

ENGAGEMENT OF PERSONNEL ON TENURE BASIS IN NON-EXECUTIVE CADRE (Notification No. : O/HR/TNR/01/2025 dated 22-03-2025)

1.1.1 Hindustan Aeronautics Limited (HAL), a Maharatna 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 21 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.

1.1.2 HAL, Overhaul Division, Bengaluru, is in the process of **inducting Ex-servicemen** on Tenure basis for a period of four years in the Non-Executive cadre as **Aircraft Technician**, to be **posted at IAF base, Tambaram, Chennai**. The tenure will come to an end automatically on completion of four years from the date of joining or may be extended based on Organisational requirement at the discretion of the Management. The details of Posts, Qualification, Experience Requirement are as follows :-

2. Details of Posts / Discipline / Qualification / Experience Requirement :

Sl. No.	Post Name	Channel / Scale of Induction	Qualification Requirement	No. of Posts	Post Qualification Experience Requirement
(i)	Aircraft Technician (Airframe/ Engine/ Instruments)	Induction Channel is Group D. Induction Scale will be based on completed years of Post Qualification Experience in the Armed forces in the relevant trade	Diploma in Mechanical Engineering / Technology or Equivalent *	4	Minimum 3 years of working experience on Aircraft System in Airframe/ Engine / Instruments trade in Indian Armed Forces after acquiring the prescribed Qualification
(ii)	Aircraft Technician (Airframe Controls)			1	Minimum 3 years of working experience on Aircraft System in Flying Controls in Indian Armed Forces after acquiring the prescribed Qualification
(iii)	Aircraft Technician (Airframe Inspection)			1	Minimum 2 years of working experience on Aircraft System in Inspection (Mechanical stream) in Indian Armed Forces after acquiring the prescribed Qualification
(iv)	Aircraft Technician (Engine Inspection)			1	Minimum 2 years of working experience on Aircraft System in Inspection (Power Plant trade) in Indian Armed Forces after acquiring the prescribed Qualification
(v)	Aircraft Technician (SEW / WPN -(Seat & Safety and Weapons)			1	Minimum 3 to 4 years of working experience on aircraft in SEW/WPN trade in Indian Armed Forces after acquiring the prescribed Qualification

* Equivalent Service Trades / Certificates / Qualifications in the Indian Airforce / Navy / Army.

Note : No. of posts mentioned above are tentative and it may vary (increase or decrease).

3. Qualification Requirement :

i) Candidates should have acquired the Diploma in Engineering by passing the prescribed Test (Trade & Written) and the Certificate should have been issued by the concerned Board of Technical Education / Institute, if the qualification was acquired before joining the Armed Forces.

ii) In cases where candidates join the Armed Forces without the qualification of Diploma in Engineering and they undergo the prescribed training in the Armed Forces and are awarded the Diploma in Engineering, the Certificate should have been issued by the Training Institute/School of the Armed Forces wherein the candidates have undergone the training.

iii) Candidates applying for the above mentioned posts should possess the qualification as mentioned against each post. Candidates possessing qualification other than the required qualification are not eligible to apply.

iv) Candidates possessing higher qualification than the required qualification are not eligible to apply. Candidature of such personnel who possess higher qualification than the required qualification indicated in the Notification and who apply for the post will be rejected at any stage of the Recruitment or Selection.

v) Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the Application form. "All the Qualifications possessed by the candidates as also Qualifications / Courses being pursued by them at the time of submitting the Application for employment, are to be clearly indicated in the Application form. In other words, all the qualifications already possessed and Qualifications / Courses which are being pursued / currently undergoing are to be indicated in the Application while submitting the same for notified posts in HAL".

(vi) Candidates possessing qualification acquired under Part Time / Correspondence / Distance Education / E-Learning Mode are not eligible to apply. In other words, candidates who have acquired the prescribed Qualification through Regular / Full Time mode are only eligible to apply.

(vii) **Aggregate Percentage of Marks** : The minimum cut off percentage of marks to be scored by the candidates in the qualifying examination i.e., Diploma in Mechanical Engineering / Technology or equivalent are as follows.

Category	Minimum Percentage (%) of Marks required
UR / OBC-NCL / EWS	60% & above
SC /ST/ PwBD	50% & above

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

If the number of candidates with the above percentage (%) of marks are large in number, the Company reserves the right to decide the cut off percentage for calling the

candidates for the Written Test, based on the marks secured in the qualifying examination prescribed for a particular trade / discipline. However, the cut-off percentage of Marks for UR / EWS / OBC-NCL candidates is not less than 60% and for SC / ST / PwBD candidates is not less than 50% in the Qualifying examination.

4. Experience Requirement :

The Post Qualification Experience requirement is mentioned at para 2 above. Experience will be counted as on 12-04-2025.

5. Age Limit / Relaxation / Concession :

i) Age limit as on 12-04-2025 is 31 years for Ex-Servicemen who has put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit.

ii) **SC / ST:** Upper Age limit is further relaxable by 5 years in respect of SC/ST category candidates. Name of the caste to which candidate belongs must appear in the Central list of **SC / ST** of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India. The caste 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) **OBC-NCL :** Upper Age limit is further 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 name of the caste should be spelled exactly in the same manner as appearing in the Central list. The OBC(NCL) certificate must be as per the format prescribed by the Govt. of India (not older than six months as on 12-04-2025).

iv) **PwBDs:** Upper age limit is relaxable by 10 years for Persons with Benchmark Disabilities (PwBDs) which will be over and above the relaxation admissible for candidates belonging to SC / ST / OBC (i.e., total age relaxation will be 15 years for persons belonging to Scheduled Castes / Scheduled Tribes and 13 years for persons belonging to OBC-NCL, in respect of the posts identified for them, if applicable). 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 issued by the Competent Authority.

v) 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 further relaxable by 5 years.

vi) The upper age limit in the case of disabled Ex-servicemen would be relaxed up to 45 years (50 years in the case of personnel belonging to SC/ST and 48 years for

OBC category). The prescribed upper age limit in respect of disabled Ex-servicemen is additionally relaxed by 3 years.

vii) **Post Qualification Experience:** The upper age limit is relaxable for candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be given one year for every completed year of relevant post qualification experience, over and above 28 years, subject to a maximum age limit of 35 years. The persons claiming relaxation under this sub-para would be required to produce an experience certificate issued from such PSUs / Central / State Government / Private Sector Organisations indicating the tenure of engagement. Experience will be counted as on 12-04-2025.

viii) Age of the candidate, after all applicable Age Relaxations should not exceed 56 years for PwBDs and 55 years for other candidates.

6. Tenure of Engagement :

The selected Candidates will be engaged on tenure basis for a maximum period of four years from the date of engagement. The engagement is not against permanent vacancy and will not entitle any Candidate to claim for regular / permanent employment in future. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice. However, extension of tenure for a further maximum period of four years (maximum tenure upto twelve years) may be considered on case-to-case basis, in cases where workload & requirement exist, at the discretion of Management as per the extant rules of the Company. Further it may be noted that the employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice. The Tenure based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company.

7. Training :

Selected Personnel on Tenure Basis will undergo Induction Training for a period of 8 weeks.

8. Place of Posting :

Selected Candidates will be posted to HAL Detachment, Airforce Station Tambaram, Chennai. 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 / Detachments / Customer Bases etc., based on Organizational requirement.

9. Remuneration:

9.1 During the period of tenure engagement, the candidates will be paid following remuneration per month (approx.).

Post Name	Channel / Minimum Scale	Minimum Basic Pay (Rs.)	Other benefits & allowances as per entitlement (<u>approx.</u>) (Rs.)	Total (<u>approx.</u>) per month (Rs.)
Aircraft Technician	D/6	23000	26868	49868

9.2 The components of other benefits and allowances are as follows :-

- i) Variable Dearness Allowance (revised quarterly) on the Basic Pay;
- ii) House Rent Allowance as per classification of Cities (when Company Quarter is not provided);
- iii) Special Allowance, Washing Allowance, Canteen Allowance (Meal Voucher / Card) etc;
- iv) Conveyance Allowance / Conveyance Reimbursement (including Maintenance charges);
- v) Monthly Incentive + pro-rata Quarterly Performance Pay + pro-rata Annual Incentive (Approx).

9.3 In addition, the selected Candidates will also be entitled for the following allowances / benefits as per Rules:-

- i) TA/DA for joining duty and for Temporary Duty as per relevant rules applicable to regular Workmen in the appropriate Scale of Pay;
- ii) Group Insurance in lieu of EDLI;
- iii) Night Shift Allowance, wherever applicable;
- iv) Uniform & Stitching Charges;
- v) Shoe Allowances.

9.4 A Lump sum amount of Rs.1500/- per month will be admissible to meet the medical expenses (both in-patient and Outpatient), based on self-certification. This amount shall be paid on monthly basis along with the Consolidated Remuneration. To avail this allowance by Ex-servicemen, NOC issued by ECHS / Defence Forces need to be produced. These personnel will not be entitled for any other medical benefits in any of the HAL Hospitals / Dispensaries or elsewhere.

9.5 An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.

9.6 Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components of the Consolidated Emoluments.

10. APPLICATION FEE

- i) Rs.200/- (Rupees Two Hundred only) is to be paid as Application Fee. The application fee of Rs.200/- is inclusive of the GST of 18%. Candidates belonging to SC / ST / PwBD categories are exempted from the payment of Application Fee;

ii) Application Fee is to be deposited in the account of “**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;**

iii) Candidates are required to provide requisite details of the Application Fee paid in the Application Form;

iv) 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;

v) **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.**

vi) The candidate should retain the original Counterfoil of the Challan (Candidate’s copy) for future reference.

11. HOW TO APPLY?

a. Eligible and interested candidates meeting the advertised criteria are required to print the Application Form and Challan Format attached (pdf file) along with the detailed Advertisement hosted in Careers link of the HAL website www.hal-india.co.in in **A-4 size paper**.

b. Fill the application form along with a self-attested recent Passport Size Photograph. Attach the following documents **mandatorily**.

- i) SSLC / HSC marks card;
- ii) Diploma in Mechanical Engineering / Technology or Equivalent Certificate which contains information w.r.t percentage of marks, date of completing the Diploma Qualification as the same is required for calculating Post Qualification experience;
- iii) Trade Certificate;
- iv) Service / Experience Certificate;
- v) Discharge Book from Defence forces;
- vi) Caste / Category Certificate (SC / ST / OBC-NCL), if applicable;
- vii) Person with benchmark disabilities Certificate, if applicable.

c. **Submit the filled Application form, original Counterfoil of the Challan (HAL copy) and the above mandatory documents to the following address** via Ordinary Post / Speed Post / Registered Post / Courier. Applications received through other modes will not be accepted; No Application will be received in person.

**The Deputy General Manager (HR),
HR Department, Overhaul Division,
Bangalore Complex, Hindustan Aeronautics Limited,
Post Bag No.1786, Bangalore – 560 017.**

d. Further, the candidates are required to update the excel file which is available along with this detailed Advertisement hosted in Careers link of the HAL website and send the following documents to our email id (rectt.ohl@hal-india.co.in).

- i) Filled Application form (in pdf format)**
- ii) Original Counterfoil of the Challan (HAL copy)**
- iii) Documents mentioned at para 11(b)**
- iv) Updated excel file**

The last date for receipt of Applications is 12-04-2025. Applications received after the due date will not be considered and will summarily be rejected. HAL will not be responsible for any postal delay;

e. Candidates should clearly mention all the details sought in the Application Form. 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;

f. Candidates are requested to superscribe the Envelope with the name of the post they are applying to;

g. Candidates are allowed to apply once and application once submitted cannot be altered under any circumstances;

h. Candidates are required to possess a valid Mobile number and Email Id, which is to be written in the application, so that intimation regarding further stages of selection like Written test, Document verification etc. will be sent on the same Email ID. HAL will not be responsible for bouncing of e-Mail messages sent to the Candidates;

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

Note : If photograph and signature available in application is found to be mismatch with the candidate at the time of Written Test, Candidate will not be permitted to appear in the Written Test. Further if the Photograph is found to be mismatch during the entire selection process, Candidature of the candidate will be summarily rejected / cancelled without any intimation.

12. Selection Procedure :

i) Applications received on or before 12-04-2025 will be screened as per the Notification. Applications received on later date will be rejected. The selection will be done through Written Test (Offline) which will be conducted at Airforce Station,

Tamparam, Chennai (Tentative date of written test is on 04-05-2025). Only eligible candidates who meet the requirement as per the Notification will be considered for the Written Test. Intimation in this regard will be through HAL Website / e-mail. Candidates are required to attend the Written Test on the date, time and venue at their own expenses, which will be mentioned in their Admit Card. Admit Card will be sent via email.

ii) The Written Test will be of 2 ½ hours duration. The test will be in three parts, comprising of Multiple Choice Questions (MCQs). Part-I will consist of 20 questions on General Awareness, Part-II will consist of 40 questions on English & Reasoning. Part-III will consist of 100 questions on the concerned Discipline. Each question carries one mark and there is no negative mark.

iii) At the time of Written test, Candidates are required to bring Admit Card, one recent passport size colour Photograph and photograph should not be older than 30 days strictly from the date of submission of application & one of the original photo Identity Card viz., Voter ID Card, Driving License, Aadhar Card, Passport, PAN Card, ID Card (by Central / State Govt. / PSU for their employees), ID Cards (by Govt. Agencies authorised) along with Xerox copy of the Photo ID Card self-attested, to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.

iv) Candidates qualifying in the Written Test will be called for Document Verification in the order of Merit. The number of candidates called for Document Verification will be limited to the number of posts notified (Discipline/ Category wise). The candidates should bring all the relevant original certificates / testimonials etc., along with one set of self-attested photo copies in support of educational qualifications, experience, date of birth, caste / Tribe / Class / Income & Asset (EWS) (in Central Govt. format); Experience and other certificates as per advertised eligibility criteria etc., All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage and those candidates who are found to be meeting the advertised criteria will only be considered for selection. The Testimonials / Documents should be in the possession of the candidates as on the cut-off date (last date) for receipt of Applications.

v) In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents / testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience, etc., additional candidates will be called for Document Verification in the order of Merit (Discipline/ Category wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected. The procedure as above will continue till such time the number of candidates qualifying in the Document Verification Process is equal to the number of Posts advertised.

vi) Engagement of selected candidates is subject to verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the rules of the Company .

vii) The date, time & place of document verification will be informed through email or HAL Website. Candidates who qualify document verification stage would be reimbursed Travelling Allowance (TA) for one Journey to and from the place of Selection, i.e., Sleeper Class / II Class Train fare / Bus fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and Photostat / xerox copy of return

journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he /she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof. It may be noted that no Travelling Allowance will be paid to candidates called for Written Test.

13. Medical Examination :

- i) Candidates qualified in the Document Verification will be issued Provisional Offer letter and they are (including PwBDs) required to undergo Pre-employment Medical examination at HAL Hospital. No relaxation in Health Standards will be allowed.
- ii) Candidates should meet the Medical Standards as prescribed by the Company. Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the Medical Standards of the Company.
- iii) The decision of the Company's Doctor in this regard will be final and binding.
- iv) Additionally, in respect of PwBDs, the suitability for engagement in relation to the Disability will be decided on the basis of Reports of the Medical Board attached to the Special Employment Exchanges for Physically Handicapped and till such time their engagement in HAL will be provisional. Appointment of selected PwBDs will be subject to verification of Disability Certificate from the concerned Authorities as per the Company Rules.
- v) On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Police Clearance report and Vigilance Clearance from the concerned Authorities, Final offer of Engagement will be issued as per the rules of the Company.

14. General Conditions:

- **Only Indian Nationals are eligible to apply.**
- Applicants serving in Central / State Government / Public Sector Undertakings etc., (including candidates engaged on contract basis therein) who are provisionally selected should produce "No Objection Certificate (NOC)" at the time of document verification from their employer failing which their candidature will be cancelled and they will not be paid Travelling Allowance.
- Candidates belonging to SC / ST / OBC (NCL) / EWS and applying through the reservation quota are required to produce valid Caste Certificate issued by the Competent Authority in the Central Government format at the time of Document Verification.
- All qualifications should be from Indian Universities / Institutes recognized by appropriate statutory Authorities in the Country.
- Wherever CGPA, letter grade etc., in a qualifying degree (Diploma in Mechanical Engg.) 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 Document Verification, if shortlisted / called for.

- Any sort of canvassing or influencing HAL Officials, indulging in corrupt practices related to Recruitment / Selection process would result in immediate disqualification of the candidates.
- While applying for the post, the applicant should ensure that he / she fulfils the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by him / her are correct in all respects. If the information / certificates / photographs furnished by the candidates at any stage are found to be forged, false or incomplete or are not found to be in conformity with eligibility criteria mentioned in the advertisement, suppression of relevant information, 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.
- Candidates should clearly mention all the details sought in the Online Application Form. In case of no clarity / discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates.
- Screening and shortlisting for the Written Test will be based on the details provided by the candidate in the online Application Form. Hence, it is necessary that applicants should furnish only accurate, full and correct information. If the information submitted is false / found to be not in order, at any stage of the Engagement / selection process or thereafter, the candidature of the candidate will be summarily rejected / cancelled.
- 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 selection process in case they do not fulfill essential eligibility criteria. HAL's decision in this regard shall be final.
- The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Written Test, etc., will be final and binding on the candidates.
- HAL reserves all the right to cancel / restrict / modify the notification criteria / recruitment process and / or the Selection Process there under, without issuing any further notice or assigning any reason whatsoever. The number of vacancies can be modified as per the discretion of the Company.
- Short listing of candidates for the Written Test will be purely provisional on the basis of details filled by the Candidate in Application without verification of Age, Qualification, Category (SC / ST / OBC - Non Creamy Layer / EWS / PwBD etc.) of the candidates.
- Mere meeting the conditions of the Notification by the candidate(s) will not automatically entail them to be called for Written Test / Document Verification / Selection and Engagement.
- Applicants having work Experience in Private Sector Organizations are required to submit an Experience Certificate on the letter head of the Company. The letter head of the Company should have details of the Company. Candidate having utilised the age relaxation will not be issued with the provisional offer without producing experience certificate in the letter head of the Company. Experience certificate must contain the Date of Joining, Date of Leaving, Designation etc.

- Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, verification of Caste / Income & Asset (EWS) / Disability Certificate (as applicable) and Character & Antecedents, Vigilance Clearance (as applicable) from the concerned Authorities, as per the Company Rules.
- Necessary information regarding the selection, written test etc., will be hosted on HAL Website www.hal-india.co.in from time to time. All correspondences to the candidates will be made via email on the e-mail id provided by the candidate in the application and via post. No other method of communication will be adopted.
- In case of any particular clarification, candidates can write at rectt.ohl@hal-india.co.in call at 080 2232 2204 / 2823. No other method of Communication will be entertained.
- Court of jurisdiction for any dispute / cause will be at Bangalore.
- In case of any ambiguity / dispute arises on account of interpretation in version other than English in Application form, Notification etc., the English version will prevail.
- Any further Information / Corrigendum / Addendum would be uploaded only in HAL website (www.hal-india.co.in).

Note for Candidates:

- i) It may be noted that the information posted in HAL Website only are considered authentic. Accordingly, candidates may please note that Career opportunities in HAL shall be explored in HAL Website only.
- ii) Candidates should be alert of fake e-mails, 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.
