



(Advt. No: HR/CO/TP/FTE/2018/1)

Hindustan Aeronautics Ltd (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 21 Production / Overhaul / Service Divisions and 11 co-located R&D Centres spread across the Country. HAL's spectrum of expertise encompasses hi-tech programmes 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 Satellites & Launch Vehicles.

HAL invites applications from result oriented Professionals for the following vacancies in its **Flights Operations Wings:**

Sl.No.	Name of the Post	No. of Posts	Current Location
<b>Flight Operations (Fixed Wing)</b>			
a.	<b>Chief Test Pilot (Grade-VIII)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	1	Bengaluru
b.	<b>Senior Communication Pilot cum Production Test Pilot (HS-748) (Grade-VII) / Communication Pilot cum Production Test Pilot (HS-748) (Grade-VI)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	1	
c.	<b>Senior Test Pilot (Grade-VII) / Test Pilot (Grade-VI)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	2	
d.	<b>Senior Test Pilot (Grade-VII) / Test Pilot (Grade-VI)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	1	Nasik
e.	<b>Senior Test Pilot (Grade-VII) / Test Pilot (Grade-VI)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	1	Kanpur
f.	<b>Senior Test Pilot /Senior Pilot (Grade-VII) / Test Pilot / Pilot (Grade-VI) - (having ATPL with Do-228 endorsement)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	1	
g.	<b>Senior Flight Test Engineer (Grade-VII) / Flight Test Engineer (Grade-VI)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	1	
<b>Flight Operations (Rotary Wing)</b>			
h.	<b>Senior Flight Test Engineer (Grade-VII) / Flight Test Engineer (Grade-VI)</b> <a href="#">Click here for Job Description</a> <a href="#">Click here for Application Format</a>	2	Bengaluru

## A) POST PROFESSIONAL QUALIFICATION EXPERIENCE (PPQE) REQUIREMENTS\*:

Sl. No	Posts in Grade	PPQE requirement as on 2.5.18	
		Serving Officers from the Armed Forces	Those working in CPSEs/Govt. Departments / other Organizations (Minimum No. of years of relevant experience required to be possessed in completed years) **
a.	VIII	Serving Officer in the Rank of Air Cmde in the Flying Branch (Fighter Stream) from the Indian Air Force or its equivalent Rank from the Indian Navy.	18
b.	VII	Serving Officer in the Rank of Group Captain from the Indian Air Force or its equivalent Rank from the Indian Army/ Navy /Coast Guard.	15
c.	VI	Serving Officer in the Rank of Wing Commander with three years or more Service in the Rank from the Indian Air Force or its equivalent Rank from the Indian Army/ Navy /Coast Guard	12

\* For further details, Job Descriptions for each Post may please be referred.

\*\* In addition to the total PPQE, candidates working in CPSEs / Govt. Departments /other Organizations are required to possess a minimum of **3 years** experience in the next below Grade/ Level or in an equivalent post, as on **2.5.18**.

Note: Retired Officers from the Armed Forces who are not having any subsequent experience in the relevant area will be equated with Serving Officers.

## B) PAY SCALES, AGE LIMIT & REMUNERATION

Grade	Pay Scales (2017 Scales)*	Age Limit as on 2.5.18
VIII	Rs. 100000-260000	50 years
VII	Rs. 90000 – 240000	48 years
VI	Rs. 80000 – 220000	48 years

\* Annual Increment is 3% of running Basic Pay

On selection, candidates will be appointed in the concerned 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 Company Rules. Perquisites & Allowances will be paid @ 35% of the running Basic Pay under the Cafeteria System. In addition, appointed candidates will also be eligible for payment of Flying related Special Allowances applicable for Pilots / Flight Test Engineers, which would work out to about Rs.3.08 /3.11/3.50 Lakhs (approx.) per month in respect of Flight Test Engineer / Production Test Pilot /Experimental Test Pilot respectively.

### C) AGE RELAXATION

- Upper Age limit is relaxable by 5 years in respect of SC/ST candidates; and 3 years for OBC candidates.
- Relaxation in age limit in respect of Ex-servicemen & Serving Officers from the Armed Forces will be extended as per rules.
- 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 relaxable by 5 years;
- Upper Age limit with all relaxations shall not exceed 55 years.

### D) MODE OF PAYMENT OF APPLICATION FEE

- Rs. 500/- (Rupees Five Hundred only) towards Application Fee and Rs. 50/- as Bank charges (total of Rs.550/-), which is non-refundable (exempted in the case of SC / ST candidates);
- Application Fee is to be deposited in the "Hindustan Aeronautics Limited – Recruitment Account" in State Bank of India bearing Account Number **30969511830** 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;
- Candidates are required to provide details of the Application Fee paid in the Application Form;
- Application Fee can be deposited till the last date for receipt of Application;
- 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 due to being ineligible at the time of applying or rejection of Application due to postal delay/loss. Therefore, before depositing the Application Fee, candidates should ensure that they meet all the eligibility criteria;
- Candidates should forward the original Counterfoil of the Challan (HAL copy) along with the Application Form. Photo copy of the Challan will not be accepted.
- The candidate should retain the original Counterfoil of the Challan (Candidate's copy) for future reference.

### E) HOW TO APPLY?

- Eligible and interested candidates are required to download the Application Form and the Challan Format hosted on the HAL Website along with this detailed Advertisement;
- 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 and will be summarily rejected.

- 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 **2.5.18**;
- Serving Officers from the Indian Air Force/ Army/ Navy /Coast Guard applying for the posts are required to forward their Applications through Proper Channel. A photocopy of the Application should be sent through post to the address mentioned below, as an advance copy, to reach on or before **2.5.18**.
- 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;
- Eligible candidates may forward their duly filled in Application in the prescribed Format to the following address:

**General Manager (HR)**  
**Hindustan Aeronautics Limited**  
**Corporate Office**  
**15/1 Cubbon Road**  
**Bangalore – 560 001**

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

#### **F) GENERAL CONDITIONS**

- Only Indian Nationals are eligible to apply;
- Mere submission of Application will not entail right for claiming appointment / getting shortlisted for further stages of the recruitment process;
- HAL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the requirements advertised, if the need arise, without issuing any further notice or assigning any reason thereto. The number of vacancies can be modified as per requirements & discretion of the Management;
- Only shortlisted candidates will be called for Interview;
- Candidates employed in Central/ State Government Departments/ Public Sector Enterprises etc. (including candidates engaged on Contract basis in Central/ State Govt. Departments/ PSUs) should produce **NOC** (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 payment of Travelling Allowance;
- Serving Officers applying from the Indian Air Force / Army / Navy / Coast Guard are required to forward their Application through Proper Channel. A photocopy of the Application should be sent through post to the address mentioned above, as an advance copy, to reach on or before **2.5.18**. 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;
- Serving Officers from Indian Air Force / Army / Navy /Coast Guard on selection, will be considered for absorption in HAL permanently, on sanction of premature release from the Armed Forces;

- Applicants having work experience in Private Sector Organisations are required to submit an experience certificate in the letter head of the Company. The letter head of the Company should have details of the Company;
- Internal candidates who meet the requirements are also eligible to apply against the Posts in Grade-VII & above; and will be considered for selection, along with external Candidates;
- Candidates should clearly mention all the details sought in the Application Blank. In case of no clarity/ discrepancy in the information provided, the Application will be summarily rejected. The Application Fee paid will not be refunded. No communication will be sent to the candidates whose Applications are rejected;
- Appointment of selected candidates is subject to receipt of satisfactory Medical Reports from the HAL Hospital as per the standards prescribed by HAL as well as verification of Caste and Character & Antecedents from the concerned Authorities (wherever applicable), as per the Rules of the Company;
- **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. No relaxation in Health standards will be allowed. The Pre-employment Medical Standards prescribed by HAL are uploaded with this advertisement;
- If the information furnished by the candidate in any part 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;
- All correspondences to the candidates will be made via e – mail on the e – mail id provided by the candidate in the Application Blank. No other method of communication will be adopted;
- Canvassing in any form will disqualify the candidature;
- Courts at Bangalore will only have jurisdiction for any dispute/ case related to this recruitment.

**SELECTION & PLACEMENT:** Eligible candidates will be required to attend an interview at Bangalore to assess their suitability. While the place of posting will generally be those indicated above, the selected candidates can be posted to any Division / R&D Center / 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. Selected candidates will have to execute a Bond to serve the Company for the prescribed number of years, before joining, as per the extant Rules of the Company.

Candidates are requested to go through the detailed advertisement carefully to clear all doubts/ queries. If any further details are required, queries are to be sent to the Email id [recruitment@hal-india.com](mailto:recruitment@hal-india.com) only.

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