

**ENGAGEMENT OF PERSONNEL IN EXECUTIVE CADRE ON SHORT TERM BASIS**  
**(Advt. No. HAL/HR/Engagement-STB/01/2024 dated 29.5.2024)**

1. **Hindustan Aeronautics Limited (HAL)**, a Navratna Central Public Sector undertaking, is a premier Aeronautical Industry of South East Asia, with 21 Production/Overhaul/Service Divisions and 10 co-located R&D Centers spread across the Country. HAL's spectrum of expertise encompasses hi-tech programs 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.

1.1 HAL is looking for result oriented Professionals with Experience profile for engagement of Personnel in Executive Cadre on short terms basis for a period two years initially, which may be extendable by 1 more year, based on the requirements for posting at the Offices of CEMILAC (Centre for Military Airworthiness and Certification) a laboratory of Defence Research and Development Organization (DRDO) through its Regional Centers of Military Airworthiness(RCMAs), Bangalore which gives certification coverage for HAL Products.

**2. NUMBER OF VACANCIES & RESERVATION:**

Sl. No	Name of Post	No. of Vacancies Reserved for UR	No of Vacancies Reserved for OBC(NCL)	Total No. of Vacancies
01	CMM (Level-5) Engineer	03	01	04
02	Middle Specialist	05	01	06
03	Junior Specialist	05	01	06

Abbreviations : UR ; Unreserved , OBC (NCL) : Other Backward Classes (Non Creamy Layer)

**3. DETAILS OF POSTS /DISCIPLINE/RESERVATION/QUALIFICATION :**

Sl. No	Name of Post	Post Qualification on Experience	Upper Age Limit	Qualification	Disciplines
01	CMM (Level-5) Engineer	8 to 10 years	45 years	Full time regular Bachelor's Degree in Engineering /Technology or its equivalent	Computer Science / Electronics & Communication Engg
02	Middle Specialist	4 to 8 years	40 years	Full time regular Bachelor's Degree in Engineering /Technology or its equivalent	Mechanical / Electrical / Electronics / Computer Science Engg.
03	Junior Specialist	2 to 4 years	35 years	Full time regular Bachelor's Degree in Engineering /Technology or its equivalent	Mechanical / Electrical / Electronics / Computer Science Engg.

### **3.1 AGE CRITERIA AND RELAXATIONS :**

- The Upper Age Limit will be reckoned as on 30<sup>th</sup> April 2024.
- The Upper Age Limit is notified for each level of Posts and Candidates meeting the Age criteria are only required to apply.
- The Upper Age Limit is relaxable by 3 years in respect of OBC (Non Creamy Layer) Candidates.
- 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) The name of Caste and Community of the candidate 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;
  - (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 30.4.2024) from the Competent Authority, at the time of Interview)
- 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;
- 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 SC/ST/OBC(NCL) Categories;
- Age of Candidate, after all applicable Age relaxations should not exceed 56 years for PwBDs and 55 Years for other Candidates;
- Candidates from OBC/ST/SC/EWS Categories applying for UR Post will be treated on par with UR Criteria and No Relaxation will be extended for Candidates applying for UR Posts.

### **3.2 QUALIFICATION REQUIREMENT :**

- Candidates applying for the above mentioned Posts should possess the qualification as mentioned against each Post.
- Candidates possessing Engineering Degree in any Disciplines /Branch of Engineering other than those mentioned above are not eligible to apply.

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- Candidates should have acquired Bachelor's Degree in Engineering / Technology or its equivalent from the Institutes / Universities recognized by appropriate statutory authorities in the country, in the requisite Disciplines with minimum 60% of aggregate Marks (Gen/OBC-NCL/). Only full time/Regular courses will be considered for the all the Qualification requirements indicated above.
- Candidates possessing Part Time/Correspondence/E-learning /Distance Education courses are not eligible to apply.

### **3.3 POST QUALIFICATION EXPERIENCE 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 Experience. The requisite Post Qualification Experience will be reckoned as 30.4.2024.

### **4. JOB DESCRIPTION (EXPERTISE / SKILLS / KNOWLEDGE REQUIRED FOR ENGAGEMENT OF PERSONNEL IN THE EXECUTIVE CADRE, ON SHORT TERM BASIS):**

#### **(i) JUNIOR SPECIALIST:**

Activates of Airworthiness Certification of Aircraft / Systems

- (i) Good Academic Knowledge in the required discipline
- (ii) Knowledge and interest to work in the Indian Military Certification Practices and Standards
- (iii) Exposure to Life Cycle of Development of Aircraft Systems
- (iv) Understanding the scope of technical specifications of Air Systems
- (v) Scrutiny of Qualification Test Requirements
- (vi) Working knowledge of simulation tools for Airworthiness

#### **(ii) MIDDLE SPECIALIST:**

Activates of Airworthiness Certification of Aircraft / Systems

- (i) Awareness about the Indian Military Certification Practices and Standards
- (ii) Knowledge about Life Cycle of Development
- (iii) Understanding the scope of Design Reviews (PDR/CDR)
- (iv) Interpretation of Technical Specifications of Air Systems
- (v) Scrutiny of Qualification Test Requirements
- (vi) Scrutiny of ACP Documents and Test Schedules

#### **(ii) CMM (LEVEL-5) ENGINEER:**

**Essential:** Software IV & V

- (i) Experience – Exposure to Life Cycle of Development of Aircraft Systems
- (ii) Knowledge and Interest to work in the Indian Military Certification Practices and Standards
- (iii) Complying to DO – 178 B/C
- (iv) In Real Time, Safety Critical / Mission Critical Application
- (v) Using C, C++ Language
- (vi) CSU / CSC, HIS Testing Experience

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**Desirable :** On hand working knowledge of

- (i) Ada Language
- (ii) LDRA Tool Suite
- (iii) Object Code Verification, Compiler Validation
- (iv) IBM Rational Tool Chain
- (v) Synergy, Logiscope
- (vi) Matlab and Simulink
- (vii) Polyspace or other Formal Analysis Tools

#### **5. PLACEMENT AND EMOLUMENTS :**

The selected candidates will be posted in the Office of RCMAs/CEMILAC, Bengaluru. The personnel engaged on short term basis would be initially paid monthly consolidated remuneration, as below:

Sl. No. (1)	Name of Post (2)	Consolidated remuneration (Rs.) PM (3)	Consolidated remuneration (Rs.) p.m. [after deduction of PF @ 12% of (3)] (4)
01	CMM (Level-5) Engineer	60,000/-	52,800/-
02	Middle Specialist	50,000/-	44,000/-
03	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 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.

(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 2<sup>nd</sup> 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 the Personnel engaged by HAL and deployed to CEMILAC on certification of attendance.

#### **6. APPLICATION FEE :**

- Rs.500/- (Rupees Five Hundred Only) (which is inclusive of GST) is to be paid as Application Fee. Candidates belonging to SC/ST/PwBD are exempted from the payment of Application Fee.
- Application Fee once paid will not be refunded under any circumstances, even if the candidate is unable to submit the application or due to being ineligible at the time of applying or rejection of application etc.
- HAL will not be responsible in case a Candidate deposits the Application Fee to the wrong Account / multiple payments etc.
- Candidates are therefore requested to verify their eligibility before paying the Application Fee.

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## **7. REGISTRATION PROCESS :**

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

- (a) Valid E-Mail id that should remain active till the Completion of the Selection Process;
- (b) Caste /Tribe Certificates;
- (c) All Certificate/Testimonial in respect of Qualification;
- (d) 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;
- (e) 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;
- (f) All Details of Employment and Post Qualification Experience

Eligible and Interested Candidates are required to apply Online Only, through HAL Website i.e [www.hal-india.co.in](http://www.hal-india.co.in)(Careers Section) from 29.5.2024 (10.00 Hrs) to 7.6.2024 (23.30 Hrs). No other means/mode of Application will be accepted .

7.1 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](http://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 details, Experience details are required to be filled up. In case of candidate belonging to UR/OBC(NCL)/EWS categories, 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 (for UR/OBC(NCL)/EWS Categories only) are only required to deposit Application fee through Online SBI Collect mode of Payment and make the payment of Application Fee i.e. Rs.500/- (which is inclusive of GST) (excluding applicable convenience Fee and Taxes).Applicable convenience Fee and Taxes, if any, over and above the Application Fee will be borne by the Candidates.

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The Steps to be followed by the Candidate for payment of application fee in the Online SBI Collect mode is as given below. The Candidates are requested carefully go through the steps before making the payment of Application Fee:

1. By clicking on the Payment Link provided, page will be directed to Online State Bank Collect;
2. Click on Hindustan Aeronautics Limited, State : Karnataka for Continuing;
3. You will be re-directed to page where you have to choose HAL Recruitment Account from a drop down box in the field of payment category;
4. You are required to enter the details such as Name, Mobile No., Registration No, Email ID, etc as displayed in the page and fill all details accurately and double check the details;
5. On submitting the details, payment page will be displayed. Choose from the various payment option such as Debit / Credit / Card /UPI/ Net Banking etc and make the payment.
6. Note – SBI Collect Reference Number and also save the Screenshot after successful completion of payment

The Application Fee once paid will not be allowed to be withdrawn and will not be refunded on any account. 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.**

#### **8. SELECTION PROCESS :**

- 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. The Written Test will be held at Bengaluru City Only.
- The Selection process will comprise of Written Test (Offline) and Personal Interview.
- 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.
- 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 & the candidates are bound by the same.
- 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.

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- The test will be of Two and Half Hours Duration ( 2½ hours). The Test will be in three ( 03) 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 Engineering Disciplines. Test can be taken in English only. Each question carries one mark each and there is no negative mark.
- 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 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.
- 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;
- Therefore, Candidates are required to bring all their Original Documents/ testimonials( ie SSLC, Higher Secondary Certificate/PUC, Mark Sheets of all Semesters & Certificates of BE/BTech as declared in the Application Form, Caste Certificates- (OBC- NCL) Non- creamy Layer in the Prescribed Certificate/ PWD Disability Certificates(Persons with 40% or more disability are only eligible) in the Prescribed Format, Experience & Service Certificates of the Experience possessed in the Letter Head of the Company, indicating the date of Joining & date of relieving , 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 4 Nos Passport Size Photographs;
- 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;
- 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 will not be entitled for reimbursement of Travelling Allowance by the Company;
- The entire selection process will be governed by extant rules of the Company.

#### **9. 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.

## **10. 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.

## **11. GENERAL CONDITIONS**

- Only Indian Nationals are eligible to apply;
- A Candidate is requested to apply only for the post 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.
- Candidates are required to apply against only one post in response to this advertisement. Applications once submitted cannot be altered under any circumstances;
- Request for change in the Date of Birth, Mailing Address, Category etc once declared in the Application form will not be entertained;
- 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;
- 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;
- Category (i.e. SC/ST/OBC-NCL/PwBD/EWS/UR) once filled in the Online Application Form will not be changed and no benefit of other Category will be admissible later on . Candidates under reserved Categories are required to submit Caste Certificate in the prescribe format of Government of India , issued by the Competent Authority;
- Candidates who fail to produce the relevant caste Certificate supporting their claim for reservation under SC/ST/OBC-NCL/EWS after having declared the same in the application form will not be treated under UR Category at any later stage of the Recruitment Process;
- 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;
- 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;



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- 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) ;
- 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;
- 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;
- 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.
- Any sort of Canvassing in any form or bringing outside influence related to Recruitment/Selection process would result in disqualification of the Candidates;
- 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;
- Decision of HAL in all matter regarding eligibility for calling for Written Test and selection would be final and binding on all candidates;
- 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;
- As per the extant rules of the Company, Internal Candidates are not eligible to apply;
- 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;
- Candidates belonging to OBC category are required to submit the OBC certificate in the prescribed format (not older than 6 months as on 30.04.2024) enclosed at Appendix-A.
- Furnishing wrong/Incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected;

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- Appearance of the shortlisted candidates in the written test is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the recruitment process in case they do not fulfill essential eligibility criteria.
- Necessary information regarding the selection, written test etc. will be hosted on our Website [www.hal-india.co.in](http://www.hal-india.co.in) from time to time. Therefore, Candidates are requested not to rely upon any advertisement /job openings /announcements posted on any other website , social media platforms or circulations through emails or messages;
- There will be no separate communication to any candidates on their non selection at any stage;
- Candidates are requested to visit the HAL Website regularly for updates;
- HAL reserves the right to cancel the Recruitment process entirely at any stage;
- In case of multiple applications for same post, only the last valid(completed) application will be retained and the application fee paid for other Registration will stand forfeited. Further in case the candidates apply for more than one post, then his candidature will be considered for the Lower Post;
- For any clarification, please contact Chief Manager (HR) on 080-22327274 / 22323149 or write to us in [hr.rwrdc@hal-india.co.in](mailto:hr.rwrdc@hal-india.co.in); No other mode of communication will be entertained.
- All future announcements/details pertaining to this selection will only be provided on HAL authorized website [www.hal-india.co.in](http://www.hal-india.co.in).
- Court of jurisdiction for any dispute / cause will be at Bengaluru;
- Any Corrigendum / Addendum will be issued on the HAL Website Only.

**IMPORTANT :** 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.

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FORMAT OF OTHER BACKWARD CLASSES (OBC) CERTIFICATE

This is to certify that Shri/Smt./Kumari \_\_\_\_\_ son/daughter of \_\_\_\_\_ of Village/Town \_\_\_\_\_ in District/Division \_\_\_\_\_ in the State/Union Territory \_\_\_\_\_ belongs to the \_\_\_\_\_ community which is recognised as a backward class under the Government of India, Ministry of Social Justice and Empowerment's Resolution No. \_\_\_\_\_ dated \_\_\_\_\_. \* Shri/ Smt. / Kumari \_\_\_\_\_ and/or his/her family ordinarily reside(s) in the \_\_\_\_\_ District/Division of the \_\_\_\_\_ State/ Union Territory. This is also to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in Column 3 of the Schedule to the Government of India, Department of Personnel & Training O.M. No. 36012/22/93 - Estt.(SCT) dated 8.9.1993\*\*.

Dated: \_\_\_\_\_ District Magistrate / Deputy Commissioner etc.

Seal:

\* The authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

\*\* As amended from time to time.

**Note:** The term "Ordinarily" used here will have the same meaning as in Section 20 of the Representation of the People Act, 1950.