



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

HAL, over the last seven decades, has grown progressively into an integrated Aerospace Organization with the indigenous design & development of Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both in military & civil roles), IJT, LCA, Pilotless Target Aircraft (PTA), Su-30 MKI, Hawk (Advanced Jet Trainer) & Dornier -228 (Light Transport Aircraft). Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), Basic Turboprop Trainer Aircraft (HTT-40), Light Utility Helicopter (LUH) & Indian Multi-Role Helicopter (IMRH). HAL will co-design & co-develop the Fifth Generation Fighter Aircraft & Multi Role Transport Aircraft with foreign partners.

The Foundry & Forge Division of HAL is looking for candidates for appointment to the positions as per the details given below:

Sl. No	Advt. No	Post & Discipline	No of Posts & Reservation	Grade	Qualification
1	F/HR/F&F/01/2016	Asst. Scientific Officer –Lab	1 -(UR) 1- (OBC)	I	B.Sc (Chemistry) Plus M.Sc. (Chemistry) with specialization in Inorganic Chemistry with minimum 60% Marks in the aggregate of all the Semesters / Years both in the B.Sc. & M.Sc. Degree Examinations.
2	F/HR/F&F/02/2016	Asst. Scientific Officer -Lab	1- (UR)	I	First Class Degree in Engg./ Technology or its Equivalent in Polymer Technology/ Rubber Technology/ Polymer Science / Polymer Engineering.
3	F/HR/F&F/03/2016	Asst. Training Officer Aircraft Power Plant (On Contract)	1- (UR) Ex-SM	I	Diploma in Mechanical Engg ^(*)
4	F/HR/F&F/04/2016	Asst. Training Officer Aircraft Structure (Airframe) (On Contract)	1- (UR) Ex-SM	I	Diploma in Mechanical Engg ^(*)

Note : OBC : Other Backward Class, UR : Unreserved, Ex-SM: Ex-Service Men

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

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

Post Qualification Experience Requirements:

Sl. No	Advt. No	Minimum No. of years of relevant post qualification experience required to be possessed (completed years).
1	F/HR/F&F/01/2016	02 Years ^(*)
2	F/HR/F&F/02/2016	NIL
3	F/HR/F&F/03/2016	Ex. Servicemen Retired from IAF, in the Rank of WO/MWO. The person should have Working Experience as an instructor in Mechanical Training Institute Air Force (MTIAF) and specialization in Aircraft Power Plant for the Post at Advt. No: F/HR/F&F/03/2016 and specialization in Aircraft Structure (Airframe) for the Post at Advt. No: F/HR/F&F/04/2016.
4	F/HR/F&F/04/2016	Out of 20 Years of Post Qualification Experience, they should have completed at least one tenure in the IAF Technical Training Schools or TETTRAS, as Instructors.

(*)The candidate shall have minimum 02 Years of Post Qualification experience in the conventional wet chemical analysis and instrumental analysis of metallic and non-metallic materials and analysis of effluent / Plating solutions.

Age Limit, Pay Scales and admissible allowances / benefits etc.

Sl. No	Advt. No	Pay Scale	Max Age as on 07.10.2016
1	F/HR/ F&F /01/2016	Rs. 12, 600 – Rs. 32,500	35
2	F/HR/ F&F /02/2016	Rs. 12, 600 – Rs. 32,500	35
3	F/HR/ F&F /03/2016	Rs. 30, 550 ^(*)	35 ^(**)
4	F/HR/ F&F /04/2016		
Note:			
(*)	Consolidated Pay: Components include Basic Pay, DA and HRA (in case Company accommodation is not provided) apart from other allowances and benefits applicable to Ex-Service on Contract.		
(**)	Every Ex-Service men who has put in not less than six months 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 for which he seeks appointment / employment by more than 3 years, he is deemed to satisfy the condition regarding the age limit. Upper age limit with all relaxations shall not exceed 55 Years.		

The candidates will be eligible for Basic Pay, Variable Dearness Allowance, other Perks & Allowances, Company Accommodation/ House Rent Allowance, Performance Related Pay, Leave, Medical Facilities, Provident Fund, Gratuity etc as per company Rules.

Place of Vacancies: The place of vacancy for the above positions is at the Foundry & Forge Division, HAL (Bangalore Complex). However, the Officers may be transferred/ appointed to any other Divisions/ Offices across the country at Management's discretion.

Job Specifications / Job Descriptions/ Experience Requirements

Sl.No	Advt. No	Discipline / Area	Job Specifications / Job Descriptions / Experience Requirements
1	F/HR/ F&F /01/2016	Asst. Scientific Officer - Lab	<ul style="list-style-type: none"> • Should be conversant with conventional Wet chemical analysis of Ferrous and Non- Ferrous Materials. • Should have knowledge in operation of analytical Instruments like Emission Spectrometer, Atomic Absorption Spectrometer, Carbon Sulphur Analyzer, Hydrogen Determinator, UV – Visible Spectrometer, pH Meters, Conductivity Meter, etc. • Should have sound conceptual and analytical abilities for ensuring effective decision making. • Minimum two years of post qualification experience.
2	F/HR/ F&F /02/2016	Asst. Scientific Officer - Lab	<ul style="list-style-type: none"> • Testing and evaluation of non-metallic materials like rubber, plastics, adhesives, sealants, paints, fuel, Oil lubricants, etc. for all non-metallic materials. • Knowledge of rubber compounding, adhesives, sealants, etc. • Candidates with knowledge of Testing and evaluation of non-metallic materials like rubber, Plastics, adhesives, sealants, paints, oil, fuel, lubricants, etc, is desirable.
3	F/HR/ F&F /03/2016	Asst. Training Officer (On Contract)	<ul style="list-style-type: none"> • Should have thorough knowledge on Aircraft Power Plant (Gas Turbine Engines) for Adv No: F/HR/ F&F /03/2016 and / Aircraft Structure (Airframe) for Advt. No: F/HR/ F&F /04/2016. • To function as Core Faculty and deliver lecture in Aircraft Power Plants / Aircraft Structures.
4	F/HR/ F&F /04/2016		<ul style="list-style-type: none"> • Demonstrate assembly and disassembly procedure of Aircraft Power Plants/ Aircraft Structures. • Should Manage the Aero-engines Lab / Structural Shop. • Designing training program, preparing courseware, organizing Training, assessing training needs and facilitating in learning. • 20 Years of Post Qualification Experience

RELAXATIONS

Age, Qualification & Experience will be counted as on 07.10.2016. Relaxations / concessions for candidates belonging to SC/ST/ OBC/PWD categories would be made as per Rules.

- Relaxation upto 3 years is admissible for the candidates belonging to OBC (Non-Creamy Layer) for reserved posts under OBC (Non-Creamy Layer) category. The prescribed OBC caste certificate is at **Annexure A.**
- Relaxation in the upper age limits upto 5 years to candidates who had domiciled in the State of Jammu & Kashmir during the period 01.01.1980 to 31.12.1989.

The details of posts identified suitable for Persons with Disabilities (PWD) and Physical requirement are mentioned below:-

Post & Discipline	Physical Requirements	Categories of disabled suitable for jobs
Asst. Scientific Officer M.Sc (Chemistry)	S, ST, W, BN, MF, RW, SE, H, C	Partial Deaf, Orthopedically Handicapped (One leg, One Arm)
Asst. Scientific Officer (Polymer Technology)	S, ST, W, BN, MF, RW, SE, H, C	Partial Deaf, Orthopedically Handicapped (One leg, One Arm)
Asst. Training Officer	S, ST, W, BN, MF, RW, SE, H, C	Partially Blind (One Eye), Partial Deaf, Orthopedically Handicapped (One Leg, One Arm).

Abbreviations used: S=Sitting, ST=Standing, W=Walking, BN=Bending, RW=Reading & Writing, MF=Manipulation by Fingers, SE=Seeing, C=Communication, H=Hearing, OA=One Arm, OL=One Leg, HH=Hearing Impaired,

Upper age limit for persons shall be relaxed (irrespective of the fact whether the post is reserved for PWD or not) by 10 years (13 Years for OBCs) in case of Direct Recruitment to Group B (Grade I) posts through Open Competitive Examination.

Relaxation in age limit for PWD is over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above.

Note: None of the above posts are reserved for PWD categories. However, the PWD candidates can also apply for the posts, if they meet with the eligibility criteria specified. The prescribed PWD certificate is at **Appendix B**.

PRE-EMPLOYMENT MEDICAL STANDARDS:

Candidates provisionally selected by HAL will have to undergo a pre-employment Medical Exam before joining HAL. Appointment of selected candidates will be 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.

APPLICATION FEE

The application fee is Rs. 500/- (Rupees Five Hundred only) which is non-refundable (exempted in case of SC/ ST /PWD category).

Foundry & Forge Division, HAL will not be responsible in case of a candidate depositing the fee in the wrong Account. Candidates are therefore requested to ensure that the Application Fee is deposited in the Account Number as mentioned above. Application fee once deposited into Company's Account will not be refunded under any circumstances. Therefore before depositing the Application Fee, candidates are required to ensure that they meet all the eligibility criteria.

HOW TO APPLY

- Eligible and interested candidates are required to apply **Online only** by logging into HAL Website: www.hal-india.com (Careers). No other means / mode of application will be accepted. The Website will be open for registration from 1500 hrs on 21.09.2016 till 2300 hrs on 07.10.2016.
- The last date of applying ONLINE to the above posts is 07.10.2016.
- Before registering the application at HAL website the candidates should possess the following :
 - a) Valid E-mail ID. Please note that, the declared E-mail ID will be used for correspondence with the candidates, and therefore, they are required to ensure that the E-mail ID is active. HAL will not be responsible for bouncing of mails due to incorrect E-mail ID.
 - b) Scanned copy of latest Passport Size color photograph (**in jpg file only & less than 180 KB size**) for uploading with the Application Form. Copies of the same photograph which is scanned to be available for future requirements.
 - c) Scanned copy of Signature for uploading with the Application Form.
 - d) Educational details & post qualification experience details.

The steps for depositing the Application Fee & submitting the Application Online are as Follows:

- Step -1: **Logging in** : Log on to HAL Website: www.hal-india.com (Careers).
- Step-2: **Candidate Registration**: Register by providing valid E-mail id, Date of Birth, and Password at the following web-link: <http://halcareer.in/hal2016aso/>
- Step -3: **Filling the details**: The Personal, Educational & Experience details are required to be filled in and photograph & signature to be uploaded.
- Step-4: **Editing**: Before finally submitting the details entered, an **Editing** option is provided for editing any details entered. **Application once submitted cannot be edited** and therefore candidates should take necessary care to feed the correct information.
- Step -5: **Printing of Pay-in-Slip (applicable for UR/ OBC category only)** : On completion of Step-3, print the Bank Challan (Pay in-slip) for depositing the Application Fee in the Bank. The pay in slip is available at Web-link provided at Step-2.
- Step-6 **Payment of Fee** : The Application Fee of Rs.500/- to be remitted to any of the core banking branches of State Bank of India in the following account :

Bank details for depositing the Application Fee	
Account Number :	10918220624
Account Name :	HAL Foundry & Forge Division
Bank:	State Bank of India
Branch:	HAL Branch
Addresses:	HAL Branch, Vimanapura Post, Bangalore – 560 017.
IFSC Code:	SBIN0001114
Last Date for Depositing Application Fee:	07.10.2016

On receipt of the Application Fee, the concerned SBI branch will enter a unique Journal Number in the 'Pay-in-slip'. Candidates should retain the original counterfoil of the 'Pay-in-Slip' (candidate's copy) for future reference. The 'HAL Copy' of the pay-in slip after depositing the application fee needs to be retained with the candidate and submitted at the time of Document Verification.

- **Step -7: Furnishing Payment Details:** After Payment of Application Fee in the Bank, enter the payment details in the online portal as mentioned in step 2.
- **Step-8 Printing of Application Confirmation:** On completion of Step-7 for UR / OBC Candidates, the registration process will be completed by generating a Unique Application Number in the Application confirmation page. Candidate is required to print the Confirmation Page for future reference.

Note:

(a) In case of non-payment of Application Fee and non-completion of the above steps, the Application will be incomplete and the same will be rejected.

(b) Steps- 5 to 7 are not applicable in the case of **SC/ST/PWD** Candidates, who are exempted from Payment of Application Fee, and they can print the Application Confirmation Page, on completion of Step-4.

SELECTION PROCEDURE

Asst. Scientific Officer M.Sc (Chemistry) / Asst. Scientific Officer (Polymer Technology) / Asst Training Officer(On Contract) Disciplines

Selection to all the above posts will be on the basis of a Written Test. Shortlisted candidates will be called for the Written Test. The candidates will be required to appear for the Written Test at their own expense, on the date, time and venue, which will be mentioned in the Admit card. The candidates who qualify in the written Test will be called for Document Verification.

The Written test will be of Objective type for 2½ hours duration. The Test will be in 3 parts. Part I will consists 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. No negative Marks will be there.

The candidate has to download the Admit card from HAL website for appearing in the Written Test. Admit cards will not be sent by e-mail. Candidates will be required to carry one of the Original & Valid photo Identity card (i.e. PAN card, Driving License, Aadhar Card, Passport, Voter's Identity card, ID card issued by Central / State Govt. / PSU for their employees, ID cards issued by Government Agencies authorized for the purpose only, College ID card where the candidate has studied last, self attested), to prove their identity before the Invigilator, failing which they will not be allowed to appear for the written Test.

For Document Verification, candidates will be short-listed on the basis of their performance in the Written Test. Shortlisted candidates will be required to attend the Document Verification at Bangalore which may be held at short notice.

Candidates are required to bring the Certificates / Documents (Original and Self- Attested Photocopies) in proof of Age, Qualification, Experience, Caste, Training, Disability (As applicable), Ex-Servicemen Discharge Book (As applicable) etc and passport size photographs at the time of Document Verification.

GENERAL CONDITIONS

- Only Indian Nationals are eligible to apply.
- Educational Qualification & Post Qualification Experience should have been acquired/ possessed by the candidate as on 07.10.2016. For this purpose, the date of declaration of results indicated in the mark sheet of the Final Semester/ Year will be considered.
- Candidates possessing Regular / Full Time qualifications prescribed for the above posts are only eligible to apply. In other words, the qualifications acquired through Part Time/ Correspondence/ Distance Education/ E-learning courses are not eligible to apply.
- The total maximum marks and total marks obtained for all the Semesters/ Years will be summed up to arrive at the aggregate percentage. No rounding off will be done. No weightage will be given to any particular Semester or Year. Candidate must indicate the aggregate marks (of all semesters / years put together) Diploma / Degree etc in the Bio-data form. Aggregate marks are to be calculated as shown below:
$$\frac{\text{Total marks obtained in all semesters or years}}{\text{Maximum marks (cumulative of all semesters or years)}} \times 100$$
- Wherever CGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/ Institute. Candidates are required to submit a Certificate to this effect from the University/ Institute at the time of reporting for Document Verification in the Order of Merit.

- Candidates who are employed in Government / Semi-Government / Public Sector Undertakings should produce '**No Objection Certificate**' at the time of Document Verification from their employer, failing which they will not be eligible for considered for Document Verification and no Travelling Allowance will be paid to them.
- Once an employee avails himself of voluntary retirement from a PSU, he shall not be allowed to take up employment in another PSU. If he desires to take up the employment, he shall have to return the VRS compensation received by him to the PSU concerned. Personnel who have opted for VRS from other PSUs should furnish documentary evidence that they have deposited their terminal benefits with the concerned PSU before their appointment in the Company.
- For getting the reservation benefits under OBC category, the following are required to be adhered:

The candidate must not belong to creamy layer.

The name of caste of the candidate must appear in the 'Central list of Other Backward Classes'.

The candidate needs to furnish their OBC Certificate as per the format prescribed by the Government of India (Not older than 6 months as on 07.10.2016), from the Competent Authority.
- Appointment 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.
- Mere submission of online application will not entitle a right for claiming appointment.
- HAL reserves the right to cancel/ restrict/ enlarge/ modify / alter the advertisement/ recruitment process and/ or the selection process thereunder, without issuing any further notice or assign any reason whatsoever. The number of vacancies can be modified as per management's discretion.
- If the information furnished by the candidate in any part of the Bio-data is found to be false or incomplete or is 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.
- Any sort of canvassing or influencing the officials related to the recruitment/ selection process would result in immediate disqualification of the candidate.
- HAL reserves the right to increase / decrease the specification depending upon the response.
- Candidates attending Document Verification will be paid to and from TA (Rail fare) by the shortest route on production of proof of travel as per rules of the company, on qualifying the Document Verification Stage.
- It may be noted that no Travelling Allowance will be paid to the candidates called for written test.
- Appointment of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL (Concerned Authority in case of PWD candidates as per **Annexure B**).
- Decision of HAL Management regarding selection will be final. Further, HAL Management reserves the right to fill up or otherwise any or all the notified posts and also to fill up the future vacancies if any from the valid panel of selected candidates as per the rules of the company.
- Internal candidates meeting the advertised criteria, with applicable relaxations are eligible to apply for the posts in the above Grade-I Posts.
- Candidates belonging to OBC category are required to submit the OBC certificate in the prescribed format enclosed at **Annexure A**.

- Candidates who have work experience in the Private Sector and produce the experience certificate should submit the same in the letter head of the Company. The letter head of the company should have the details of the Company.
- Necessary information regarding the selection, document verification etc., will be hosted on HAL Website www.hal-india.com (careers) from time to time. Candidates are requested to visit the website from time to time.
- Before applying, the candidates should satisfy themselves regarding eligibility criteria desired for the post.
- Incomplete Applications will be rejected and no further correspondence in this regard will be entertained.
- Appearance of the shortlisted candidates in the Document Verification is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the recruitment process incase they do not fulfill essential eligibility criteria.
- Last date of submitting the online applications is 07.10.2016 and applications cannot be submitted online after 2300 Hrs on 07.10.2016.
- Court of jurisdiction for any dispute/ cause will be at Bangalore.
- In case of any clarification please contact Deputy General Manager(HR), Foundry & Forge Division, HAL(BC) write to us at i.mohanlal@hal-india.com.

FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA

This to certify that Shri / Smt / Kumari _____, son / daughter of _____, of Village / Town _____ in District / Division _____ in the State / Union Territory _____ belongs to the _____ Community which is recognized as a Backward Class under the Government of India, Ministry of Welfare, Resolution No. 12011/68/93-BCC (C), dated 10th September, 1993, published in the Gazette of India, Extraordinary, Part-I. Selection I, dated the 13th September, 1993*. Shri / Smt / Kumari and / or his/her family ordinarily reside(s) in the District / Division of the _____ State/Union Territory. This is also to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India. Department of Personnel and Training. O.M No 36012/22/93- Estt. (SCT), dated 8-9-1993*.

**District Magistrate,
Deputy Commissioner, etc**

Dated:

SEAL

* as amended from time to time

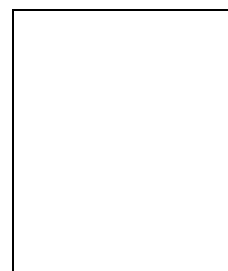
Note: The term 'Ordinarily' used here will have the same meaning as in Section 20 of the Representation of the people's Act, 1950

DISABILITY CERTIFICATE

Certificate No.:

Date:

This is to certify that we have carefully examined Shri. / Smt. /Kum. _____
 _____ Son / Daughter / Wife
 of Shri. _____ Age _____
 Registration No. _____ Permanent resident _____
 _____ Ward / Village / Street _____ Post Office _____ District
 _____ State _____ Whose photograph is affixed
 above, and are satisfied that:



A) He / She is a case of _____ Disability.
 His / Her extent permanent physical impairment / disability has been evaluated as per guidelines (to be specified) for the disabilities ticked below and shown against the relevant disability in the table below:

Sl.No	Disability	Affected part of Body	Diagnosis	Permanent Physical impairment/ mental disability (in %)
1	Locomotors Disability	@		
2	Low vision	#		
3	Blindness	Both eyes		
4	Hearing impairment	£		
5	Mental retardation	X		
6	Metal- illness	X		

B) In the light of the above, his / her overall permanent physical impairment as per guidelines (to be specified), is as follows

In figures: _____ Percent

In words: _____ Percent

2. This condition is progressive / non-progressive / likely to improve / not likely to Improve.

3. Reassessment of Disability is

(i) Not Necessary, Or

(ii) Is recommended / after _____ years _____ months and therefore this certificate shall be valid till _____ years.

@ e.g. Left / Right / Both arms / Legs

e.g. Single eye / Both eyes

£ e.g. Left / Right / Both ears

4. The applicant has submitted the following documents as proof of residence:

Nature of Document	Date of issue	Details of authority issuing Certificate

Name & Seal of Member

Name & Seal of Member

Name & Seal of the Chairperson