

(Advt No. HAL/HR/36(98)/2021/1)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul / Service Divisions, 9 co-located R&D Centres and 1 Facility Management Division, 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 young, energetic & result oriented Professionals for the following Post:

**A) NAME OF THE POST:**

Sl. No.	Name of the Post	No. of Post/s
(a)	Chief Manager (Legal) (Grade-VI), Bengaluru	1

**B) QUALIFICATION**

→ The candidate should possess Full Time / Regular Bachelor of Law (5 years integrated course after 10+2) or Bachelor Degree with Bachelor of Law (10+2+3+3).

**C) PAY SCALE, AGE LIMIT & POST PROFESSIONAL QUALIFICATION EXPERIENCE (PPQE):**

Name of the Post	Grade	Pay Scales#	Age Limit as on 12.3.2021	No. of years of PPQE	Experience required to be possessed in next below Grade or in equivalent post* (completed years)
Chief Manager (Legal)	VI	Rs. 80000-220000	48	13	3

# Annual Increment is 3% of running Basic Pay

\* Applicable to candidates working in Central / State Government departments/ Public Sector Enterprises, etc. (as on 12.3.2021).

- ➔ 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 and Allowances, Company Accommodation / House Rent Allowance, Performance related Pay (PRP), Membership of Provident Fund, Gratuity etc., as per the prevailing Company Rules. Perquisites and Allowances are presently paid @ 35% of the running Basic Pay under the Cafeteria System.
- ➔ 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.

#### **D) AGE LIMIT & RELAXATION:**

Relaxation in age Criteria if any will be extended as indicated below:

- ➔ Upper Age limit is relaxable by 5 years in respect of SC/ST Candidates ; and 3 years for OBC Candidates;
- ➔ In respect of Persons with Disabilities (PWDs), Upper Age Limit is relaxable by 10 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC-NCL;
- ➔ 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.
- ➔ Upper Age limit with all the applicable age relaxations as per Rules, shall not exceed 55 years (56 years in case of PWD candidates).

#### **E) 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.

## F) 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 **12.3.2021**;
- 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;

**Deputy General Manager (HR)**  
**Recruitment Section**  
**Hindustan Aeronautics Limited**  
**Corporate Office, 15/1 Cubbon Road**  
**Bengaluru- 560 001**

- Candidates are requested to superscribe the Envelope with the name of the post they are applying to;
- No Documents /Certificates /testimonials are required to be attached along with Application Form.

## G) 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 recruitment process;
- HAL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the requirements advertised, if need so arise, without issuing any further notice or assigning any reason thereto. The number of vacancies can be modified as per requirements and discretion of the Management;
- **Selection Procedure:** Eligible candidates short-listed based on the initial screening only will be called for personal interview. Date, Time and Venue of the Interview will be intimated to the short-listed/eligible candidates via E-mail / HAL Website. Candidates will be shortlisted and called for Interview in the ratio of **1:10 (Maximum)** as per the Rules of the Company. Merely meeting the Qualification and PPOE requirements as indicated in the Advertisement will not entail a right for shortlisting of the application for the Interview;
- Only shortlisted candidates will be called for the Interview;
- Age and Experience will be reckoned as on **12.3.2021**;
- 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 the 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;
- Candidates belonging to SC/ST/OBC/PWD categories are required to submit copies of Caste Certificates/Disability Certificate in the prescribed format at the time of Interview;
- Persons with **40% or more relevant disability** only are eligible to apply. Candidates are required to produce Disability Certificate issued by the Competent Authority at the time of Interview.
- For getting reservation benefits under the OBC-NCL category, The candidate must furnish an OBC certificate as per the format prescribed by the Govt. of India (not older than six months as on **12.3.2021**), from the Competent Authority, at the time of Interview.
- 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;
- Candidates provisionally selected by HAL will have to undergo 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.

The Pre-employment Medical Standards prescribed by HAL are uploaded with this advertisement.

- Appointment of selected candidates is subject to verification of Caste, PWD Certificate, Character & Antecedents from the concerned Authorities, as per the rules of the Company;
- 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;
- If the information furnished by the candidate in the Application Form 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. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated;
- Not providing Pen picture details as indicated in the Application Form will lead to Disqualification of the Candidature;
- Any correspondences to the candidate will be made to the mobile number / on the e-mail id provided by the candidate in the Application. No other mode of communication will be adopted;
- Any sort of canvassing or influencing the Officials related to recruitment / selection process would result in immediate disqualification of the candidate;
- 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.
- Court of jurisdiction for any dispute / cause will be at Bengaluru.
- Any corrigendum/Addendum, if any, will be hosted/ published on HAL Website. Candidates are requested to visit the website regularly for updates.
- In case any particular query is not covered above, the candidates can write to HAL at: [recruitment@hal-india.co.in](mailto:recruitment@hal-india.co.in) . No other mode of communication will be entertained.
- All further announcements / details pertaining to this selection will only be published / provided on HAL authorized Website [www.hal-india.co.in](http://www.hal-india.co.in).

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