply;
- (ii) A Candidate is requested to apply only for the post which he /she is suited and fulfilling all the criteria mentioned for the post.
- (iii) All Qualifications should be from Indian Universities/ Institutes recognized by appropriate statutory Authorities in the Country.
- (iv) Candidates are required to apply against only one post in response to this advertisement. Applications once submitted cannot be altered under any circumstances;
- (v) Request for change in the Date of Birth, Mailing Address, Category etc; once declared in the Application form will not be entertained;
- (vi) Mere submission of the application will not automatically entail a right at any stage of Selection process/ for claiming appointment. HAL's decision in this regard shall be final;
- (vii) Wherever CGPA, letter grade, etc; 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 Conversion Certificate to this effect from the University/ Institute at the time of Interview, if shortlisted /called for.

- (viii) Candidates are required to possess a valid Mobile Number and Email id which is entered in the Application so that information regarding further stages of selection will be sent on the same Email ID. HAL will not be responsible for bouncing of e-Mail messages sent to the Candidates.
- (ix) 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 or assigning any reason whatsoever. The number of vacancies can be modified as per discretion of the Management.
- (x) Candidates appearing for Interview from outside Bangalore will be reimbursed III Tier A/C (3A) or equivalent by the shortest route on production of proof of travel (Original onward journey ticket and photo copy of return journey ticket);
- (xi) 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/engagement will be considered as revoked/terminated at any stage of recruitment process or after recruitment of joining without any reference given to the Candidate;
- (xii) Candidates employed in Government / Semi-Government / Public Sector Undertakings / Quasi Government / Autonomous Bodies (including candidates engaged on Contract basis in Government / Semi-Government / Public Sector Undertakings / Quasi Government / Autonomous Bodies) etc. should produce NOC (No Objection Certificate) at the time of the interview from their employer, failing which they will not be permitted to appear for the selection interview:
- (xiii) Experience possessed by candidates engaged on Contract basis shall also be considered as experience if the experience is in Executive Cadre, subject to scrutiny in terms of nature of experience, responsibilities. assignments etc and the experience Certificate should be produced in the Letter Head of the Contractor/ Company having the details of the Company.
- (xiv) Any sort of Canvassing in any form or bringing outside influence related to Recruitment/Selection process would result in disqualification of the Candidates:
- (xv) Engagement of selected candidates is subject to receipt of satisfactory Medical Fitness Certificate from the registered Medical practitioner of Government Hospital and Police Clearance Certificate from the Jurisdictional Police Station Limits;
- (xvi) Decision of HAL in all matter regarding eligibility for calling for Written Test and selection would be final and binding on all candidates;
- (xvii) Further, HAL Management reserves the right to fill up or otherwise any or all the notified posts and also to fill up the future vacancies if any from the valid panel of selected candidates as per the rules of the company;
- (xviii) As per the extant rules of the Company, internal candidates are not eligible to apply;
- (xix) In case of no clarity /discrepancy in the information provided in the Application Format. The Application would be liable for rejection. No Communication will be sent to the Candidates in this regard;

