



HINDUSTAN AERONAUTICS LIMITED  
ROTARY WING RESEARCH AND DESIGN CENTRE  
BANGALORE - 560 017

Advertisement No. RWRDC/CONSULTANT/2024-01

**Engagement of Superannuated Employees as Consultant/Advisor  
on Contract Basis at HAL**

Hindustan Aeronautics Limited (HAL), a Navaratna Central Public Sector Undertaking is a premier Aeronautical Industry of South East Asia, with 20 Production/Overhaul /Service Divisions and 11 Co-located R&D Centers spread across the Company. HALs spectrum of expertise encompasses Design, Development, Manufacture , Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

2. HAL, Rotary Wing Research & Design Centre (RWRDC) invites applications from Retired Employees from Central Government Organizations/Central Government Ministries under Government of India, having considerable experience of functioning in Central Government Ministries /Departments for engagement as Technical Consultant (Certification) on Contract basis for a period of one year initially and extendable in exceptional cases based on the requirement and satisfactory performance and approval of Competent Authority as per norms.

3. The Relevant details and Eligibility Criteria for Engagement of Superannuated Employees as Consultant/Advisor at HAL, Rotary Wing Research and Design Centre on Contract basis is as given below:

**(i) Eligibility Criteria :**

a. The Applicant should have retired from Central Government Organizations/ Central Government Ministries under Government of India after Dec 2023 and possessing the practical Knowledge, adequate experience in the field of Civil Aviation / Design and Development of Helicopter ;

b. The Applicant should have a minimum of 25 years of working experience in the field of Civil Aviation/ Design and Development of Helicopter;

c. The Applicant should have thorough knowledge and understanding of the Aircraft Rules 1937 along with prevailing Civil Aviation requirements (CAR) issued by DGCA and the Airworthiness standards / codes issued by other Civil Aviation Authorities such as FAA, EASA, etc;

d. The Applicant possessing experience of having worked with HAL and its Certification of Civil Platforms would be accorded preference during selection /Engagement;

- e. The Applicant should also have the knowledge of ICAO requirements towards Civil Aircraft Certification projects;
- f. The Applicant must have unblemished Service Record;
- g. No Retired Government Employee shall be eligible for Engagement as a Consultant unless there is a gap of minimum one month from the date of Superannuation of the Employee and the date of Engagement on Contract basis;
- h. The Applicant should have retired at prescribed Pay Level of Rs. 120000- 280000 or equivalent / higher Pay Scale.

**(ii) Age Limit:**

The Maximum age Limit of the Applicant should not be more than 62 years as on the closing date of receipt of the Application.

**(iii) Process of Engagement :**

- a. The Advertisement inviting application meeting the requirements as notified in the Advertisement will be hosted on HAL Website indicating detailed Job Specifications;
- b. The Applications received by Candidates by the Closing date shall be scrutinized and examined in terms of relevant experience and shortlist the Candidates for Personal Selection Interview;
- c. The Selection of the Candidates would be done through Personal Interview, the date and time for the Personal Interview will be intimated to the shortlisted Candidates on HAL website and through email id of the Candidate. The Selection Interview will be scheduled in Bangalore only;
- d. The Selected Candidate will be issued Offer of Engagement indicating Terms and Conditions of Engagement, details of assignments etc;
- e. The Selected Candidate would sign the duplicate copy of the Offer of Engagement and submit it to the Company, in acceptance of Terms & Conditions in the Offer;

**(iv) Remuneration :**

- a. The Consultant /Advisor would be paid a Lumpsum Consolidated Remuneration per month. The Consolidated Remuneration fixed shall remain unchanged for the term of the Contract. There would be no annual increment/percentage increase during the Contract Engagement. The Consolidated Remuneration will not exceed the sum of the following :

- (i) The Last Basic Pay drawn p.m.
- (ii) The last DA drawn p.m.
- (iii) HRA Payable at the rate applicable at the Station of Engagement, on the last Basic Pay drawn p.m.
- (iv) Canteen Allowance of Rs. 2500 p.m.

- (v) Average amount p.m. if any last drawn towards Mobile Phone during the last 12 months of Service OR Rs. 2800/- p.m. whichever is less;
- (vi) The Quantum of Conveyance Allowance per month would be Rs.6090 p.m.

**(v) . Termination of Contract Engagement:**

The Contract Engagement will stand automatically terminated on completion of the prescribed Tenure. The Engagement can be terminated even earlier with one month notice in writing on either side or payment (Consolidated Remuneration in lieu of the Notice).

**(vi) . Essential Qualification :**

Full Time regular Degree in Engineering /Technology in Aeronautical Engineering or its equivalent from reputed and Recognized University.

**(vii) Desirable Qualification:**

Post Graduation in Aeronautical Engineering

**(viii) Place of Posting :**

Place of posting is at HAL Office, New Delhi. However, has to travel to Bangalore on requirement basis.

**4. Terms and Conditions governing the Engagement:**

- a. Only Indian Nationals are eligible to apply;
- b. The Job description / responsibilities to be handled by Consultant is enclosed at (Annexure-A);
- c. The Consultant shall not exercise any statutory, legal or financial power(s);
- d. The Contract Engagement will not confer any right on the Consultant to claim the status of a Regular Employee in the Company;
- e. The Consultant will not be entitled for any Allowances or Benefits other than those notified for the Scheme for Engagement of Superannuated Employees on Contract basis at HAL;
- f. The Consultant will have to abide by the various Company Rules and Regulations governing while carrying out the assigned tasks;
- g. The Consultant will safeguard the security and confidentiality of all official matters and secrecy of information coming to his /her knowledge;

- h. The Performance of the Consultant would be reviewed /monitored on a half yearly basis;
- i. During the term of Consultancy, the Consultant shall not be engaged in any private business or professional activity which would conflict with the interest of the Organization;
- j. The Competent Authority for settling any dispute arising out of the terms and conditions of the Contract or for interpreting any of the terms & conditions of the Contract or for any uncovered condition(s) shall be the Competent Authority at HAL, whose decision shall be final & binding upon the Consultant;
- k. The Consultant shall under no circumstances, share data and information with any bilateral agency /multilateral agency or with any person/institution without the specific prior approval of Competent Authority, HAL;
- l. If the information /Certificates furnished by the Candidates in any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Notification, the candidature/engagement will be considered as revoked /terminated at any stage of Engagement process or after joining, without any reference given to the Candidate;
- m. While applying for the Post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned in the Notification and all the particulars furnished by him/her are correct in all respect. Furnishing wrong/incorrect information or suppression of relevant information will lead to rejection of Candidature and the application will be out-rightly rejected;
- n. Screening and short listing the applications for the Personal selection Interview will be based on the details provided by the Candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information;
- o. Appearance of the Shortlisted Candidates for the Selection Interview is provisional and it does not entitle them for any claim for the Post. They will be treated as debarred ab-inition at any stage of the selection process in case they do not fulfill essential eligibility criteria.
- p. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Personal Selection Interview will be final and binding on candidates;
- q. Mere meeting the conditions of the Advertisement by the Candidate(s) will not automatically entail them to be called for Selection Interview/Selection/Engagement;
- r. HAL reserves the right to cancel/restrict/modify the notification/recruitment process and /or the Selection Process there under, without issuing any further notice whatsoever;
- s. Any sort of Canvassing or Influencing of the Officials related to the Selection process would result in immediate disqualification of Candidates;

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- t. 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;
- u. The Engagement as Consultant shall be initially for the Contractual duration of one year from the date of Engagement, unless extended;
- v. Necessary information regarding the selection, will be hosted on HAL Website (www.hal-india.co.in) from time to time. All correspondence will be made via email on the email id provided by the Candidates in the Application;
- w. Any further information / Corrigendum / Addendum would be uploaded only in HAL Website (www. hal-india.co.in) ;
- x. Court of jurisdiction for any dispute/cause will be Bangalore.

#### **5. Submission of Application:**

Interested Eligible Retired Employees from Central Government Organizations/ Central Government Ministries under Government of India, may submit their duly filled Application in the enclosed Format (**Annexure-B**), with all the requisite supporting documents and send it to the following address by Speed Post/ Courier/Registered Post only, so as to reach on or before **5<sup>th</sup> September 2024**. Sending the application through email / fax will not be acceptable;

To ,  
Deputy General Manager (HR)  
Hindustan Aeronautics Limited  
Rotary Wing Research and Design Centre  
Post Bag No. : 1783,  
Bangalore - 56 0017

6. Applications received after the closing date will be rejected automatically without any intimation to the Applicant. HAL, reserves the right to cancel the advertisement and to not to proceed in the matter for engagement of Consultant, at any stage and accept or reject any or all applications without assigning any reasons whatsoever.

7. In case of any clarification, Candidates can write to us at (hr.rwrdc@hal-india.co.in) and call at 080-22327274/7275.

8. The Last date for receipt of the Application is 15 days from the date of hosting of Advertisement on HAL Website. **The Last date for receipt of the Application is 5<sup>th</sup> September 2024.**

#### **Note for Candidate**

- i) It may be noted that the information posted in HAL Website only are considered authentic.
- ii) Candidate should be alert of fake emails, Whatsapp messages, SMS and other such fake communications received and should not make payment with any individual /Agency for securing Employment in HAL. HAL reserves the right to take legal action against those fraudsters.

**Job Description / Responsibilities to be handled by the Consultant**

1. Co-ordination with DGCA for expeditious approval of documents for Dhruv (ALH)-NG Civil Helicopter towards Type Certification and C of A of Dhruv (ALH)-NG Civil Helicopter.
2. Assisting RWRDC, HAL Design Departments towards arriving at optimum solutions to meet certification requirements.
3. Co-ordination with RWRDC and DGCA for conduction of flight trials of Dhruv (ALH)- NG Civil Helicopter and to ensure the certification requirements of Off Shore operations and IFR flying of Dhruv (ALH)-NG Civil Helicopters.
4. To interact with DGCA regularly to meet the scheduled timelines of type certification Project.
5. Co-ordination with DGCA for finalization of technical publications like Operations Manual, Flight Manual, MMEL for ease and safe operations of Dhruv (ALH)-NG Civil Helicopter.
6. To interact with DGCA for formulation of board towards DGCA clearance of MMEL, flight manual for Dhruv (ALH) - NG Civil Helicopter.
7. Assisting RWRDC in continued Airworthiness procedures towards confidence building of the Dhruv (ALH) - NG Civil Helicopters operations by customers.
8. Co-ordination with DGCA towards Grant of Type Certificate and C of A for Dhruv (ALH)-NG Civil Helicopter. Any other task which may be required to expedite the induction of the Dhruv (ALH) - NG Civil Helicopter.

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Deputy General Manager (HR)  
Hindustan Aeronautics Limited  
Rotary Wing Research and Design Centre  
Bangalore



**HINDUSTAN AERONAUTICS LIMITED**  
**ROTARY WING RESEARCH AND DESIGN CENTRE**  
**DESIGN COMPLEX, BANGALORE**

Affix  
 Photo (Latest  
 Passport Size Colour  
 Photo)

**APPLICATION FORMAT FOR ENGAGEMENT OF SUPERANNAUTED EMPLOYEES**

**AS CONSULTANT/ADVISOR IN HAL**

**(Advertisement No. RWRDC/CONSULTANT/2024-01)**

|   |   |  |
|---|---|--|
| 1 | Name in Full (As in SSLC / SSC Certificate) |  |
| 2 | Gender: Male/Female                         |  |
| 3 | Father's Name                               |  |
| 4 | Mother's Name                               |  |
| 5 | Marital Status                              |  |
| 6 | Nationality                                 |  |
| 7 | State of Domicile                           |  |

|    |   |  |
|----|---|--|
| 8  | <p>Education Qualification</p> <p>(i) Graduation &amp; Discipline /Stream<br/> (ii) Post Graduation if any<br/> (iii) Additional Qualification if any</p> |  |
| 9  | <p>Total No. of Years Experience Post Qualification (After Engineering Degree) till the date of Superannuation</p>  |  |
| 10 | <p>Date of Birth(DD /MM/ YYYY)</p>  |  |
| 11 | <p>Age (As on closing date of Advertisement )</p>   |  |
| 12 | <p>Date of Superannuation (DD/MM/YYYY)</p>  |  |
| 13 | <p>Designation at the time of Superannuation</p>  |  |
| 14 | <p>Religion (Please tick)</p>   | <p>Hindu / Muslim / Christian / Sikh /Neo-Buddist / Zoroastrians / Jain / Others specify</p> |
| 15 | <p>Category(Please tick)</p>  | <p>SC / ST / OBC / EWS / GEN /PWD</p>  |



|    |   |   |
|----|---|---|
| 16 | Permanent Address<br><br>.....<br><br>.....<br><br>.....<br><br>.....<br><br>.....<br><br>.....<br><br>.....  | Address for Communication (All future Communications will be made on this Address only)<br><br>.....<br><br>.....<br><br>.....<br><br>.....<br><br>.....<br><br>..... |
| 17 | Phone with STD Code & Mobile Number   |   |
| 18 | E-mail ID<br><br>(All correspondences to the candidates will be made via e-mail id provided by the candidate in the application format. No other method of communication will be adopted) |   |
| 19 | Are you a Person with Disability (PWD)  | Yes<br><br>No   |
| 20 | In case of a Person with Disability (PWD), category of disability(Please tick)  | Orthopaedically Handicapped<br><br>Visually Handicapped<br><br>Hearing Handicapped  |
| 21 | Percentage of Disability  |   |

|    |   |   |
|----|---|---|
| 22 | Details of Disability Certificate   | Certificate No : .....<br>Date of Issuance: .....<br>Issuing Authority: .....   |
| 23 | Details of the Organization last served with address<br><br>(i) Name of the Organization<br>(ii) Nature of Organization (Central Govt. Organization/Ministries)<br>(iii) Nature of Work carried out |   |
|    | Last Pay and Allowances per month at the time of superannuation ( As per last Pay Slip)   | Scale of Pay: .....<br><br>Basic Pay: .....<br><br>Dearness Allowance (DA): .....<br><br>HRA: .....<br><br>Other Allowances (Specify): .....<br><br>Gross Salary per month: ..... |

24. Details of Educational Qualification possessed at the time of submission of Application:  
 (From SSLC onwards):

| Qualification | Month &<br>Year of<br>Passing | School /<br>Board<br>/Institution | Mode of study<br>(Regular /<br>Part Time/<br>Correspondence) | Marks Secured     |               |               |
|---------------|-------------------------------|-----------------------------------|--|-------------------|---------------|---------------|
|               |                               |                                   |  | Marks<br>Obtained | Max.<br>Marks | % of<br>Marks |
|               |                               |                                   |  |                   |               |               |
|               |                               |                                   |  |                   |               |               |
|               |                               |                                   |  |                   |               |               |

(\* Add separate sheet if required)

25. Details of Employment (Post Qualification Experience) rendered in Organizations before Superannuation (in Chronological order)

| Sl. No. | Name of the Organization | Central Govt/<br>PSU/State Govt/<br>Private/<br>Self Employed | Designation | Period |    | Pay Scale /<br>Gross Pay | Reason for Leaving |
|---------|--------------------------|---|-------------|--------|----|--------------------------|--------------------|
|         |                          |   |             | From   | To |                          |                    |
|         |                          |   |             |        |    |                          |                    |
|         |                          |   |             |        |    |                          |                    |
|         |                          |   |             |        |    |                          |                    |
|         |                          |   |             |        |    |                          |                    |

(\* Add separate sheet if required)

26. Please provide the details of Areas of Specialization /Expertise acquired during Career:

|     |   |               |
|-----|---|---------------|
|     | Areas of Specialization / Expertise   |               |
| 27. | Have you interviewed by HAL any time earlier ?<br><br>(If yes please give the details of the post for which you have been interviewed and also date and year) | Yes<br><br>No |
| 28  | Are any of your close relatives are working in HAL?, if yes please provide details of Name, Designation and Division etc                                      | Yes<br><br>No |

|    |  |  |
|----|--|--|
| 29 | <p>Please provide a Pen Picture details of yourself (about 500 words)</p> <p>Detailed picture of the current position held before Superannuation</p> <p>Pen Picture of professional experience, achievements &amp; significant contribution in the field</p> |  |
|----|--|--|

Note \* (Can Attach separate sheet, if required)

#### DECLARATION

I hereby declare that the above statements including particulars regarding Age, Qualification, and Experience etc. are true & complete to the best of my knowledge and belief. In case of any changes in the information furnished above, the same will be informed forthwith. In the event, the information is found to be false or incorrect, my candidature / engagement may be considered terminated without any notice.

Agreed :.....

Place :

Date :

Signature of Candidate.....

**Following documents are to be enclosed by the Applicant :**

1. Identify Proof
2. Address Proof
3. Copy of Proof of Educational Qualification (From SSLC to last Qualification acquired)
4. Copy of Proof of Experience Certificates (As per the details provided in the Chronological order)
5. Last Month Salary Slip before superannuation
6. Copy of Service Certificate/Relieving Order issued by the Last Organization Served.
7. 4 Nos Passport Size Photographs