



## ENGAGEMENT OF PERSONNEL ON TENURE BASIS IN NON-EXECUTIVE CADRE (Notification No. : O/HR/TNR/02/2024 dated 12-06-2024)

**LINK TO APPLY ONLINE WILL BE AVAILABLE FROM  
12-06-2024 (08:00 PM) TILL 26-06-2024 (11:59 PM)**

1.1 Hindustan Aeronautics Limited (HAL), a Navaratna Central Public Sector Undertaking is a premier Aeronautical Industry of South East Asia, propelling the 'Make in India' dream of the country by undertaking design, production, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems. HAL has 20 Production Divisions, 10 R&D Centres and one Facilities Management Division, spread across seven states and nine geographical locations in India. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

1.2 HAL, Bangalore Complex is currently looking candidates for engagement on Tenure basis for a period of four years in the Non-Executive cadre as Diploma Technician, Operator and Assistant in the following Disciplines / Area. 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, Trades are as follows :-

### 2. Details of Posts / Discipline / Reservation :

Sl. No.	Post Name, Channel /Scale	No. of Vacancies and Reservations					Total	Qualification requirement
		UR	OBC	SC	ST	EWS		
(i)	Diploma Technician (Mechanical)(Scale - D6)	11	7	0	2	4	24	Diploma in Engg. (Mechanical)
(ii)	Diploma Technician (Electrical)(Scale - D6)	9	2	3	1	2	17	Diploma in Engg. (Electrical / Electrical & Electronics)
(iii)	Diploma Technician (Electrical Works) (Scale - D6)	0	1	0	0	0	1	Diploma in Engg. (Electrical)
(iv)	Diploma Technician (Electronics & Communication) (Scale - D6)	3	1	0	0	0	4	Diploma in Engg. (Electronics & Communication)
(v)	Diploma Technician (Metallurgy)(Scale - D6)	1	0	0	0	0	1	Diploma in Engg. (Metallurgy)

Sl. No.	Post Name, Channel /Scale	No. of Vacancies and Reservations					Total	Qualification
		UR	OBC	SC	ST	EWS		
(vi)	Operator (Fitter) (Scale - C5)	0	0	0	0	1	1	ITI With NAC / NCTVT (Fitter)
(vii)	Operator (Grinder) (Scale - C5)	0	2	0	0	0	2	ITI With NAC / NCTVT (Grinder)
(viii)	Assistant (Scale - C5)	1	0	0	0	0	1	BA / B.Sc / B.Com++
Total		25	13	3	3	7	51	Total

++ Need to Possess relevant Certificate of Proficiency in Typing, Stenography, PC Operations (Min. 3 months duration) etc.,

UR – Unreserved, SC – Scheduled Caste; ST – Scheduled Tribes, OBC (NCL) – Other Backward Classes (Non-Creamy Layer); EWS – Economically Weaker Sections.

**Note: Candidates belonging to UR category only are eligible to apply against the post reserved for EWS category:** The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority. Which requires to be uploaded while submitting application.

#### 2.1 For getting the benefits of reservation under OBC (NCL) Category:

- i) The candidate must not belong to Creamy Layer. **OBC candidates who belong to Creamy Layer are not entitled for relaxation admissible to OBC (NCL) Category and such candidates have to indicate their category as UR / General in the Online Application Form;**
- ii) The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes' and
- iii) The candidate needs to furnish their OBC (NCL) certificate as per the prescribed format, not older than 6 months as on 31-05-2024 at the time of document verification, if called for.

#### 2.2 Reservation for candidates belonging to EWS Category will be as per the prevalent Government Directives.

#### 2.3 Vacancies for Persons with Benchmark Disabilities (PwBDs)

- i) There is no reservation for PwBD candidates. 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 / General, for the post of Diploma Technician (Mechanical) and Diploma Technician (Electrical). PwBDs suffering from not less than 40% of the identified disability shall be eligible for availing the benefit.

ii) Post wise details of the identified disabilities are as under:

Post Name / Discipline	Type of Disabilities	No. of vacancies identified for PwBDs
Diploma Technician (Mechanical) / (Electrical)	OL (Mechanical) HoH (Electrical)	1
Diploma Technician (Electrical Works)	HoH / SD / SI	1

HoH - Hard of Hearing, OL – One Leg affected, SD / SI – Spinal Deformity / Spinal Injury without any associated neurological / limb dysfunction.

iii) Candidates who wish to avail the benefits of PwBD category are required to submit a Disability Certificate (not less than 40%) issued by the Competent Authority in the prescribed format at the time of document verification, if called for. Benefit and relaxation will be extended as per rules.

### 3. Qualification Requirement :

i) 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.

For e.g – Candidate possessing following qualification are not eligible to apply:

(a) Diploma in Mechanical Engineering (HPT)/(WSM)/(MTT)/(Instrumentation)/(Co-Op)/(Production)/(Automobile)/(CAD/CAM)/(SW) etc., against the post Notified at para 2(i) i.e., Diploma Technician (Mechanical) (Scale-D6).

(b) Diploma in Engineering in Electrical & Electrical Vehicle Technology / Diploma in Electrical and Instrumentation engineering etc., against the Post Notified at para 2(ii) i.e., Diploma Technician (Electrical).

(c) Diploma in Engineering in Electrical & Electrical Vehicle Technology / Diploma in Electrical and Instrumentation engineering/ Diploma in Electrical & Electronics Engineering etc., against the Post Notified at para 2(iii) i.e., Diploma Technician (Electrical Works).

(d) Diploma in Engineering in Electronics & Instrumentation / Diploma in Engineering in Electronics & Telecommunication/ Electronics & Communication (Co-Op)/Electronics Instrumentation & Control Engineering etc. against the Post Notified at para 2(iv) i.e., Diploma Technician (Electronics & Communication).

ii) 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.

iii) Candidate pursuing / enrolled for any other qualifications should mandatorily indicate

the same in the online 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 Online 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".

(iv) 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.

(v) **Aggregate Percentage of Marks** : In order to become eligible to apply for the notified posts, candidates should have secured the following minimum percentage of Marks, in the aggregate of all the Semesters / Years (equivalent percentage of Marks w.r.t CGPA Ratings / Gradations ) in the Qualifying examination:

Category	Percentage (%) of Marks (Aggregate of all Semesters / Years of Qualifying examination)
UR / OBC-NCL / EWS Candidates	60% & above
SC /ST/ PwBD Candidates	50% & above

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

#### 4. Age Limit / Relaxation / Concession :

i) **UR / EWS** : Upper Age limit not above 28 years as on 31-05-2024 for Unreserved Category & EWS category candidates.

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.

iv) In respect of Candidates belonging to EWS Category, the Income and Asset Certificate shall be valid for the financial year 2023-2024.

v) **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.

vi) 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.

vii) **Ex-Apprentice Trainees :** In case of Ex-Apprentice Trainees, if age bar comes in the way of the candidate the same would be relaxed to the extent of the period for which the Apprentice had undergone training, in line with the Apprentices Act.

viii) **Ex-servicemen :**

a) Ex-Servicemen who have 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 prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit.

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

ix) **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 31-05-2024.

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

## 5. 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 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.

## 6. Training :

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

## 7. Place of Posting :

Selected Candidates will be posted at HAL Bangalore based Divisions. 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.

## 8. Remuneration:

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

Post Name	Channel - Scale	Minimum Basic Pay (Rs.)	Other benefits & allowances as per entitlement (approx.) (Rs.)	Total (approx.) per month (Rs.)
Diploma Technician	D-6	23000	25511	48511
Operator & Assistant	C-5	22000	24554	46554

8.2 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).
  - vi) Uniform & Stitching Charges.
  - vii) Shoe Allowances.
- 8.3 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 Workmen in the appropriate Scale of Pay;
  - ii) Group Insurance in lieu of EDLI;
  - iii) Night Shift Allowance, wherever applicable;
- 8.4 Allowance towards medical reimbursement, 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 Hospital / Dispensaries or elsewhere.
- 8.5 An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.
- 8.6 Provident Fund contributions will be calculated taking into account the Basic Pay + Dearness Allowance components of the Consolidated Emoluments;

## **9. Selection Procedure :**

- 9.1 The selection will be done through Written Test which will be conducted at Bangalore.
- 9.2 If the number of candidates with the above prescribed 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 (Diploma in Engg. or ITI with NAC / NCTVT or BA / B.Sc / B.Com) prescribed for a particular trade / discipline. However, the cut-off percentage of Marks 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.
- 9.3 Candidates, who fulfil the prescribed eligibility criteria, will be called for written test and intimation in this regard will be through HAL Website / e-mail / SMS. Candidates are required to attend the Written Test on the date, time and venue

at their own expenses, which will be mentioned in their e-Admit Card . The Candidates have to download his / her Admit Card from the Link provided in HAL Website ([www.hal-india.co.in](http://www.hal-india.co.in)). Admit Card will not be sent by Post or email.

- 9.4 The Written Test will be of 2 ½ hours duration. The test will be in 3 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 1 mark and there is no negative mark.
- 9.5 Candidates will have to appear for Written Test at their own cost, on the date, time & venue, which will be mentioned in their Admit Card.
- 9.6 Candidates are required to bring Admit Card, one recent Passport Size Colour Photograph (Not older than 30 days 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), ID Cards (by College / Institute where last studied) 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.
- 9.7 Selection of the candidates will be done based on the Marks scored in the Written Test only, in the order of Merit.
- 9.8 Final selection will be made on the basis of performance in the Written Test. Candidates who qualify 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). Inability of the candidates to produce the requisite documents at the time of document verification shall render them liable for non-consideration of their candidature. No undertaking for production of documents in respect of eligibility criteria with regard to age, qualification & experience on a later date will be allowed.
- 9.9 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 . 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. Additional candidates will be called for Document Verification in the order of merit till such time the number of candidates qualifying in Document Verification process is equal to the posts advertised.



- 9.10 The date, time & place of document verification will be informed through email. 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. However, if the Written Test and the Document verification are held at one and the same Station and on the same / adjacent days, the candidate who qualify the Document verification stage would be paid Travelling Allowance, as per their entitlement, for one journey to and from the place of Selection.

#### **10. Medical Examination :**

- i) Candidates qualified in the Document Verification will be issued Provisional Offer 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. 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.
- 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 appointment 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 (if applicable) from the concerned Authorities, Final offer of Engagement will be issued as per the rules of the Company.

#### **11. Application Fee**

- i) Rs.200/- (Rupees Two Hundred only) is to be paid as Application Fee. The application fee of Rs200/- is inclusive of GST of 18%. Candidates belonging to SC / ST / PwBD / Ex-Apprentices of the HAL based Divisions are exempted from the payment of Application Fee; Applicable convenience Fee and Taxes, if any, over and above the Application Fee will be borne by the Candidates.
- ii) The steps to be followed by the Candidate for payment of application fee in the Online SBI Collect mode on completion of filling the Personal, Qualification &

Experience details is as given below. The Candidates are requested to carefully go through the steps before making the payment of Application fee:

- a) By clicking on the Payment link provided, page will be directed to Online State Bank Collect;
  - b) Click on Hindustan Aeronautics Limited, State : Karnataka for Continuing;
  - c) You will be re-directed to page where you have to choose HAL Recruitment Account from a drop down box in the field of payment category;
  - d) You are required to enter the details such as Name, Mobile No., Registration No., Email ID etc., as displayed in the page and fill all details accurately and double check the details;
  - e) On submitting the details, payment page will be displayed. Choose from the various payment option such as Debit / Credit / Card / UPI / Net Banking etc., and make the payment.
  - f) Note – SBI collect reference number and also save the screen shot after successful completion of payment.
- iii) Application Fee once deposited into the Company's Account will not be refunded under any circumstances even if the candidate is unable to submit the Application Online; or being ineligible at the time of applying or rejection of Application. Therefore, before depositing the Application Fee, candidates should ensure that they meet all the eligibility criteria as mentioned in the Notification;
- iv) Candidate is required to print the Application Confirmation Page for future reference. Candidates are advised to pay the Application Fee and also complete the above process well before the closing date and time and not to wait till the last date to avoid the possibility of disconnection / inability / failure to login to the Website on account of heavy load on Internet or Website jam. **In case of non-payment of Application Fee and not completing the above steps the Application will be incomplete and the same will be rejected.**

## 12. How to apply:

- i) Eligible and interested candidates are required to apply Online only, through HAL Website, i.e., [www.hal-india.co.in](http://www.hal-india.co.in) (Careers Section) from 12-06-2024 (08.00 PM) to 26-06-2024 (11:59 PM). No other means / mode of Application will be accepted.
- ii) Candidate is eligible to apply for one post only for which he/ she is most eligible.
- iii) Candidates are allowed to apply only once and applications once submitted cannot be altered under any circumstances. Candidates are required to possess a valid e-mail id and Mobile Number which is to be entered in the Online application, so that intimation regarding the Written Test, Document Verification, Medical Test etc., can be sent. HAL will not be responsible for bouncing of e-mail sent to the candidates. They are also advised to retain this e-mail ID active as any important intimation to them shall be provided by HAL to the e-mail ID mentioned in the Online application only.
- iv) Candidates are required to mandatorily upload the following documents at the time of submitting the Online Application:

- (a) Recent colour passport size photograph (**not older than 30 days from the date of submission of application**) in jpg format - not exceeding 100 kb in size;
- (b) Signature (in jpg format) not exceeding 50kb in size;
- (c) Certificate in relevant Discipline of Diploma in Engineering / Certificate in relevant Discipline of ITI With NAC / NCTVT / Certificate of BA / B.Sc / B.Com along with Certificate of Proficiency in Typing, Stenography, PC Operations (Min. 3 months duration) etc., (as applicable);
- (d) Caste Certificate / EWS Certificate / PwDB Certificate as per Notification / Advertisement, if applicable;
- (e) SSLC / Matriculation Certificate.

If uploaded photograph and signature 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. Candidature of the candidate will be summarily rejected / cancelled.

- v) On submission and acceptance of the application, system will generate the Registration / Acknowledgement form along with the application reference number allotted, which will be used for future reference.
- vi) Request for change of Date of Birth, Mobile Number, Mailing Address, Category, Qualification, Discipline etc., as declared in the Online Application will not be entertained.
- vii) If the information / certificates furnished by the candidates at any stage are found to be false or incomplete or are not found to be in conformity with eligibility criteria mentioned in the advertisement, 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.
- viii) Any further Information / Corrigendum / Addendum would be uploaded only in HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)).
- ix) **The last date for submission of Online Application is 26-06-2024 (11:59 PM).**
- x) No application will be accepted in person or by post.

### 13. 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 Category 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. Date, Time &

venue for Document Verification will be intimated to the candidates who are provisionally selected in the Written Test via email (in the email id provided in the Online Application Form by the candidate). The same will also be hosted in the HAL Website ([www.hal-india.co.in](http://www.hal-india.co.in));

- 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 Engg. or ITI with NAC / NCTVT or BA / B.Sc / B.Com) 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.
- 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.
- Persons with 40% or more relevant disability only are eligible to apply for the posts identified for PwBD. Candidates are required to produce Disability certificate issued by the Competent Authority at the time of document verification.
- Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected.
- 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 Online Application without verification of Age, Qualification, Category (SC / ST / OBC - Non Creamy Layer / 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 (Wherever 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](http://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 online application. No other method of communication will be adopted.
- In case of any particular clarification, candidates can write at [examflickdesk@gmail.com](mailto:examflickdesk@gmail.com) call at 9674785953. 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.

**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, Whats up 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.

iii) Candidates are requested to click the acknowledgement button in the Home page of the online application form confirming that they have gone through the "Caution Notice" before filling up the online application on the HAL Website, otherwise the system will not allow to submit the online application.

## **1) Post : Diploma Technician (Mechanical)**

- Replacement of loose rivets on the aircraft, panels, structural components & pylons as mentioned in the publication. Assess the condition of rivets on the aircraft & pylons and carry out necessary standard rework/replacement of loose rivets. Usage of consumables during rivets replacement needs to be followed wherever necessary.
- Replacement of damaged anchor nuts on the airframe, panels and structural components.
- Replacement of worn out screws/fasteners/anchor nuts.
- Carryout standard structural patch repairs (Flush Patch / Overlap Patch) on the external skin of the aircraft / EBD / structural components as per the scheme provided in the publication.
- Carryout reinforcement repairs either by bonding or riveting as mentioned in the publication.
- Carryout minor structural modifications / CSTIs / CSIs on aircraft as per the approved design scheme.
- Carryout filing, chamfering, matching & suiting of CAT – A structural parts / panels during replacement.
- Replacement of damaged screws/fasteners with serviceable items.
- Carryout minor structural repairs on the aircraft.
- Drilling, Countersunk and Deburring operations during structural repair on the aircraft / components.
- Rectification of Scratches, Dents and Cracks as mentioned in the publication.
- Replacement of damaged rubber beadings, gaskets and seals on the airframe structure.
- Ensure proper consumables usage and application as per the procedure mentioned in the publication during/post structural reworks.
- Ensure corrosion prevention and protective treatment on the repair zones.
- Ensure safety and security after rework. Cleanliness and FOD Checks needs to be ensured.

## **2) Post : Diploma Technician (Electrical)**

- Rectification of electrical wiring related snags.
- Replacement of connectors pertaining to communication and other systems.
- Rectification of single core / multi cores / shield picks up cables electrical snags.
- Replacement of unserviceable / blown-off fuses as per ratings and fuse terminals.
- Provisioning of rubber grommets for the cable bunches near the sharp edges of structure.

- Replacement of damaged data bus couplers (DBC's) and terminal blocks.
- Re-Crimping of damaged contacts of connector with new contacts.
- Rework on relay base / junction modules / earth modules / micro switches and its wiring.
- Replacement of damaged rubber boots, terminal lugs and shrinking of identification sleeves.
- Replacement of unserviceable switches.
- Replacement of RF cables, VOR / ILS / TACAN / CMDS cables, F-Detector cables, eyelets, terminals & lugs, antenna cables, bus cables, cockpit lighting cables, ADF cable etc., by referring to the relevant publication.
- Carryout continuity, insulation and resistance checks on aircraft wiring post rectification.
- Ensure proper securing of cable looms after rework with tie-raps and p-clamps wherever necessary.
- Damaged connectors, end bells, end bell rubbers, back shells replacement and associated system continuity / insulation resistance checks.
- Ensure cleanliness and application of bonding green on all grounding points wherever it is called for in the publication.
- Replacement of damaged lugs by crimping in the Engine Bay Doors and Engine Compartment. Similar rework needs to be carried out in other areas of the aircraft which warrants repair.
- Ensure corrosion prevention and protective treatment on the reworked zones.
- Ensure proper consumables usage and application as per the procedure mentioned in the relevant publication during/post electrical reworks.
- Ensure safety and security after rework. Cleanliness and FOD Checks needs to be ensured.

### **3) Post : Diploma Technician (Electrical Works)**

- Installing, maintaining, and repairing electrical control, wiring, and lighting systems.
- Reading technical diagrams and blueprints.
- Performing general electrical maintenance.
- Inspecting circuit breakers, and other electrical components.
- Performing circuit breaker corrective maintenance
- Troubleshooting electrical issues using appropriate testing devices.
- Repairing and replacing equipment, electrical wiring, and fixtures.

### **4) Post : Diploma Technician (Electronics & Communication)**

- Assisting Radio & Radar Officers at HAL Airport, Aerodrome Operations Department, ASC Division for technical as well as administrative functions.

- To carry out preventive and breakdown maintenance of facilities under Radio & Radar Section as per maintenance schedules.
  - Air Surveillance Systems.
  - Air Traffic Automation System Servers
  - VHF Communication System – Transmitters & Receivers
  - Telephone and Data network
  - LAN network
- To check the quality of Automation recording Systems as per standard procedure;
- To check the performance of backup systems as per maintenance schedules and keep a record of same.
- Ensure timely updation of system log books and to bring out into notice of Unit-in-charge any unresolved maintenance and other issues
- To check the performance status of all systems daily and keep a record of same.
- Ensure upkeep of the inventory for the Equipment.
- Daily Administrative work related to Radio & Radar section.
- Coordinating with Civil and Electrical department regarding serviceability of Air conditioners, UPS etc. for maintaining critical & sensitive Equipment room and to bring into notice of Section in charge on pending issues.
- Responsibility: Manage Radio & Radar systems independently and provide services without interruption. Report the status to supervisor on an hourly basis.

## **5) Post : Diploma Technician (Metallurgy)**

- This role entails understanding the work instruction/Laboratory Test Procedure required for carrying out the Metallurgy inspection.
- Ability to read and understand the drawings, Process layout and operate the NDT instruments.
- Responsible for understanding the Work Instruction / Laboratory Test Procedure required for carry out the Metallurgy Inspection.
- Write basic level notes and observations, read & comprehend documents and notes, process documentation & control plan, interpret / comprehend the information given in the document & notes.
- Read & interpret symbols given on equipment's and work area.



## **6) Post : Operator (Fitter)**

- Fitter is responsible for carrying out structural assembly of aircrafts/ helicopters and perform activities like drilling, reaming, riveting of structures, applying sealing compound etc.
- The individual should have basic communication ability and should be responsible in order to maintain procedures.
- He should have the ability of operation monitoring i.e., observing gauges, dials etc.,
- Ability to quickly move hand to grasp and assemble objects (dexterity), reading, writing and communication skills and sensitivity towards safety for self and equipment.

## **7) Post : Operator (Grinder)**

- Identification & Selection of suitable Grinding Wheel, Balance the Wheel.
- Understanding & Reading of the engineering drawing.
- Setting of the instrument (like Micrometer, Passameter, Vernier Caliper, Height Gauge etc.)
- Set up and operate Grinding machine to perform machining operations.
- Truing of the grinding wheel & also able to form the radius and various profile on the grinding wheels.

## **8) Post : Assistant**

- Office Management
- PC Operation
- Computing/Accounting
- File Management
- Notting and Drafting
- Telephone Operation and communication.