



Hindustan Aeronautics Limited (HAL), a Navratna 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 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, over the last seven decades, has grown progressively into an integrated aerospace organization with the indigenous design & development of the Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both 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-develop the Fifth Generation Fighter Aircraft (FGFA) & Multi Role Transport Aircraft (MTA) with foreign partners.

HAL invites applications from result oriented **Design Professionals** for the current vacancies / posts for its various Research & Design Centres at Bengaluru, Hyderabad, Kanpur, Koraput (Odisha), Korwa (Uttar Pradesh) and Lucknow:

DETAILS OF VACANCIES:

(Candidates are required to click the respective post to view the Job Description)

S. No	Name of the Post	HAL R&D Center	No. of posts	Category
1	Deputy General Manager (Laboratory) (Grade -VII)	Central Materials & Processes Laboratory, Bengaluru	1	
2	Deputy General Manager (Multi Role Transport Aircraft) (Grade -VII)	Aircraft R&D Center, Bengaluru	1	
3	Deputy General Manager (Design) – Project Management (Grade – VII)	Aircraft R&D Center, Bengaluru	1	

(Candidates are required to click the respective post to view the Job Description)

S. No	Name of the Post	HAL R&D Center	No of Posts	Category
4	Deputy General Manager (Design) – Hardware (Grade – VII)	Mission Combat System R&D Center, Bengaluru	1	UR=5 OBC=2 SC=1
5	Deputy General Manager (Design) – Aerothermo (Grade – VII)	Aero Engine R&D Center, Bengaluru	1	
6	Deputy General Manager (Design) – Mechanical Design (Grade – VII)	Aero Engine R&D Center, Bengaluru	1	
7	Deputy General Manager (Design) – Electrical (Grade – VII)	Aero Engine R&D Center, Bengaluru	1	
8	Deputy General Manager (Design) – Sukhoi Engine Division & Engine Division (Grade – VII)	Gas Turbine R&D Center, Koraput	1	
9	Chief Manager (R& D – Metallurgy) (Grade-VI)	Central Materials & Processes Laboratory, Bengaluru	1	UR=1
10	Chief Manager (Design)-Iron Bird Facility (Grade-VI)	Aircraft R&D Center, Bengaluru	1	UR=3, OBC=2, SC=1
11	Chief Manager (Design) – Flight Control System (Grade-VI)	Aircraft R&D Center, Bangalore	1	
12	Chief Manager / Senior Manager (IJT-Aerodynamics & Flight Mechanics) (Grade-VI/V)	Aircraft R&D Center, Bengaluru	1	
13	Chief Manager (Avionics System Design & Flight Analysis) (Grade-VI)	Mission Combat System R&D Center, Bengaluru	1	
14	Chief Manager (Design) – Mechanical Design (Grade-VI)	Aero Engine R&D Center, Bengaluru	1	
15	Chief Manager (Design) – Electrical (Grade-VI)	Aero Engine R&D Center, Bengaluru	1	UR=1, OBC=1
16	Chief Manager (Design) – Sukhoi Engine Division (Grade-VI)	Gas Turbine R&D Center, Koraput	1	
17	Chief Manager (Design) – Engine Division (Grade-VI)	Gas Turbine R&D Center, Koraput	1	
18	Chief Manager (RF & Radar System) (Grade-VI)	Strategic Electronics R&D Center, Hyderabad	1	OBC=2, SC=2
19	Chief Manager (Design) (Grade-VI)	Aircraft Systems & Equipment R&D Center, Lucknow	1	
20	Chief Manager (Design – Indigenisation) (Grade-VI)	Aircraft Systems & Equipment R&D Center, Lucknow	1	
21	Chief Manager (Design) – Mechanical (Grade-VI)	Transport Aircraft R&D Center, Kanpur	1	UR=2, ST=1
22	Senior Manager (R& D – Chemistry) (Grade V)	Central Materials & Processes Laboratory, Bengaluru	1	
23	Senior Manager (Calibration) (Grade V)	Central Materials & Processes Laboratory, Bengaluru	1	
24	Senior Manager (R&D – Metallurgy) (Grade V)	Central Materials & Processes Laboratory, Bengaluru	1	

(Candidates are required to click the respective post to view the Job Description)

S. No	Name of the Post	HAL R&D Center	No. of Posts	Category
25	Senior Manager (Multi-Role Transport Aircraft) (Grade V)	Aircraft R&D Center, Bengaluru	1	UR=2, OBC=1 SC=1
26	Senior Manager (Fuselage Design) – Multi Role Transport Aircraft (Grade V)	Aircraft R&D Center, Bengaluru	2	
27	Senior Manager (Stress) – Multi-Role Transport Aircraft (Grade V)	Aircraft R&D Center, Bengaluru	1	
28	Senior Manager (Indigenization) – Sukhoi Engine Division (Grade V)	Gas Turbine R&D Center, Koraput	1	UR=1, ST=1
29	Senior Manager (Indigenization) – Engine Division (Grade V)	Gas Turbine R&D Center, Koraput	1	
30	Senior Manager (Antenna) (Grade V)	Strategic Electronics R&D Center, Hyderabad	1	UR=4, OBC=9 SC=5, ST=1
31	Senior Manager (RF Seeker) (Grade V)	Strategic Electronics R&D Center, Hyderabad	1	
32	Senior Manager (Business & Technology Development) (Grade V)	Strategic Electronics R&D Center, Hyderabad	1	
33	Senior Manager (Design) (Radar- I) (Grade V)	Strategic Electronics R&D Center, Hyderabad	1	
34	Senior Manager (Design) (Radar-II) (Grade V)	Strategic Electronics R&D Center, Hyderabad	1	
35	Senior Manager (Design) (Radar-III) (Grade V)	Strategic Electronics R&D Center, Hyderabad	1	
36	Senior Manager (Design) – Mechanical Design of Avionics (Grade-V)	Strategic Electronics R&D Center, Hyderabad	1	
37	Senior Manager (Design) – Software (Grade-V)	Strategic Electronics R&D Center, Hyderabad	1	
38	Senior Manager (Design) – Hardware (Grade-V)	Strategic Electronics R&D Center, Hyderabad	1	
39	Senior Manager (Design) (Grade-V)	Aircraft Systems & Equipment R&D Center, Lucknow	1	
40	Senior Manager (Design) – Indigenisation (Grade-V)	Aircraft Systems & Equipment R & D Center, Lucknow	1	
41	Senior Manager (Design) – Avionics (Grade-V)	Transport Aircraft R&D Center, Kanpur	1	
42	Senior Manager (Design) – Avionics Hardware (Grade-V)	Aircraft Systems & Equipment R&D Center, Korwa	3	
43	Senior Manager (Design) – Avionics Software (Grade-V)	Aircraft Systems & Equipment R&D Center, Korwa	3	
44	Senior Manager (Design) – Mechanical (Grade-V)	Aircraft Systems & Equipment R&D Center, Korwa	1	

Candidates are required to apply for a post which is best suitable to them. In case of candidates applying for more than one post, the applications submitted by the respective candidate will not be considered.

RESERVATION OF VACANCIES FOR PERSONS WITH DISABILITIES:

- Persons with Disabilities (PWDs) suffering from not less than 40% of the relevant disability shall be eligible for the benefit of reservation. Candidate who wants to avail the benefit of reservation under PWD category is required to submit a Disability Certificate issued by the Competent Authority, in the prescribed format, at the time of interview.
- One vacancy out of the total number of vacancies, is reserved for PWDs and the vacancy will be distributed among all the categories i.e, ST, SC, OBC & UR. The types of disabilities reserved for PWDs are One Arm affected (Left or Right), One Leg affected (Left or Right) and Partially Deaf.

SCALE OF PAY & REMUNERATION:

Sl. No.	Post / Grade	Pay Scale	Percentage of Perks & Allowances in running Basic Pay under Cafeteria System	Approx. CTC in Bangalore per Annum (Rs in Lakhs)
1	Senior Manager (Grade – V)	Rs. 29100-54500	44 %	13.85
2	Chief Manager (Grade – VI)	Rs. 32900-58000	44 %	15.60
3	Dy. General Manager (Grade–VII)	Rs. 36600-62000	42 %	17.60

On selection, candidates will be appointed in the Scale of Pay as indicated above. Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Company Accommodation / House Rent Allowance, Provident Fund, Gratuity & Performance Related Pay (PRP), etc. Candidates will also be eligible for Perquisites and Allowances under the Cafeteria System as indicated above.

PROFESSIONAL QUALIFICATION & POST PROFESSIONAL QUALIFICATION EXPERIENCE (PPQE):

- Candidates are required to refer the Job Description for the details of Professional Qualification required for the respective posts. Candidates possessing Qualifications as indicated in the Job Description only are eligible to apply. Candidates who possess a Bachelor's Degree in Engineering / Technology from IITs / NITs will be preferred for all the posts. The requirement of PPQE is as follows:

Sl. No.	Post / Grade	PPQE (in years)
1	Senior Manager (Grade – V)	9 Years
2	Chief Manager (Grade – VI)	12 Years
3	Deputy General Manager (Grade–VII)	15 Years

- All qualifications should be from Indian Universities / Institutes recognized by appropriate statutory authorities in the country. Candidates possessing the qualifying Degrees through Full-Time courses will only be considered. Candidates possessing Part Time / Correspondence / Distance Education / Evening Courses are not eligible to apply. Candidates possessing AMAeSI course from the Aeronautical Society of India, New Delhi under Aeronautical discipline, AMIIM course from the Indian Institute of Metals, Kolkata under Metallurgy discipline and AMIE courses from the Institution of Engineers (India), Kolkata, are eligible under Computer Science & Engineering, Electrical Engineering, Electronics & Communication Engineering, Mechanical Engineering disciplines.
- 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 Interview;
- Experience gained after acquiring the requisite Professional Qualification will only be reckoned for purpose of calculation of Post Professional Qualification Experience (PPQE). Experience prior to acquiring the requisite Professional Qualification Degree will not be reckoned for calculation of PPQE.
- In case of candidates possessing the qualification of Full Time Degree in Engineering / Technology plus Full Time Post Graduate Degree in Engineering / Technology in the relevant discipline, the period of experience will be reduced by the prescribed period of the Post Graduate Engineering Course, subject to a maximum of two years.
- Any Full Time additional degree acquired during the period of experience post acquiring Professional Qualification will not be reckoned as experience and the duration of course will be deducted from the total PPQE possessed.
- Candidates working in PSUs / Government Organizations are required to possess a minimum of 3 years experience in the next below Grade / Level or in other equivalent posts, as on 3.12.14, out of the total post qualification experience.
- Applicants having work experience in Private Sector Organizations 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;

UPPER AGE LIMIT & RELAXATION:

Sl. No.	Post / Grade	Upper Age Limit as on 3.12.14
1	Senior Manager (Grade – V)	45 Years
2	Chief Manager (Grade – VI)	48 Years
3	Deputy General Manager (Grade–VII)	48 Years

- Upper Age Limit is relaxable by 5 years in respect of **SC/ST** candidates.
- Upper Age Limit is relaxable by 3 years in respect of **OBC (non – creamy layer)** candidates.
- In respect of **Persons with Disabilities (PWDs)**, Upper Age Limit is relaxable by 5 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC.
- Upper age limit is relaxable by 5 years in respect of the candidates who had ordinarily been **domiciled in the State of Jammu & Kashmir** during the period of 01.01.1980 to 31.12.1989.
- Relaxation in age limit in respect of **Ex-servicemen & Serving Officers** will be extended as per rules.
- Candidates belonging to SC / ST / OBC / PWD categories are required to submit the Original Caste Certificate / Disability Certificate issued by the Competent Authority in the prescribed format at the time of Interview.
- 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 caste and community of the candidate must appear in the “*Central list of Other Backward Classes*” &
 - The candidate needs to furnish an OBC certificate as per the format prescribed by the Government of India (*not older than six months as on 3.12.14*), from the Competent Authority, at the time of interview, failing which the candidate will not be permitted to appear for the Interview.

SELECTION PROCEDURE & PLACEMENT:

- Only shortlisted candidates will be called for Interview in the ratio of 1:10 to the number of vacancies in each category;
- Candidates provisionally selected by HAL will have to undergo a pre-employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical

standards prescribed by the Company. Appointment of selected candidates is subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company. No relaxation in health standards will be allowed. **Click here** for viewing the Pre-employment Medical Standards, prescribed by HAL;

- 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;
- 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 / R&D Center / Office / Location of the Company for initial three years of service.

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/ PWD candidates);
- All core banking branches of State Bank of India (SBI) have been authorized to collect the Application Fee in specially opened Account No. 30969511830, on behalf of HAL. HAL will not be responsible in case of a candidate depositing the fee in the wrong Account;
- Application Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the Application Fee and complete the registration process well in advance on or before 1500 hours on 3.12.14.

REGISTRATION PROCESS:

Eligible and interested candidates are required to apply Online only through HAL Website (Careers section): www.hal-india.com . No other means / mode of application will be accepted. The website is functional for Registration **from 1500 hours on 12.11.14 till 1500 hours on 3.12.14.**

Before registering the applications on HAL website the candidates should possess the following:

- Valid E-mail ID, which should remain valid & active till completion of the selection process;
- Scanned copy of latest passport size colour photograph (in jpg file & less than 180 KB size) for uploading with the application form;
- Details of Education & post professional qualification experience; &
- Separate write up's (maximum of 500 words each) on (i) Details of the current Position held (ii) Entire Professional Experience & Achievements and significant contributions in the respective area. In the event of any field being left blank / entry of irrelevant information in the detailed Pen Picture field, application Form will be summarily rejected.

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

- **Step -1:** Candidate is required to click the link given in career section of HAL website for Registration & select the grade / name of the post eligible to apply for.
- **Step -2:** The personal, educational & experience details are required to be filled up and photograph to be uploaded. Before finally submitting the details entered, an editing option will be given to the candidate for editing any details already entered, if required.
 - In case of the candidates belonging to SC / ST / PWD categories, on submission of personal, educational & experience, the registration process will be completed by generating a unique Application Number in the Application confirmation page for future reference.
 - In case of candidates belonging to General & OBC categories, on submission of personal, educational & experience, they are required to print the Bank Challan (Pay in-slip) for depositing the Application Fee in the Bank.
- **Step -3: (for General / OBC Categories only):** Candidate has to approach any of the core banking branches of SBI with the 'pay-in-slip' and deposit the Application Fee of Rs. 500/- along with the bank charges Rs. 50/- in 'Hindustan Aeronautics Limited- Recruitment Account' bearing No. 30969511830, on or before 2.12.14. 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.
- **Step -4: (For General / OBC Categories only):** After Payment of Application Fee in the Bank, candidate is required to log on to HAL website (www.hal-india.com) on or before 1500 hrs on 3.12.14 and fill up the E-mail Id & Date of Birth in the link given. Candidates will then be required to enter the details of payment of Application Fee (i.e., Name & Code No. of SBI Branch, SBI Journal No. Date of Deposit of Application Fee in Bank). On submission, Application Confirmation page will be displayed. Candidate is required to print the Application Confirmation page for future reference.
- 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.

GENERAL CONDITIONS:

- Only Indian Nationals are eligible to apply;
- Mere submission of application will not entail 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 assigning 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 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;
- Candidates employed in Central / State Government Departments / Public Sector Enterprises etc. (including candidates engaged on Contract basis from Central / State Government Departments / Public Sector Enterprises) should produce **No Objection Certificate (NOC)** 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;
- These vacancies are identified to be filled up by external candidates only, through Direct Recruitment. Therefore, applications of internal candidates, if any, will not be considered;
- Any sort of canvassing or influencing the Officials related to the recruitment / selection process would result in immediate disqualification of the candidate;
- Court of jurisdiction for any dispute / cause will be at Bangalore. In case of any particular query is not covered above, the candidates can write to HAL at: recruitment@hal-india.com. No other method of communication will be entertained.
