

LATERAL SELECTION OF OFFICERS THROUGH DIRECT RECRUITMENT**(Advt. No.: HAL/HR/36(98)/2023/05 dated 25th October, 2023)**

Hindustan Aeronautics Limited (HAL) is a premier aeronautical complex in 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 has grown progressively into an integrated Aerospace & Defence Organization, which has designed and developed 17 types of aircraft / helicopters, the recent being Hindustan Turbo Trainer (HTT)-40 Basic Trainer Aircraft and Light Utility Helicopter (LUH) over the last eight decades. The other major ongoing indigenous platforms are multi role Light Combat Aircraft (LCA - Tejas), Light Combat Helicopter (LCH), Advanced Light Helicopter variants ALH Dhruv, ALH Rudra etc. In addition to design and development of aircraft, HAL has also developed expertise in aircraft upgrades, weapon integration, etc. HAL is currently working on the design and development of 25 kN turbofan engine (HTFE-25) suitable for business jets, trainers etc. and the 1200 kW turbo shaft engine (HTSE-1200) for Helicopters. The futuristic programmes of the Company include Indian Multi Role Helicopter (IMRH), Advanced Multirole Combat Aircraft (AMCA), LCA Mk II, Combat Air Teaming System (CATS) UAV, etc. through in-house and also as collaborative efforts with leading national and international partners.

HAL is looking for learned, experienced and result oriented Professionals with diverse experience profile for various Executive posts in Technical/ Non-Technical Disciplines for its various Production, Overhaul & Service Divisions / Research & Design Centres / Offices across India.

2. DETAILS OF POSTS:

- a. The Company intends to induce an agile and matured Executive outlook of experienced professional executives for the following posts for its various Divisions/ R&D Centres /Office:

Sl. No.	Name of the Post	Grade	SC	ST	OBC (NCL)	EWS	UR	Total
i.	Senior Test Pilot (FW) / Test Pilot (FW)	VII/ VI	0	0	0	0	2	2
ii.	Chief Manager (Civil)	VI	0	0	0	0	1	1
iii.	Senior Manager (Civil)	V	0	0	0	0	1	1
iv.	Deputy Manager (Civil)	III	1	1	2	1	4	9
v.	Manager (IMM)	IV	1	0	1	1	2	5
vi.	Deputy Manager (IMM)	III	2	1	3	1	5	12

Sl. No.	Name of the Post	Grade	SC	ST	OBC (NCL)	EWS	UR	Total
vii.	Engineer (IMM)	II	1	1	2	1	4	9
viii.	Deputy Manager (Finance)	III	1	0	2	1	5	9
ix.	Finance Officer	II	1	0	2	1	2	6
x.	Deputy Manager (HR)	III	1	0	1	1	2	5
xi.	Deputy Manager (Legal)	III	1	0	1	0	2	4
xii.	Deputy Manager (Marketing)	III	1	0	1	1	2	5
xiii.	Security Officer	II	1	1	2	0	5	9
xiv.	Officer (Officer Language)	II	0	0	0	0	1	1
xv.	Fire Officer	II	0	0	1	0	2	3
xvi.	Engineer (CS) (Complex Office)	II	The post is for Serving / Retired Personnel from Indian Air Force, Indian Army, Indian Navy and Indian Coast Guard only.					3

Abbreviations:

Categories: **SC** – Scheduled Caste; **ST** – Scheduled Tribe; **OBC (NCL)** – Other Backward Classes (Non-Creamy Layer); **EWS** – Economically Weaker Sections; **UR** – Unreserved

Posts: **FW** - Fixed Wing; **IMM** – Integrated Material Management; **CS** - Customer Service; **HR**- Human Resource; **OL** - Official Language

b. Reservation of Vacancies for Persons with Benchmark Disabilities (PwBDs):

Reservation of vacancies in respect of Persons with Benchmark Disabilities (PwBDs) as per the Government Directives will be distributed among all the categories i.e. SC, ST, OBC-NCL, EWS & UR. PwBDs suffering from not less than 40% of the identified disability shall be eligible for the benefit of reservation. Candidates who wish to avail the benefit of reservation are required to submit the Disability Certificate issued by the Competent Authority in the prescribed format only.

c. Post wise details of the identified suitable disabilities are as under:

Sl. No.	Name of Post	Grade	Type of Disabilities identified as suitable	No. of Vacancies earmarked for PwBDs
i.	Chief Manager (Civil)	VI	HoH, OL, OA, SDD/SID, SD/SI	03
ii.	Senior Manager (Civil)	V		
iii.	Deputy Manager (Civil)	III		
iv.	Manager (IMM)	IV	LV, HoH, OL, OA, LC, DW, AAV, MD, SDD/SID, SD/SI	
v.	Deputy Manager (IMM)	III		
vi.	Engineer (IMM)	II		

vii.	Deputy Manager (HR)	III	LV, HoH, OL, OA, LC, DW, AAV, MD, SDD/SID, SD/SI
viii.	Officer (Official Language)	II	
ix.	Deputy Manager (Finance)	III	HoH, OL, OA, BL, LC, DW, AAV, MD, SDD/SID, SD/SI
x.	Finance Officer	II	
xi.	Deputy Manager (Legal)	III	LV, OA, LC, DW, AAV, MD, SDD/SID, SD/SI
xii.	Deputy Manager (Marketing)	III	OA, SDD/SID, SD/SI
xiii.	Fire Officer	II	SD/SI
xiv.	Security Officer	II	

Note: PwBD candidates applying to the above posts are required to mandatorily indicate the type of disability in the Offline Application Form.

HoH: Hearing Impairment - Hard of Hearing; **OL:** Locomotor Disability - One Leg affected; **OA:** Locomotor Disability - One Arm affected; **OAL:** Locomotor Disability- One Arm & One Leg; **BL:** Locomotor Disability - Both Legs affected but not Arms; **LC:** Leprosy Cured; **DW:** Dwarfism; **AAV:** Acid Attack Victim; **MD:** Multiple Disabilities; **LV:** Visual Impairment - Low Vision; **SDD/SID:** Spinal Deformity / Spinal Injury with associated neurological / Limb dysfunction of respective locomotor disability; **SD/SI:** Spinal Deformity / Spinal Injury without any associated neurological / Limb dysfunction of respective locomotor disability.

3. QUALIFICATION:

- a. The Qualification requirements for the posts advertised are indicated below.

Sl. No.	Name of Post	Grade	Qualification
i.	Chief Manager (Civil)	VI	A degree in Engineering/ Technology in Civil Engineering from Institutes / Universities recognized by appropriate statutory Authorities
ii.	Senior Manager (Civil)	V	
iii.	Deputy Manager (Civil)	III	[OR] Candidates possessing AMIE in Civil Engineering
iv.	Manager (IMM)	IV	A degree in Engineering/ Technology or its equivalent from Institutes / Universities recognized by appropriate statutory Authorities.
v.	Deputy Manager (IMM)	III	
vi.	Engineer (IMM)	II	
vii.	Deputy Manager (Finance)	III	Bachelor's Degree with a pass in final examination of CA / ICWA from the Institute of Chartered Accountants of India / Institute of Cost Accountants of India.
viii.	Finance Officer	II	
ix.	Deputy Manager (Human Resources)	III	Bachelor's Degree with PG Degree /PG Diploma / MBA / MSW / MA with specialization in Human Resources / Personnel Management / Industrial Relations / Labour Management / Organizational Development / Human Resource Development / Labour Welfare etc., from Institutes / Universities recognized by appropriate statutory authorities.

x.	Deputy Manager (Legal)	III	Bachelor of Law [5 years integrated course after (10+2)] [OR] Bachelor degree with Bachelor of Law (10+2+3+3)
xi.	Deputy Manager (Marketing)	III	<p>Degree in Engineering/ Technology or its equivalent in the branches of Electrical, Electronics, Mechanical and Production Engg., with 2 years Full Time Post Graduate Degree / Diploma in Marketing Management/ MBA Qualification with dual specialization with one being Marketing.</p> <p>[OR]</p> <p>AMIE courses in Electrical, Electronics, Mechanical & Production Engineering by Institute of Engineers (India)/ Grad IIIE course from the Indian Institute of Industrial Engineering, Mumbai under Production discipline with 2 years Full Time Post Graduate Degree/ Diploma in Marketing Management.</p> <p>The eligible branches of Engineering for the said disciplines are specified at Para 3 (b).</p>
xii.	Security Officer	II	<p><u>The Qualification mentioned below are required to be indicated under Details of Training undergone in the last 5 years in the Application Form.</u></p> <p>i) Successful completion of ten months pre-Commission Training Course from the Officers' Training School, Chennai or from any other equivalent Institution under the Defence Forces;</p> <p>[OR]</p> <p>ii) Successful completion of one to one and a half years Course conducted by the Central/State Governments qualifying for appointment as Deputy Superintendent of Police/Sub-Inspectors in State Police, Railway Protection Force, Central Reserve Police, Border Security Force;</p> <p>[OR]</p> <p>iii) Successful completion of one year Training Course conducted by Central Government for those selected for the posts of Intelligence Officers in the Central Intelligence Bureau and Research and Analysis Wing;</p> <p>[OR]</p> <p>iv) Successful completion of Training conducted by the Central Government for candidates selected for the post of Sub Inspectors in the CISF or successful completion of one year training conducted by Home Ministry, Government of India, for SI in CBIs.</p>

xiii.	Officer (Official Language)	II	<p>Full Time Bachelor's Degree (3 years after 10+2), from Institutes / Universities recognized by appropriate statutory authorities in the Country</p> <p>[AND]</p> <p>The candidate should possess one of the following:</p> <p>i) Full Time Master's Degree in Hindi with English as a Compulsory or elective subject or as the medium of examination at the degree level from Institutes / Universities recognized by appropriate statutory authorities in the Country;</p> <p>[OR]</p> <p>ii) Full Time Master's Degree in English with Hindi as a compulsory or elective subject or as the medium of examination at the degree level from Institutes / Universities recognized by appropriate statutory authorities in the Country;</p> <p>[OR]</p> <p>iii) Full Time Master's Degree in any subject other than Hindi or English, with Hindi medium and English as compulsory or elective subject or as a medium of examination at the degree level from Institutes/Universities recognized by appropriate statutory authorities in the Country;</p> <p>[OR]</p> <p>iv) Full Time Master's Degree in any subject other than Hindi or English, with English medium and Hindi as compulsory or elective subject or as a medium of examination at the degree level from Institutes/Universities recognized by appropriate statutory authorities in the Country;</p>
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xiv.	Fire Officer	II	<p>Candidate needs to possess either of the Qualifications indicated at Part-A or Part-B below and should possess a valid Heavy Transport Vehicle (HTV) Licence.</p> <p style="text-align: center;"><u>PART-A</u></p> <p>i) Bachelor Degree of Fire Engineering from the National Fire Service College (NFSC), Nagpur awarded by the Nagpur University; [OR]</p> <p>ii) Bachelor Degree of Fire Engg. from Institutes / Universities recognised by appropriate Statutory Authorities. [OR]</p> <p>iii) Pass in Associate Membership / Membership Examination of Institute of Fire Engineering, UK; [OR]</p> <p>iv) Degree of recognised University with pass in GIFE-India / UK.</p> <p style="text-align: center;"><u>PART B</u></p> <p>i). Graduates in Science (B.Sc.) (with Physics, Chemistry and Maths) possessing minimum 60% Marks in the Aggregate of all the Semesters / Years or Corresponding CGPA Ratings / Gradations. Plus</p> <p><u>Divisional Officers Course</u> of minimum 22 weeks duration conducted by National Fire Service College, Nagpur / CISF Fire Service Training Institute - National Industrial Security Academy (NISA), Hyderabad.</p>
xv.	Engineer – Customer Service (Complex Office)	II	<p>Ex-Servicemen / Serving Officer from the <u>Engineering Branch</u> in the Ranks of Junior Warrant Officer / Warrant Officer / Master Warrant Officer from IAF and similar ranks from Indian Navy, Indian Army and Indian Coast Guard.</p> <p style="text-align: center;"><u>WITH</u></p> <p>Minimum educational qualification of Degree in Engineering / Technology or its equivalent in the disciplines of Mechanical / Electrical / Electronics / Aeronautical / Production <u>with 02 years</u> of Post Professional Qualification Experience in Technical Disciplines. The eligible branches of Engineering for the said disciplines are specified at Para 3 (b). Candidates possessing AMIE/ IIIE are eligible to apply. 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.</p>

b. The eligible Branches of Engineering under the qualifications specified for the posts of Deputy Manager (Marketing) & Engineer -Customer Service (Complex Office) above would include the following:

Post Name	Disciplines	Eligible Branches of Engineering
Engineer - Customer Service (Complex Office)	Aeronautical	Aeronautical / Aerospace
Engineer - Customer Service (Complex Office) And Deputy Manager (Marketing)	Electrical	Electrical / Electrical & Electronics / Electric & Instrumentation.
	Electronics	Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics / Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Tele-communication
	Mechanical	Mechanical / Mechanical & Industrial Engineering / Mechanical & Production Engineering
	Production	Industrial Production / Production Engineering / Industrial Engineering & Production / Mechanical Production & Industrial Engineering / Production Engineering & Management / Industrial Engineering / Manufacturing Engineering / Production & Industrial Engineering / Industrial Engineering & Management / Manufacturing Science & Engineering / Manufacturing process & Automation / Mechanical Stream - Production Engineering

Note:

- i. Candidates possessing Qualification in any Discipline/ Branch, other than those mentioned above, are not eligible to apply.
- ii. 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. However, candidates possessing AMIE /IIE in specified disciplines are 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 30-11-2023
a	Senior Test Pilot (FW) / Test Pilot (FW)	VII/ VI	--	Grade VII: Ex-Servicemen or Serving Officer in the Rank of 'Group Captain' from the Indian Air Force or its equivalent Rank from the Indian Navy /Coast Guard. Grade VI: Ex-Servicemen or Serving Officer in the Rank of 'Wing Commander' with three years or more experience in the Rank from the Indian Air force or its equivalent Rank from the Indian Navy/ Coast Guard.

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 30-11-2023
b	Chief Manager (Civil)	VI	12		03
c	Senior Manager (Civil)	V	09		
d	Deputy Manager (Civil)	III	03		
e	Manager (IMM)	IV	06		
f	Deputy Manager (IMM)	III	03		
g	Engineer (IMM)	II	02		
h	Deputy Manager (Finance)	III	04		03
i	Finance Officer	II	03		01
j	Deputy Manager (HR)	III	04		03
k	Deputy Manager (Legal)	III	04		
l	Deputy Manager (Marketing)	III	03		
m	Security Officer #	II	03		
n	Officer (Official Language)	II	03		
o	Engineer - Customer Service (Complex Office)	II	02		
p	Fire Officer	II	For Qualification under Part - A	02	02
			For Qualification under Part - B	05	5 Years in supervisory level or above, i.e. not below the ranks of Inspector (Fire)/ Station Officer Or equivalent.

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

Officers (in the Ranks of Subedar Major/ Assistant CIO-I/ Master Warrant Officer/ Master Chief Petty Officer etc.) who have served/ are serving in BSF/ CRPF/ ITBP/ SSB/ IB/ IAF/ Indian Army/ Indian Navy in the Pay-Band of Rs.47600-151100 with 03 (three) years of PPQE are eligible to apply for the post of Security Officer. Also, Officers (in the Ranks of Assistant Commandant/ Dy.SP/ DCIO/ Lieutenant/ Flying Officer/ Sub-Lieutenant etc.) who have served / are serving in CISF/ CBI/ BSF/ CRPF/ ITBP/ SSB/ IB/ IAF/ Indian Army/ Indian Navy in the Pay-Band of Rs.56100-177500 or above eligible to apply for the post of Security Officer.

- 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 posts in Civil and Marketing discipline, in case of candidates possessing full time PG Degree in relevant branch of engineering, the period of Post Professional Qualification Experience (PPQE) will be reduced by the prescribed period of the relevant Post Graduate Course 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 30-11-2023		
	UR/ EWS	OBC(NCL)	SC/ ST
II	35	38	40
III	45	48	50
IV			
V			
VI	48	51	53
VII			

- a. Candidates from OBC-NCL/ SC/ ST/ EWS categories applying for UR post will be treated on par with UR criteria and no relaxation shall be extended to this effect.
- b. Upper Age limit is relaxable by 5 years in respect of SC / ST candidates. Name of the caste / tribe 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 / tribe certificate must contain date of issue and the name of the caste / tribe should be spelled exactly in the same manner as appearing in the central list.
- c. 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.
- d. 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’;
 - 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 **30-11-2023**) from the Competent Authority, at the time of Interview.
- e. Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No. 36039/1/2019-Estt(Res) dated 31.1.19 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India; In respect of Candidates belonging to EWS Category, the Income and Asset Certificate shall be valid for the Financial Year 2023-24 and shall be prepared on the basis of income and asset verification for the Financial Year 2022-23.
- f. 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.
- g. 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;
- h. Relaxation in age limit in respect of Ex-Servicemen/ Serving Officer will be extended as per rules of the Company.

i. Candidates who fail to produce the relevant caste / income and asset 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.

j. 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
III	Rs.50,000 – 1,60,000
IV	Rs.60,000 - 1,80,000
V	Rs.70,000 - 2,00,000
VI	Rs.80,000 – 2,20,000
VII	Rs.90,000 – 2,40,000
# 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. The Basic Pay +DA on Basic Pay + Qualification Pay or Technical Pay or Technical Allowance + Transport Allowance drawn in IAF will be protected as Basic Pay + DA + Cafeteria Allowances, on appointment in HAL as Test Pilot, in the applicable Scale of Pay in HAL. This is applicable for the posts of Senior Test Pilot/ Test Pilot only.

c. 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 “Hindustan Aeronautics Limited – Recruitment Account” in State Bank of India bearing Account Number **41496209808 (IFSC Code SBIN0009077)** 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 can be deposited till the last date for receipt of Application;

- e. 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;
- f. **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.**
- g. 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. No Application will be received in person. Applications received after the due date will not be considered. **The last date for receipt of Applications is 30-11-2023.**
- d. 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;
- e. Eligible candidates may forward their duly filled in Application in the prescribed Format to the following address:

**Chief Manager (HR), Recruitment Section,
Hindustan Aeronautics Limited, Corporate Office,
15/1 Cubbon Road, Bangalore – 560 001**

- f. Candidates are requested to superscribe the Envelope with the name of the post they are applying to;
- g. 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 and Document Verification;
- h. **Candidates are required to apply against only one post in response to this advertisement. Application once submitted cannot be altered under any circumstances;**
- i. 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;
- j. 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 thereto. 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 **30-11-2023**;
- 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. Candidates applying for the Post of Senior Test Pilot (FW)/ Test Pilot (FW)/ Engineer (Customer Service) (Complex Office):
- i. 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;
 - ii. 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.
- i. 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;
- j. As per the extant rules, internal candidates would be eligible to apply against open selection post in Grade VII only and eligible candidates will be considered for selection, along with external candidates.
- k. 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;
- l. 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;
- m. 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;

- n. 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;
- o. 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;**
- p. 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;
- q. Any sort of canvassing or influencing the Officials related to recruitment / selection process would result in immediate disqualification of the candidate;
- r. Selected candidates can be posted to any Division / R&D Centre / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of Service;
- s. Court of jurisdiction for any dispute / cause will be at Bangalore;
- t. Any corrigendum/Addendum, if any, will be hosted/ published on HAL Website only.** Candidates are requested to visit the website regularly for updates;
- u. HAL reserves the right to cancel the Recruitment process entirely at any stage;
- v. 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;
- w. In case any particular query is not covered above, the candidates can write to HAL at: hal.lateral23@gmail.com . No other mode of communication will be entertained;
- x. 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
Corporate Office, 15/1, Cubbon Road, Bengaluru – 560 001
Visit us at www.hal-india.co.in

JOB DESCRIPTION FOR VARIOUS POSTS

(i) Position: Senior Test Pilot (Grade-VII) / Test Pilot (Grade-VI), (Fixed Wing)

Eligibility:

1. The candidate should be in the Flying Branch (Pilot in the Fighter / Transport Stream) (either Ex-Servicemen or Serving Officer) of the IAF. Equivalent ranks in the Indian Navy / Coast Guard will also be eligible.
2. The candidate should have successfully graduated as an Experimental Test Pilot on fixed wing aircraft from ASTE or any recognized foreign Flight Test School. The candidate should possess more than 2000 hours of flying experience. Candidates who possess a current and valid ATPL and have experience in flying DO-228 aircraft will be given additional weightage. The candidate should be medically fit as per Air Force / DGCA standards etc. to carry out stated duties.

The Job and Responsibilities:

The job mainly involves development and production flight testing on existing and new variants of Do-228 and HS-748 aircraft, both military and civil. Need to test fly / fly other aircraft may be required at the discretion of HAL. Obtaining / imparting of ground / flying training could be in any part of the world. Towards the communication duties, the job mainly involves routine/customer demonstration flights/ferries, training on civil Do-228 aircraft. Additionally, since Civil Do-228 operations are being setup, the candidate would be required to participate in formulation of manuals/ procedures, liaise and coordinate with various regulatory agencies.

1. Should have experience in Flight Snag clearance of Fixed Wing Aircraft.
2. Should be familiar with Military & Civil Airworthiness requirements of Aircraft.
3. Possession of a valid Civil flying Licence (ATPL) is highly desirable for communication duties.
4. Should be willing to proactively obtain additional qualifications with respect to civil aviation, if not in possession of a valid civil flying licence.
5. Should be able to coordinate with Design, Shops, Certification Agencies and Flight Operations regarding Flight Testing, Preparing of Flight Test Programme, Data Analysis and Documentation of Aircraft.
6. Should have good Technical knowledge in respect of fixed wing aerodynamics, systems and other aspects for effectively carrying out flight test activities.
7. Should have sound conceptual and analytical abilities for ensuring effective decision making.
8. Should have good communication / presentations skills.
9. Should be able to focus on timely project implementation and image building process of the Company.
10. Should have team building capabilities and ability to guide and motivate a team of qualified pilots / flight engineers and technical staff for achieving the result in a time bound and effective manner; to guide and motivate a team of HODs in diverse disciplines for achieving the results in a time bound and effective manner.

Location:

Kanpur (Uttar Pradesh)

(ii) Position: Senior Test Pilot (Grade-VII) / Test Pilot (Grade-VI), (Fixed Wing)

Eligibility:

1. The candidate should be from the Flying Branch (Fighter Stream) of the Indian Air Force (Serving Officers or Ex-Servicemen). Medical category should be A1G1/A2G2(P) or its equivalent without any restriction for flying any Company Operated Fixed Wing Aircraft in its entire envelope.
2. The candidate should possess Qualified Experimental Test Pilot Degree on Fixed Wing Aircraft from ASTE, IAF or any recognized foreign School. The candidate should also possess more than 2000 hours of Flying experience. He should be preferably qualified on Su-30 MKI.

The Job & Responsibility:

The candidate should be well versed with the current fleet of Indian Military Aircraft with sound knowledge of Aircraft Systems, Engines etc. and should have experience of working in Operational Units. He should be capable of undertaking prototype, development and production test flying of maximum number of Fixed Wing Aircraft operated by the Company.

1. Should have experience in Flight Snag clearance of Fixed Wing Aircraft.
2. Should be familiar with Military & Civil Airworthiness requirements of Aircraft.
3. Should be able to coordinate with Design, Shops, Certification Agencies and Flight Operations regarding Flight Testing, Preparing of Flight Test Programme, Data Analysis and Documentation of Aircraft.
4. Should have good Technical knowledge in respect of Fixed Wing, Aerodynamics, Dynamics, Systems and other aspects for effectively carrying out Flight Test activities.
5. Should have sound conceptual and analytical abilities for ensuring effective decision-making.
6. Should have good communication / presentations skills.
7. Should be able to focus on timely project implementation and image building process of the Company.
8. Should have team building capabilities; ability to guide & motivate a team of qualified Pilots / Flight Engineers and Technical Staff for achieving the results in a time bound and effective manner; and ability to guide a team of HODs in diverse disciplines for achieving the results in a time bound and effective manner.

Location:

Nasik (Maharashtra)

(iii) **Position: Chief Manager (Civil) (Grade-VI)**

The Job and Responsibilities:

Candidate should have experience related to Civil construction works. The candidate will be the Point of Contact between Divisional CFA & Project team and responsible for the overall management of the construction/supply/installation works contacts on site including all technical & financial matters. Execution of Infrastructure works of Integrated Projects within the scheduled time frame and cost and ensure that the project meets all the functional, aesthetical and other relevant codes.

1. Lead and guide the multi disciplinary teams to achieve the planned results.
2. Create and institute mechanism for controlling and monitoring the projects through various project management techniques and softwares such as Primavera, MS projects etc.
3. Contract Management / Conflict Management / Project Management
4. Overall responsibility of project implementation, field activities & supervision of construction team.
5. Responsible for Handling the correspondence with contractor & Divisional CFA
6. Co-ordination of all construction activities with contractor & local authorities
7. Responsible to resolve site problems, issue of drawings on regular basis
8. Coordinate with site engineers-in-charge for the overall project execution
9. Coordinate with planning team for the design & drawing work
10. Ensuring effective and regular supervision for the works and check compliance of quality and conformity with the standards, specifications and drawings prescribed in the contract and certify the same.
11. Reviewing regularly the quality control data obtained from the construction site, verify the accuracy of such data through random checks of the records and carry out independent tests if necessary.
12. Provide certification on the quality of works accomplished and their conformity to the specifications and drawings.
13. Co-ordinate approval of designs, drawings and data sheets submitted by the contractors of turnkey contracts, whenever applicable.
14. Monitor and control the deviations/Non-tendered items, technical or otherwise, arising during the course of execution of contracts.
15. To be committed to a team ethic with Divisional CFA, his colleagues & contractors to check that the works are satisfactorily completed meeting the time, cost & quality requirements and to the required technical standards.
16. To check & agree/modify, as necessary (with assistance of his team) all the contractors monthly payment statements and send the Bills with certification for payment by the division
17. To chair all formal monthly/weekly progress meetings with each contractor and to prepare and distribute accurate minutes to all parties.
18. To manage the site staff in an effective manner to provide full coverage of critical events, all site monitoring activities, and that material and workmanship is correctly tested and witnessed by the staff for full compliance with the specifications and drawings.
19. To resolve with the assistance of the back-up teams, problems arising on the site, both technical and financial.
20. Through keen and constant observation and discussion, to anticipate critical activities in advance of occurrence.
21. To be responsible for all main correspondence between Division and the contractors and arrange for the correct and prompt action as appropriate.

22. To issue site instruction (& involving payment) with due approval and memos(involving no payment, but requiring the contractors attention and action)
23. To be the channel through which drawings documents, including revisions are issued to the contractors
24. To recommend issue of Completion certificate at the end of construction/supply /installation works on site.
25. To ensure proper closure of the projects such as final account statement from each contractor and certification, including the remaining retention until the end of the defects liability period.
26. To ensure that defects are satisfactorily remedied during the liability period.
27. To ensure & agree/ correct final release of retention payments statements certification at the end of defect liability period.

Current Location

Bengaluru, Karnataka

(iv) Position: Senior Manager (Civil) (Grade-V)

The Job and Responsibilities:

Analysis and design of Structural details of Industrial Buildings like Hangars, workshops, stores, office buildings, machine foundations, underground structures, roads, drains etc. including checking of technical specifications, budgetary estimates and specifications as per the building standards and IS codes. Provide feasibility check for safe expansion of existing industrial structures.

1. Provide conceptual structural design requirements for industrial infrastructure requirements. Preliminary Analysis & Design of, using structural analysis software like Staad Pro etc.
2. Design & detailing of Foundation, super-structure, reinforcement for RCC structures, UG sumps, steel and composite structure designs for aircraft industrial hangars
3. Design & detailing of Machine Foundation details for specialized CNC machines like Milling equipment, lathe equipments, Hydraulic press machines, Autoclaves & Test rig facilities
4. Provide feasibility check for the expansion of an existing industrial infrastructure. Providing design & detailing for expansion of existing infrastructures
5. Provide budgetary estimate for obtaining board approval for a new industrial infrastructure. Initiate Administrative proposal for civil projects and coordination of the same
6. Checking & approval of detailed estimates prepared, scrutiny of market rate analysis and bill of quantities including detailed specifications
7. Coordination with agencies & consultants for specialized nature of work like rehabilitation & retro-fitment works.
8. Coordinate for third party vetting / proof checking of structural drawings with recognized institutions like NIT, IIT & IISC etc.

Location

Bengaluru (Karnataka)

(v) **Position: Deputy Manager (Civil) (Grade-III)**

The Job and Responsibilities:

To ensure Safe, Healthy and Hygienic environment in and around the Quarters / Divisions and ensuring proper disposal solid waste, sewage, Air pollution control, Air quality monitoring etc. as per statutory requirements.

1. Planning of Civil works like periodical Painting services to the quarters, Roof leakage works to the buildings, Quarters and other facilities located in the township to provide safe and Hygienic Environment.
2. Planning of Infrastructure Facilities in Township to provide improved Living environment.
3. Planning of Periodical maintenance of utilities.
4. Planning of Improvement works like face-lifting/ Modification works / renovation / upgradation works related to offices, amenity buildings of FMD, Medical and Schools etc.
5. Providing technical specifications for the items and preparing cost estimates as per CPWD schedule of rates for the planned works.
6. Obtaining Administrative Approvals for the planned works
7. Execution of related Civil works as assigned
8. Monitoring the execution of works as per standards and HAL Works Manual
9. Liaising with regulatory bodies' i.e. Karnataka State Pollution Control Board for renewal of CFOs.
10. Monitoring of activities related to of Environmental Management system of Organization EMS 14001: 2005 /2015.
11. Keeping up to date with relevant changes in Environmental legislation.
12. Implementing effective strategies to minimize the impact of the environment.
13. Conducting and monitoring of ISO 14001:2004 internal audit.
14. Ensure compliance of all statutory requirements for the improvement of environment.
15. Estate management related works like compound wall construction, surveying etc

Location:

Tumakuru, Bengaluru(Karnataka); Nasik (Maharashtra); Koraput (Odisha)

(vi) **Position: Manager (IMM) (Grade-IV)**

The Job and Responsibilities:

1. To plan, purchase and control the materials through ERP system or computer application;
2. To prepare & issue the tenders through e-Procurement platforms;
3. To evaluate the bids received, negotiate and finalise the contract with Indian/ Foreign vendors in compliance with the company/ Govt. guidelines;
4. To provide timely clarification to vendors, to ensure that they furnish the right quote and right materials;
5. To coordinate with the concerned department/agency for the customs clearance for both import and export of the goods;
6. To provide the various procurement related reports to the management;
7. To Identify, source and develop new Vendors for various products/ services;
8. Planning and control of inventories applying modern materials management techniques and based on analysis of past consumption pattern;
9. Interaction with internal customers to have better understanding of requirements, prioritize positioning of emergency items in line with business requirements and ensure timely procurement of required items/ services;
10. To ensure timely payment to vendors as per the contract for the supplies executed by the vendor;
11. To perform end to end contract Management;
12. Ensure periodic review and subsequent closure of purchase files;
13. Preparation of purchase budget;
14. To lead the procurement team.

Location:

Bangalore, Tumakuru (Karnataka); Lucknow (Uttar Pradesh); Nasik (Maharashtra); Koraput (Odisha).

(vii) Position: Deputy Manager (IMM) (Grade-III)

The Job and Responsibilities:

1. To plan, purchase and control the materials through ERP system or computer application;
2. To prepare & issue the tenders through e-Procurement platforms;
3. To evaluate the bids received, negotiate and finalize the contract with Indian/ Foreign vendors in compliance with the company/ Govt. guidelines;
4. To provide timely clarification to vendors, to ensure that they furnish the right quote and right materials;
5. To coordinate with the concerned department/agency for the customs clearance for both import and export of the goods;
6. To provide the various procurement related reports to the management;
7. Planning and control of inventories applying modern materials management techniques and based on analysis of past consumption pattern;
8. Interaction with internal customers to have better understanding of requirements and ensure timely procurement of required items/ services;
9. To ensure timely payment to vendors as per the contract for the supplies executed by the vendor;
10. To perform end to end contract management.

Location:

Bangalore, Tumakuru (Karnataka); Lucknow, Kanpur, Korwa (Uttar Pradesh); Hyderabad (Telangana); Nasik (Maharashtra); Koraput (Odisha); Barrackpore (West Bengal)

(viii) Position: Engineer (IMM) (Grade-II)

The Job and Responsibilities:

1. To plan, purchase and control the materials through ERP system or computer application;
2. To prepare & issue the tenders through e-Procurement platforms;
3. To provide timely clarification to vendors, to ensure that they furnish the right quote and right materials;
4. To evaluate the bids received and finalise the contract with Indian/ Foreign vendors in compliance with the company/ Govt. guidelines;
5. To coordinate with the concerned department/agency for the customs clearance for both import and export of the goods;
6. To identify, source and develop new Vendors for various Products/ Services;
7. To ensure timely payment to vendors as per the contract for the supplies executed by the vendor;
8. To manage warehouse/ Stores/ Logistics.

Location:

Bangalore, Tumakuru (Karnataka); Lucknow, Kanpur, Korwa (Uttar Pradesh); Nasik (Maharashtra); Koraput (Odisha); Hyderabad (Telangana).

(ix) **Position: Deputy Manager (Finance) (Grade-III) & Finance Officer (Grade-II)**

The Job and Responsibilities:

The Candidate preferably, should have knowledge / exposure in large scale manufacturing Industry, Banking / Financial Institutions and should have high degree of Professional Knowledge and proven Competence in the following areas:-

1. Preparation and finalization of Annual Accounts, working knowledge on preparations of Accounts;
2. Knowledge of receivables and debtors management;
3. Knowledge of costing systems and cost accounting;
4. Knowledge of Accounting Standards & Cost Accounting Standards;
5. Interaction with Statutory Auditors & Internal Auditors;
6. Cash Management & dealing with Banks and Financial Institutions;
7. Knowledge of Direct and Indirect Taxes;
8. Should have sound conceptual and analytical ability;
9. Functional knowledge of ERP & hands on experience of working on computers;
10. Core knowledge of Accounting.

Location:

Bangalore (Karnataka); Lucknow, Kanpur, Korwa (Uttar Pradesh); Nasik (Maharashtra); Hyderabad (Telangana); Koraput (Odisha)

(x) **Position: Deputy Manager (HR) (Grade-III)**

The Job & Responsibilities:

The candidates shall be looking after the Human Resources Functions at Divisions / Office. The candidate will be responsible for implementing HR capabilities. The candidates should have knowledge / exposure in the gamut of HR related activities, primarily in the areas of implementing People Development Initiatives, in addition to general appreciation of Aeronautical and Aerospace needs & developments in India and around the world.

1. Review, Formulation and Implementation of HR related policies in the areas of Manpower Planning, Recruitment, Career & Succession Planning, Compensation, Performance Management System, Training & Development and Leadership Development.
2. Conversant with Competency Mapping and Implementation of Individual Development plan.
3. Development and implementation of HR Information System.
4. Implementation of HR interventions such as Knowledge Management, Mentoring & Coaching, HR Audit etc.
5. Should have thorough knowledge on various Labour Laws / Acts & Disciplinary proceedings.

Location:

Tumakuru, Bangalore (Karnataka), Koraput (Odisha)

(xi) **Position: Deputy Manager (Legal) (Grade-III)**

The Job and Responsibilities:

1. Should have knowledge about handling different type of litigations before various Courts/Forums (Civil, Criminal, Labour, Consumer etc.)
2. Should be able to effectively coordinate with the Advocates and other Legal Authorities in connection with the litigations of the Company
3. Should be able to effectively represent and appear on behalf of the Company before various Statutory and Quasi-Judicial Authorities in connection with matters relating to the Company
4. Should have sound drafting skills and be able to draft various legal documents
5. Should have sound Contract/Agreements vetting and drafting skills
6. Should be abreast with the latest legal developments, amendments etc.
7. Should have sound conceptual and analytical abilities for ensuring effective decision making

Location:

Lucknow (Uttar Pradesh); Bangalore (Karnataka)

(xii) **Position: Deputy Manager (Marketing) (Grade-III)**

The Job and Responsibilities:

1. Generate leads for HAL platforms/products/services for export Market and also Domestic Market;
2. Drafting of contracts, devising marketing campaigns, organizing HAL participating in Air Shows/Exhibitions/ trade shows, product releases and customer/distributor/agent training.
3. Support in Coordinating with the Indian Mission and assist HAL Channel partners in the region with technical backup, project implementation for all marketing strategies;
4. Coordinate with the respective divisions of HAL for providing the clarification on Technical and commercial aspects of HAL proposals.
5. Analyze and document the Defence procurement policies of the country/region and provide information and data for compliance and procurement timelines etc.,
6. Market Research and Analysis for the region and use of Marketing and Defence Databases for providing right Data to the Management for pitching the right Products.
7. Participating in meetings with foreign companies, government officials, or other individuals who may be able to help with marketing efforts and follow up for executing the action points.
8. Presentation to customers/agencies/Govt. Officials;
9. Obtaining appointments for scheduling the meetings (Physical/Virtual) with the end users, Decision making authorities.
10. Support for Preparing and managing proposals, license issues, teaming agreements etc.,
11. Liaise with the concerned teams to coordinate visits of senior executives of the HAL and work with Indian Mission for coordinating visits of Defence Ministry officials.
12. Explore Possible Markets for HAL Products/Services.

Location:

New Delhi

(xiii) Position: Security Officer (Grade – II):

The Job and Responsibilities:

1. Should be able to ensure the safety and security of premises, assets, staff, documents and visitors to the establishment.
2. Should be able to ensure foolproof access control to the establishment so that only authorized personnel and material gain entry. Will also be responsible for ensuring that no unauthorized movement of personnel or material takes place and is required to enforce company policies in this regard.
3. Should be able to assist the Head of Security to carry out a detailed assessment of threats to the establishment, plan appropriate measures to mitigate the threats and implement the same.
4. Should be able to cultivate and develop intelligence network (both within and outside the organization) to gather information regarding any security threats to the establishment including sabotage, espionage, industrial unrest, theft, pilferage.
5. Should be able to effectively liaise and coordinate with various external agencies like Police, Intelligence agencies, Local administration and other organizations on security related matters.
6. Should have sound knowledge of the latest security gadgets, equipment, technologies used in Industrial establishments for securing the premises, assets and personnel.
7. Should have sound domain knowledge and should be abreast with the latest developments in the field of Security management.
8. Should possess skills to independently investigate a matter, prepare report, lodge FIR wherever required and follow up with the authorities.
9. Should possess skills to train subordinate staff on security matters, operation of various security gadgets, equipment etc.
10. Should maintain proper records and required documents as per policy to regulate and control movement of material, employees, visitors, vendors, contractual staff etc.
11. Should be able to conduct VVIP visits to the establishment.
12. Should be disciplined, have leadership qualities, highly observant, good communication skills, objective, able to remain calm and decisive in a given situation.
13. Should be able to manage and co-ordinate the day-to-day operations of Industrial Security system like allocation of duties, monitoring of performance, discipline of subordinate staff, managing of security related contracts, maintenance of security gadgets, smooth conduct of security activities etc.
14. Should ensure that all security related activities are properly recorded and necessary records are maintained, so that Security related MIS reports can be generated and submitted to management.
15. Should be able to independently handle security matter of a Division/ Office.
16. Should assist fire-fighting personnel on need basis.

Location:

Bangalore(Karnataka); Nasik(Maharashtra); Koraput(Odisha); Lucknow, Kanpur, Korwa (UP)

(xiv) Position: Officer (Official Language) (Grade – II):

The Job and Responsibilities:

1. The candidate will be responsible for Implementation of Official Language and execution of related activities;
2. Should be familiar with Official Languages Act & Rules;
3. Should be able to constitute OLIC and organize quarterly meetings;
4. Should be able to prepare employees for various Hindi courses and also should have knowledge of Computer Software's & Unicode;
5. Should have good knowledge of English - Hindi languages and proficient in translation of various documents of Company from English to Hindi and vice-versa;
6. Should be well versed in organizing various Hindi Programmes and should have skilled approach to encourage employees to do their Official work in Hindi;
7. Should have confidence in doing translation work independently;
8. Should be able to do any other job related to Official Language assigned from time to time.

Locations:

Korwa (Uttar Pradesh).

(xv) Position: Engineer – Customer Service (Complex Office) (Grade-II)

Eligibility:

1. Ex-Servicemen / Serving Officer from the Engineering Branch in the Ranks of Junior Warrant Officer / Warrant Officer / Master Warrant Officer from IAF and similar ranks from Indian Navy, Indian Army and Indian Coast Guard **with** Minimum educational qualification of Degree in Engineering / Technology or its equivalent in the disciplines of Mechanical / Electrical / Electronics / Aeronautical / Production with 02 years of Post Professional Qualification Experience in Technical Disciplines. The eligible branches of Engineering for the said disciplines are specified at Para 3 (b) of the Detailed Advertisement. Candidates possessing AMIE/ IIIE are eligible to apply. 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.
2. Only Ex-Servicemen / Serving Officer from Armed Forces (viz. Junior Warrant Officer / Warrant Officer / Master Warrant Officer from IAF and similar ranks from Indian Navy, Indian Army and Indian Coast Guard) with 02 years of Post Professional Qualification Experience in Technical Disciplines.
3. Should have engineering related experience in Armed Forces in Bases / Squadrons / BRDs / Commands etc. in any of the HAL Supported fleets.

The Responsibility:

1. The candidate should be well versed with the current fleet of Indian military aircraft with sound knowledge of Aircraft systems, Engines etc.
2. To assist the SPOC (Single Point of Contact) for all issues related to Provision of Budgetary Quotes, Receipt & Liquidation of RMSOs, Timely liquidation of repair tasks, and other Customer escalated operational issues.
3. To liaise with Divisions and resolve issues pertaining to Tasks regularization, AOG, RRT, RMSO, Pending payments, CFE (Customer Furnished Equipment's), etc.
4. To Monitor critical issues and follow up for updates with respective Divisions.
5. To prepare regular MIS reports on customer issues and status for consumption of Top Management.

Location :

Bangalore (Karnataka)

(xvi) Position: Fire Officer (Grade – II)

The Job and Responsibilities:

To work as an Officer In-charge of an Industrial / Aerodrome Fire Station and to look after routine administrative and operational control of independent Fire Stations.

1. Handle and perform as an Officer in-charge of independent Fire Station of Industry / Aerodrome Fire services.
2. To monitor the functioning of various types of Fire protection equipment such as Fire Vehicles / Fire Tenders / Appliances, Pumps, fixed Firefighting installations.
3. To conduct mock Fire drill practices, full scale exercises as required for fulfilment of various certifications for the establishment.
4. To conduct Fire audits for the establishment and be able to recommend both active and passive Fire protection measures for new projects.
5. Should have full knowledge on latest Fire prevention, Fire protection and Firefighting measures.
6. Shall be well versed with management of men and Firefighting equipment / gadgets in the field of Fire Services.
7. Should impart Firefighting training and demonstration on regular interval to employees and other personnel of the establishment.
8. Should maintain adequate liaison and coordination with State Government Fire Services & Police Department.
9. Should possess valid Heavy Transport Vehicle (HTV) license and should be capable of driving Fire vehicles on requirement.
10. Should be able to manage and coordinate the day-to-day operations of Fire Service Department.
11. Should have adequate knowledge of Rescue Operations and be able to attend emergencies.

Location:

Bangalore, Tumakuru (Karnataka); Barrackpore (West Bengal).