



No. HR/ESE/ADVT-1/2014

24/12/2014

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 high-tech programs involving a number of state of the art Technology, design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for 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 (MTA) with foreign partners.

HAL is looking for candidates for appointment as Engineer (Safety)-(Grade-II) and Engineer (Environment)-(Grade-II) for its Aerospace Division at Bangalore.

DETAILS OF VACANCIES:

Sl. No (1)	Name of the Post & Discipline (2)	No of Posts & Reservation (3)	Post Professional Qualification Experience (Completed years) (4)
1	Engineer (Safety) Grade-II	1 (UR)	2
2	Engineer (Environment) Grade-II	1(OBC)	2

Age Limit, Pay Scales and Admissible Allowances / Benefits etc.

Sl. No	Post & Discipline	Pay Scale	Max Age as on 15.12.2014
1	Engineer (Safety) (Grade-II)	16400 - 40500	35
2	Engineer (Environment) (Grade-II)	16400 - 40500	35

The candidates will be eligible for Basic Pay, Variable Dearness Allowance, Company Accommodation/ House Rent Allowance, Performance Related Pay, Leave, Medical Facilities, Provident Fund, Gratuity, Pension etc as per Company rules. Candidates will also be eligible for Perquisites and allowances under Cafeteria system @ 44% of the Basic Pay.

QUALIFICATION AND EXPERIENCE REQUIREMENT

ENGINEER (SAFETY)

- Candidate should possess a Full Time Bachelors Degree in any branch of Engineering/Technology from recognized University/ Institution with One year Degree/Diploma in Industrial Safety recognized by the State Government of Karnataka (RLI/CLI etc.) and has had practical experience of working in a factory in executive capacity for a period of not less than 2 years.
- Should have adequate knowledge of Kannada Language (Speak, Read and Write).
- Applicants serving in Government/Public Sector, Semi-Government Organizations are required to possess a minimum of Two years of experience in the next below grade or its equivalent post.

JOB REQUIREMENT

- To ensure and maintain safe and accident free work environment.
- To fulfill the statutory compliances like renewal of factory license, correspondence with department of factories & boilers, testing and certification of hoist, EOT cranes, pressure vessels, shot blasting machine, presses and forklifts etc.
- To lead group of technicians and interact with employees of the Division to create the awareness about Safety.
- Co-ordination for conducting Safety awareness programs & trainings
- Co-ordination for conducting periodic Medical examinations for employees, who are working in hazardous areas/ special process areas.
- Required to look after Procurement, stock inventory of personal protective equipment etc.
- Required to review identification of hazardous areas and take suitable action for safe environment.
- Required for preparing accident reports and carrying investigation, conducting safety Audit and safety inspection.
- Ensure display of warning & cautionary notices at appropriate places in and around factory.
- Responsible to carry out all the functions & duties prescribed under Rule 88 A-(3) of Karnataka Factories Rules 1969.

ENGINEER (ENVIRONMENT)

- Candidate should possess a Full Time Bachelors Degree in Engineering/Technology (Environmental Engineering/ Environmental Science) or equivalent qualification from recognized University/ Institution with 2 years post professional qualification experience in a Manufacturing Industry.
- Applicants serving in Government/Public Sector, Semi-Government Organizations are required to possess a minimum of Two years of experience in the next below grade or its equivalent post.

JOB REQUIREMENT

- Prepare, review, and update environmental investigation and recommendation reports.
- Collaborate with environmental scientists, planners, hazardous waste technicians, engineers, and other specialists, and experts in law and business to address environmental problems.
- Obtain, update, and maintain plans, permits, and standard operating procedures.
- Inspect industrial and municipal facilities and programs in order to evaluate operational effectiveness and ensure compliance with environmental regulations.
- Inform company employees and other interested parties of environmental issues.
- Assess the existing or potential environmental impact of land use projects on air, water, and land.
- Assist in budget implementation, forecasts, and administration.
- Develop site-specific health and safety protocols, such as spill contingency plans and methods for loading and transporting waste.

- ☒ Prepare hazardous waste manifests and land disposal restriction notifications.
- ☒ Develop and present environmental compliance training or orientation sessions.
- ☒ Request bids from suppliers or consultants.
- ☒ Provide environmental engineering assistance in network analysis, regulatory analysis, and planning or reviewing database development.

RELAXATIONS

- ☒ Age, Qualification & Experience will be counted as on 15/01/2015 Reservation / concessions for candidates belonging to SC/ST/OBC/XSM & PWD categories would be made as per Company 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 Appendix B.
- ☒ Candidates belonging to OBC Category are required to submit the Original Caste Certificate issued by the Competent Authority in the prescribed format at the time of interview.
- ☒ Relaxation in the upper age limit upto 5 years to candidates who had domiciled in the State of Jammu & Kashmir during the period 1.1.1980 to 31.12.1989.
- ☒ Upper age limit with all relaxations shall not exceed 55 Years.
) of Karnataka Factories Rules
- ☒ For getting the reservation benefits under OBC category, the followings are required to be adhered;

The Candidate must not belong to creamy layer;

The name of the Caste and Community of the Candidate must appear in the "Central list of Other Backward Classes" and

The Candidate needs to furnish an OBC Certificate as per the format prescribed by the Government of India (Not older than 6 months as on 15/1/2015), from the Competent Authority, at the time of the Interview, Failing which the Candidate will not be permitted to appear for the Interview

HEALTH

Applicants should be of sound health and should meet the medical standards prescribed by the Company. 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. [Click here](#) for viewing the pre employment medical standards prescribed by HAL.

APPLICATION FEE

The application fee is Rs. 500/-. The application fee is to be sent in the form of crossed Demand Draft drawn on any Nationalized Bank (preferably State Bank of India) in favour of 'Hindustan Aeronautics Limited, Aerospace Division', payable at Bangalore. The Demand Draft should have been obtained between the period 24.12.2014 and 15.01.2015. Application fee will not be refunded under any circumstances, even if the candidate is ineligible at the time of applying or rejection of application etc. Therefore before forwarding the application, candidates are required to ensure that they meet all the eligibility criteria.

SELECTION PROCEDURE

ENGINEER (SAFETY) & ENGINEER (ENVIRONMENT)

Only Shortlisted candidates will be called for interview in the ratio of 1:10 to the number of vacancies in each category. Date, Time and Venue of the Interview will be intimated to the by E-mail / HAL Website / by Post.

Candidates short listed for Interview are required to bring the Certificates / Documents (Original and self attested Photocopies) in proof of Age, Qualification, Experience, Caste, Training, Disability (As applicable) etc and passport size photographs at the time of Interview.

GENERAL CONDITIONS

- ☒ Only Indian Nationals are eligible to apply.
- ☒ 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.
- ☒ Candidates who are employed in Government / Semi-Government / Public Sector Undertakings should apply through their employers i.e, through proper channel. Further, such candidates are required to produce 'No Objection Certificate' at the time of Interview from their employer failing which they will not be permitted to appear for the Interview and will not be eligible for travelling allowance.
- ☒ Contract Experience:
 - a) Experience possessed by candidates engaged on Contract basis directly by PSUs/Central/State Governments concerned shall be considered as experience for the purpose of selection. In that case, Experience Certificate is to be produced from such PSUs/Central/State Governments, etc, indicating the contract engagement. As regards No Objection Certificate, the same needs to be in line with the Terms & Conditions of contract engagement and Rules applicable for such contract engagement in the concerned Organization.
 - b) Experience possessed by candidates in Private Organizations on Contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
 - c) Experience possessed by candidates engaged on Contract basis through Contractors by PSUs/Central/State Governments will not be considered as experience since the engagement is not direct.
 - d) The contract experience possessed by candidates as at (a) & (b) above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSUs/Central/State/Private Organizations.
- ☒ Candidates, who have left a PSU after availing Voluntary Retirement Scheme (VRS), if selected, will be required to return the VRS contribution received to the PSU concerned.
- ☒ 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 application will not entail a right for claiming appointment.
- ☒ HAL reserves the right to cancel/ restrict/ enlarge/ modify / alter the advertisement/ recruitment process and/ or the selection process there under, 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 and the application fee paid will not be refunded.
- ☒ 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, staying beyond 30 kms away and attending Personal Interview will be paid to and fro TA (Rail fare) by the shortest route on production of proof of travel as per rules of the company.
- ☒ Appointment of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL.
- ☒ 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.
- ☒ The vacancies identified in Grade-II are to be filled up by external candidates only, through Direct Recruitment. Therefore, applications of internal candidates, if any, will not be considered against Grade-II.

- ☒ Candidates belonging to SC/ST category are required to submit the SC/ST certificate in the prescribed format enclosed at Appendix A. Candidates belonging to OBC category are required to submit the OBC certificate in the prescribed format enclosed at Appendix B.
- ☒ Candidates applying for more than one Post will be considered only for one post among the posts applied by them.
- ☒ 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, interview etc. will be hosted on HAL Website www.hal-india.com 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 Interview 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 receipt of applications is 15.01.2015. Applications received after due date will be rejected.
- ☒ Court of jurisdiction for any dispute/ cause will be at Bangalore.
- ☒ In case of any clarification please contact Manager (HR), Aerospace Division, HAL(BC) on 080 – 22315547 or write to us at hr.aerospace@hal-india.com. No other mode of communication will be entertained.

HOW TO APPLY

Eligible candidates may send their applications, duly filled, in the prescribed format as at Annexure-I along with the Demand Draft, certificates / documents (attested Photocopies) in proof of Age, Qualification, Experience, Training, etc by post so as to reach on or before 15.01.2015 to the addresses as mentioned below. The candidate is required to write his / her name and the post applied for on the reverse side of Demand Draft, which should be forwarded through Speed Post, subscribing on the envelope, in bold, the post applied for, discipline and advertisement Number to the following address:

Deputy General Manager (HR),
Aerospace Division
Hindustan Aeronautics Limited,
Bangalore Complex,
P.B.No.7502,
New Thippasandra Post,
Bangalore – 560075.

- ☒ Candidates are required to possess a valid E-mail ID, which is to be entered in the Application Blank, so that intimation regarding downloading of call letter for Written Test/ Interview can be sent. HAL will not be responsible for bouncing of E-mail sent to the candidate.



**Hindustan Aeronautics Limited
Aerospace Division, Bengaluru**

Paste Self
attested recent
passport size
photograph

APPLICATION FOR THE POST OF

Advt No. No. HR/ESE/ADVT-1/2014 dated 24/12/2014

1	Name (IN BLOCK LETTERS) (As it appeared in SSLC/ SSC Certificate)	
2	Gender	
3	Father's Name	
4	Mother's Name	
5	a) Date of Birth b) Age as on 15.01.2015	a) _____ b) Years _____ Months _____ Days _____
6	State of Domicile and Nationality	
7	Contact/ Mailing Address	Permanent Address
 Phone No(with STD Code): Mobile No: Email ID: Phone No(with STD Code): Mobile No: Email ID:
8	Nearest Railway Station	
9	Religion	
10	Were you domicile of J&K during the period from 01.01.1980 to 31.12.1989? (copy of Certificate to be produced at the time of Interview)	Yes/ No
11	Circle the Category [copy of Certificate to be produced at the time of Interview in case of SC/ST/OBC (Non-Creamy Layer)] a) Caste b) Sub-Caste c) Non-Creamy Layer (for OBC only)	SC / ST / OBC / GEN a) _____ b) _____ c) Yes / No
12	Are you a Person with Disability (PWD)? If Yes, circle the category of Disability (VD/OD/HD) (copy of Certificate to be produced at the time of Interview)	Yes/ No VD / OD / HD

13	a) Are you an Ex- Serviceman? If yes , mention the last Rank held and the no. of years served in the Rank.	Yes/No
	b) Are you Serving Officer in the Armed forces? If yes, mention the present Rank and the no. of years completed in the Rank.	Yes/No
14	Have you been interviewed by HAL any time earlier? (If yes, please give the details of the post for which you have been interviewed as also date/year/venue) If Yes: Post Interviewed: Date of Interview: Venue of Interview:	Yes/No
15	Are any of your close relatives working in HAL? If yes, provide details of Name, Designation, Division, etc.	

16. EDUCATIONAL QUALIFICATION: (Academic and Professional) (Staring from the Highest Qulification)

Name of Qualification with specialization wherever applicable.	Institution / University	Nature of the Course (Full Time/ Part Time/ Correspondence)	Duration of the Course	Subjects / Specification	Class / Division	Aggregate % of marks	Month & Year of Passing
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

(Note: Please give full & complete information. Use separate sheets if required)

* For Calculation of Percentage, aggregate of all Semesters/ Years should be considered.

17. Proficiency of Languages:

Language	Read	Write	Speak
English			
Hindi			
Kannada			

18. Details of Training undergone in the last 5 years

Name of Program	Institution / Organisation	Duration of the Training	
		From (dd/mm/yy)	To (dd/mm/yy)
(1)	(2)	(3)	(4)

(use separate sheets, if required)

19. Professional Experience from the First Job onwards to Current Job (chronological order):

Sl. No	Designation	Organisation	Central Govt/ PSU / Private	Duration		Nature of Duties (Elaborate on Separate sheet if need be)	Pay Scale & Gross Pay	Reasons for Leaving
				From (dd/mm/yy)	To (dd/mm/yy)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

(Note: Please give complete details for the experience profile like Date, Month & Year. Use separate sheets if required)

20. Detailed Picture of the Position currently held by you. (To be typed in about 200 words on a separate sheet and enclosed to the application with your name legibly written on the top of the paper)

21. No. of years of Post Professional Qualification Experience you possess (in completed years): _____

22. Present Scale of Pay _____

Basic Pay _____ DA _____ Gross Pay _____

23. Date of Seniority (From Date in Present Grade / Post): _____

24. If selected, how soon can you join? _____

25. Have you availed VRS from any PSU? (Please circle whether Yes or No) YES / NO

If Yes, please mention the details below:

26. Pen picture of professional experience, achievements and significant contribution in the field. (To be typed in about 200 words on a separate sheet and enclosed to the application with your name legibly written on the top of the paper)

27. Details of Application fee paid:

Name of the Bank	Branch Code	Demand Draft Number	Date	Amount

I hereby declare that the above statements are true and complete to the best of my knowledge and belief. I understand that in the event the information is found to be false or incorrect, my candidature/appointment may be considered as terminated without any notice.

Place:

Date

Signature of the Candidate

Note: The candidate is required to fill up all the columns. Application will be rejected if any column is left blank, not filled or incomplete. No correspondence will be entertained.

The candidate should not attach any documents with the application blank other than the specified one in the application blank/Advertisement.

**FORM OF CERTIFICATE TO BE PRODUCED BY THE CANDIDATES BELONGING
TO SCHEDULED CASTE/SCHEDULED TRIBE**

This is to certify that Shri/ Shrimathi* / Kumari* _____ Son/ daughter *
of _____ of Village/ town* _____ in
District/ Division* _____ of the State/ Union Territory* _____ belongs to
the _____ Caste/ Tribe which is recognized as a Scheduled Caste / Scheduled Tribe*
under:

- *The Constitution (Scheduled Castes) order 1950
- *The Constitution (Scheduled Tribes) order 1950
- *The Constitution (Scheduled Castes)(Union Territories) order 1950
- *The Constitution (Scheduled Tribes) (Union Territories) order 1951

{As amended by the Scheduled Castes and Scheduled Tribes lists(Modification Order, 1956, the Bombay Reorganization act, 1960, the Punjab Reorganization Act, 1966, the state of Himachal Pradesh Act 1970, the North-Eastern areas (Reorganization) Act, 1971 and the Scheduled Castes and Scheduled Tribes orders (Amendment) Act 1976}

- *The Constitution (Jammu and Kashmir) Scheduled Castes order 1956
- *The Constitution (Andaman and Nicobar Islands) Scheduled Tribes order 1959 as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act 1976;
- *The Constitution (Dadra and Nagar Haveli) Scheduled Castes order 1962
- *The Constitution (Dadra and Nagar Haveli) Scheduled Tribes order 1962
- *The Constitution (Pondicherry) Scheduled Castes order 1964
- *The Constitution (Scheduled Tribes) (Uttar Pradesh) order 1967
- *The Constitution (Goa, Daman and Diu) Scheduled Castes order 1968
- *The Constitution (Goa, Daman and Diu) Scheduled Tribes order 1968
- *The Constitution (Nagaland) Scheduled Tribes order 1970
- *The Constitution (Sikkim) Scheduled Castes order 1978

2. Shri / Shrimathi/ Kumari* _____ and /or * his/ her*
family ordinarily reside(s) in village/town* _____ of _____
District/Division* of the state/ Union Territory* of _____

Signature

Designation _____

Place

(With seal of office)

Date

State / Union Territory

Please delete the words, which are not applicable

Note : The term “ Ordinarily resides” used here will have the same meaning as in section 20 of the Representation of the People Act 1950.

**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 Social Justice and Empowerment's Resolution No. _____ dated _____*, Shri/Smt/Kumari _____ and /or his/her family ordinarily reside(s) in the _____ District / Division of the _____ State / Union Territory. This is also to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India. Department of Personnel and Training. O.M No 36012/22/93- Estt. (SCT), dated 8-9-1993**.

**District Magistrate,
Deputy Commissioner, etc**

Dated:

SEAL

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

** As amended from time to time

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