



SELECTION OF OFFICERS (LATERAL ENTRY) THROUGH DIRECT RECRUITMENT

(Advt. No.: O/HR/EX/01/2023/01 dated 22nd November, 2023)

Hindustan Aeronautics Limited (HAL) a Navaratna Central Public Sector Undertaking is a premier Aeronautical Industry of South East 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. HAL has 20 Production Divisions, 10 R&D Centres and one Facilities Management Division, spread across seven states and nine geographical locations in India. HAL's 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.

Overhaul Division, HAL, Bangalore Complex, is currently engaged in ROH of Jaguar, Mirage, Kiran Mk I / Mk II, Hawk, Upgrade of Jaguar Darin III and Mirage 2000 Aircraft. The Division is in the process of inducting Executives on permanent basis (lateral selections) for the post of Engineer (Customer Services) in Grade – II to be posted at IAF Bases - Jamnagar, Bhuj, Gorakhpur and Ambala.

2. DETAILS OF POST:

- a. Overhaul Division intends to induce an agile and matured Executive outlook of experienced professional executives for the following post for posting at IAF Bases - Jamnagar, Bhuj, Gorakhpur and Ambala.

Sl. No.	Name of the Post	Grade	OBC (NCL)	UR	Total
i.	Engineer (Customer Services)	II	1	3	4

The post is identified (not reserved) suitable for Persons with Benchmark Disabilities (PwBDs) – Type of Disability is HoH (Hard of Hearing) Category Only.

Abbreviations:

Categories: **OBC (NCL)** – Other Backward Classes (Non-Creamy Layer); **UR** – Unreserved

3. QUALIFICATION:

The Qualification requirement for the post advertised is indicated below.

Sl. No.	Name of Post	Grade	Qualification
i)	Engineer (Customer Services)	II	A degree in Engineering/ Technology or its equivalent in Mechanical Discipline from Institutes / Universities recognized by appropriate statutory Authorities.

Note:

- a. Candidates possessing Qualification in any Discipline/ Branch, other than mentioned above, are not eligible to apply.

b. The Qualification indicated above would mean Qualifications acquired through Regular / Full Time Courses from Institutes / Universities recognized by appropriate Statutory Bodies. 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.

4. POST PROFESSIONAL QUALIFICATION EXPERIENCE (PPQE) :

Sl. No.	Name of Post	Grade	No. of Years of PPQE	Experience required to be possessed in next below Grade or in equivalent post * (completed years) as on 20-12-2023
1	Engineer (Customer Services)	II	02	02

* Applicable to candidates working in Central / State Government departments / Public Sector Enterprises/ Quasi Government / Autonomous Bodies/ Armed Forces/ Para – Military Forces, etc.

- PPQE will be calculated from the date of acquiring the requisite Professional Qualification. Experience prior to acquiring the requisite Professional Qualification Degree will not be reckoned for calculation of PPQE. Candidates need to possess PPQE in the relevant area / field.
- 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 PPQE possessed.
- For the above post, in case of candidates possessing full time PG Degree in Mechanical branch of engineering, the period of Post Professional Qualification Experience (PPQE) will be reduced by the prescribed period of the Post Graduate Course i.e., PG Degree in Mechanical branch of engineering, subject to maximum of 2 (two) years.

5. AGE LIMIT AND RELAXATIONS:

The Upper Age limit in the relevant Grades is as follows;

Grade	Age Limit as on 20-12-2023	
	UR	OBC(NCL)
II	35	38

- Candidates from OBC-NCL / SC / ST / EWS categories applying against UR post will be treated on par with UR criteria and no relaxation shall be extended to this effect.
- Upper Age limit is relaxable by 3 years in respect of OBC (Non - Creamy Layer) candidates. 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. The certificate must contain date of issue and the name of the caste should be spelled exactly in the same manner as appearing in the central list.
- For getting reservation benefits under the OBC(NCL) 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’;

- 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 **20-12-2023**) from the Competent Authority, at the time of Interview.
- d. 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 i.e. 13 years for persons belonging to Other Backward Classes, in respect of the posts reserved for them. The persons claiming age relaxation under this sub-para would be required to produce a certificate in prescribed proforma in support of their claims clearly indicating that the degree of physical disability is 40% or more. There is no reservation for PwBD candidates, however, post is identified for PwBD of HoH category only.
- e. Upper age limit is relaxable by 5 years in respect of the Candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989;
- f. Relaxation in age limit in respect of Ex-Servicemen/ Serving Officer will be extended as per rules of the Company.
- g. Candidates who fail to produce the relevant caste supporting their claim for reservation under OBC-NCL after having declared the same in the application form will not be treated under UR category at any later stage of the Recruitment Process.
- h. Upper Age limit with all relaxations should not exceed 55 years (56 years for PwBDs Candidates).

6. PAY SCALES & REMUNERATION:

Grade	Pay Scales (2017 Scales) #
II	Rs.40,000 – 1,40,000
# Annual Increment is presently 3% of running Basic Pay.	

- a. On selection, candidates will be appointed in the Scale of Pay as indicated above. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances, Company Accommodation / House Rent Allowance, Performance related Pay (PRP), Membership of Provident Fund, Gratuity etc., as per the prevailing Company Rules. Perquisites and Allowances are presently paid @ 35% of the running Basic Pay under the Cafeteria System.
- b. Further, as per the extant rules of the Company, Ex - Defence Officers / re-employed pensioners (Officers) are not entitled for Dearness Relief on Pension during the period of their re-employment in HAL. Such Officers, if selected, shall submit an undertaking indicating that they are not drawing Dearness Relief on Pension from their previous employer and that they have intimated their respective Pension Disbursing Authority / Parent Organization to this effect on their appointment in HAL.

7. MODE OF PAYMENT OF APPLICATION FEE

- a. Rs.500/- (Rupees Five Hundred only) is to be paid as Application Fee. The application fee of Rs.500/- is inclusive of the GST of 18%. Candidates belonging to SC / ST / PwBD categories are exempted from the payment of Application Fee;
- b. Application Fee is to be deposited in the “Overhaul Division CPC” in State Bank of India bearing Account Number **39187603586 (IFSC Code SBIN0001114)** at any of the Core Banking Branches of State Bank of India 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;**

- c. Candidates are required to provide requisite details of the Application Fee paid in the Application Form;
- d. Application Fee once deposited into the Company's Account will not be refunded under any circumstance, even if the candidate is unable to forward the Application; or being ineligible at the time of applying or rejection of Application; or due to postal delay / loss. Therefore, before depositing the Application Fee, candidates should ensure that they meet all the eligibility criteria;
- e. **Candidates should forward a copy of the original Counterfoil of the Challan (HAL copy) along with the Application Form. Photo-copy of the Challan will not be accepted.**
- f. The candidate should retain the original Counterfoil of the Challan (Candidate's copy) for future reference.

8. HOW TO APPLY?

- a. Eligible and interested candidates meeting the advertised criteria are required to print the Application Form and the Challan Format attached along with this detailed Advertisement hosted at the Career Portal of the HAL website www.hal-india.co.in
- b. Candidates meeting the prescribed specifications may submit their Applications in **A-4 size paper**, strictly in the prescribed Format, along with a self-attested recent Passport Size Photograph. Applications have to be sent only through Ordinary Post / Speed Post / Registered Post / Courier. Applications received through other modes viz. Fax / E-mail etc. will not be accepted;
- c. Candidates should clearly mention all the details sought in the Application Format. Application should be filled in Capital Letters and should be legible. In case of no clarity / discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates
- d. No Application will be received in person. Applications received after the due date will not be considered and will summarily be rejected. HAL will not be responsible for any postal delay. **The last date for receipt of Applications is 20-12-2023.**
- e. The **original Counterfoil of Challan (HAL Copy)** for having paid the Application Fee (wherever applicable) should be enclosed to the Application Form. The candidate should retain original counterfoil of the Challan (Candidate's copy) for future reference;
- f. Eligible candidates may forward their duly filled in Application in the prescribed Format to the following address:

**The Deputy General Manager (HR),
HR Department, Overhaul Division,
Bangalore Complex, Hindustan Aeronautics Limited,
Post Bag No.1786, Bangalore – 560 017.**
- g. Candidates are requested to superscribe the Envelope with the name of the post they are applying to;
- h. 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 during Document Verification;

- i. **Candidates are allowed to apply once and application once submitted cannot be altered under any circumstances;**
- j. Candidates are required to possess a valid Mobile number and Email Id, which is to be entered in the application, so that intimation regarding further stages of selection like Selection Interview, etc. will be sent on the same Email ID. HAL will not be responsible for bouncing of e-Mail messages sent to the Candidates;
- k. Request for change in Date of Birth, Mailing Address, Category etc., once declared in the application form will not be entertained;

9. GENERAL CONDITIONS:

- a. Only Indian Nationals are eligible to apply;
- b. Mere Submission of Application will not entail right for claiming appointment / getting shortlisted for further stages of recruitment process;
- c. 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 there to. The number of vacancies can be modified as per requirements and discretion of the Management;
- d. **Selection Procedure: Candidates applying for the aforesaid posts are required to meet the stipulated criteria w.r.t Qualification and the Post Professional Qualification Experience.** Eligible candidates short-listed based on the initial screening, relevance of experience and other credentials possessed **only** will be called for personal interview. Date, Time and Venue of the Interview will be intimated to the short-listed / eligible candidates only via E-mail / HAL Website. Candidates will be shortlisted and called for Interview in the ratio of 1:10 (Maximum) as per the Rules of the Company. The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules of the Company, uploaded on the HAL Website;
- e. Merely meeting the age, qualification and / or PPQE requirements as indicated in the advertisement will not entail right for shortlisting of the application for the Interview;
- f. Age and Post Professional Qualification Experience will be reckoned as on **20-12-2023**;
- g. Candidates employed in Central / State Government Departments / Public Sector Enterprises/ Quasi Government/ Autonomous bodies/ Armed Forces/ Para – Military Forces, etc. (including candidates engaged on Contract basis in Central / State Govt. Departments / PSUs / Quasi Government / Autonomous bodies / Armed Forces/ Para – Military Forces, etc.) should produce **NOC (No Objection Certificate)** at the time of the Interview / Document Verification from their Employer, failing which they will not be permitted to appear for the Interview / Document Verification and will not be eligible for payment of Travelling Allowance;
- h. 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 will be required to submit a conversion Certificate to this effect from the University/Institute at the time of Interview / Document Verification, if short listed / called for.
- i. Internal candidates are not eligible to apply.
- j. Preference will be given to Ex-servicemen.
- k. Serving Officers from Indian Air Force / Indian Navy / Indian Army / Indian Coast Guard are required to forward the application through Proper Channel. The Photocopy of the application should be sent through Post to the address mentioned above as an advance copy, to reach on or before the last date of receipt of the applications. In the event of the Application not being forwarded through Proper Channel, the candidate will be required to submit NOC at the time of Interview, in case of being shortlisted;

On selection, Serving Officers from Indian Air force / Indian Army / Indian Navy / Indian Coast Guard will be considered for appointment in HAL permanently, on pre-mature release from services.

- l. Candidates belonging to SC / ST / OBC(NCL) / EWS / PwBD (40% or more) categories are required to submit copies of Caste Certificate / Income & Asset Certificate / Disability Certificate in the prescribed format at the time of Interview / Document Verification;
- m. 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 Pre-Employment Medical Standards prescribed by HAL are uploaded with this advertisement. In respect of Persons with Benchmark Disability, the suitability for appointment, in relation to the Disability, will be decided on the basis of reports of the Medical Board attached to the Special Employment Exchange for Physically Handicapped. PwBD Candidates will be subjected to pre-employment medical examination with regard other Medical Parameters as per the Medical Standards of the Company;
- n. Appointment of selected candidates is subject to verification of Caste, PwBD Certificate, Income & Asset Certificate issued by Competent Authority in the format prescribed by Government of India (for EWS Candidates) Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- o. Applicants having work experience in Private Sector Organizations are required to submit an experience certificate in the **Letter-Head** of the Company at the time of Interview. The letter head of the Company should have details of the Company;
- p. If the information furnished by the candidate is found to be false or incomplete or is not found to be in conformity with the eligibility criteria mentioned in the advertisement, the candidature / appointment will be considered as revoked / terminated at any stage of the recruitment process or after recruitment or joining, without any reference given to the candidate;
- q. **Not providing Pen Picture details as indicated in the Application Form will lead to disqualification of the candidate; Candidate may please note that pen picture details will be scrutinized at a subsequent stage of selection to assess the nature and relevance of experience of shortlisted candidates;**
- r. Any correspondence to the candidate will be made to the mobile number / on the e-mail id provided by the candidate in the Application. No other mode of communication will be adopted;
- s. Any sort of canvassing or influencing the Officials related to recruitment / selection process would result in immediate disqualification of the candidate;
- t. Selected candidate will undergo Induction Training at Overhaul Division, Bangalore prior to their posting at the Base for which they are selected.
- u. Selected Candidate will be posted to HAL Detachment, Airforce Stations – Jamnagar / Bhuj / Gorakhpur / Wg Ambala. No request for change of posting will be entertained after joining. However, they are liable to be transferred / posted to any place in India where HAL has Divisions / Offices / HAL Bases, based on organizational requirement.
- v. Court of jurisdiction for any dispute / cause will be at Bangalore;
- w. **Any corrigendum/Addendum, if any, will be hosted / published on HAL Website only.** Candidates are requested to visit the website regularly for updates;
- x. HAL reserves the right to cancel the Recruitment process entirely at any stage;
- y. In case of multiple applications for the same post, only the last valid (completed) application will be retained and the application fee paid for the other Registration will stand forfeited;

- z. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Interview etc., will be final and binding on the candidates.
- aa. In case, any particular query is not covered above, the candidates can write to Overhaul Division, HAL at rectt.ohl@hal-india.co.in. No other mode of communication will be entertained;
- ab. All further announcements / details pertaining to this selection will only be published / provided on HAL authorized website www.hal-india.co.in.

IMPORTANT: This detailed advertisement should be read along-with the concerned Job- Descriptions attached. Candidates should cross check all the details filled in the Application, before finally submitting the same, as no changes/corrections shall be permissible after submission.

Hindustan Aeronautics Limited
Overhaul Division, Bangalore Complex,
Post Bag No.1786, Bangalore - 560017
Contact No. : 080 22321224 / 080 22322224

JOB DESCRIPTION FOR ENGINEER (CUSTOMER SERVICES)

1. Officer should have Industrial experience preferably on Aircraft Structures and overall knowledge on Aircraft systems.
2. Officer should have minimum two years of Industrial experience preferably on Aircraft assembly related activities.
3. Officer should be able to communicate effectively with IAF and HAL personnel in addressing technical queries related to Aircrafts.
4. Officer should be able to supervise / co-ordinate the jobs undertaken by HAL CAT AC team and meeting customer operational requirements and exigencies.
5. Officer should possess positive and pleasing attitude to maintain good and effective liaison between HAL and IAF.
6. Officer should be able to co-ordinate with various agencies in IAF & HAL to resolve issues.
7. Officer should be able to provide solutions independently.