



Advt No.HR/CON/2024/10

Hindustan Aeronautics Limited (HAL), a Maharatna Central Public Sector Undertaking, is a premier aeronautical industry of South East Asia and amongst the biggest Defense and Aerospace Manufacturers in the world with 21 production/overhaul/service divisions and 10 R&D centers spread across the country. HAL's spectrum of expertise encompasses design, development, manufacture, repair, overhaul and upgrade of Aircrafts, Helicopters, Aero-engines, Industrial and Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellites and Launch Vehicles.

Aircraft Division, Nashik is an independent profit center currently engaged in the overhaul of Su-30MKI aircraft under license and repair/overhaul of MiG-21/27M aircraft variants, BISON, Su-30MKI Aircraft and their aggregates. HAL Nashik is also involved in mid-life upgrade and modification of various types of Russian origin aircrafts, providing design & development support to MiG-21 series, MiG-27M and SU-30MKI series aircrafts and its systems.

HAL offers a challenging and rewarding career to individuals who want to contribute towards nation building. Currently, HAL Aircraft Division, Nashik is inviting applications from interested and eligible candidates for **Engagement of Personnel on contract basis** for Maintenance Repair and Overhaul Project(MRO) for Civil Aircraft/Helicopter and allied activities.

A.DETAILS OF VACANCIES

No. of Posts & Reservation: 04 (UR-03, OBC-01)

Sl No.	Post Code	Name of the Post and Discipline	No. of Post(s)
1.	HR/CMP/01	Specialist (Quality & Training)	01
2.	HR/CMP/02	Specialist (AME)-I	02
3.	HR/CMP/03	Specialist (AME)-II	01
TOTAL			04

(UR-UnReserved, OBC- Other Backward Classes (Non-creamy layer)

B. QUALIFICATION(S) AND POST PROFESSIONAL QUALIFICATION EXPERIENCE

(i) ESSENTIAL/PROFESSIONAL QUALIFICATION(S) AND EXPERIENCE

Sl No	Post Code	Name of the Post and Discipline	Qualification, Other Eligibility Criteria and Minimum Experience
1	HR/CMP/01	Specialist (Quality & Training)	<ul style="list-style-type: none">The candidate should possess Aircraft Maintenance Engineering (AME) License / Certification of Recognition course from recognized institute approved by DGCA (Govt. Of India)Minimum 9 years of experience in the field of Civil Aviation including Must have a working experience of 3 years as a quality personnel (post holder in quality) in Civil MRO organization.Must hold a valid B1-Mechanical type rated AME license in A320 family aircraft.Must have working knowledge of CAR145, CAR66, and CAR147.He/she must have a working experience as a post holder as per CA form IV of CAR 145 and satisfy the criteria of Quality Manager as per latest Airworthiness Advisory Circular (AAC).Familiarity with aircraft maintenance statutory regulatory

			<ul style="list-style-type: none"> • Person holding a training authorization or competency as per CAR145 would be preferred. • In addition to the above, person should be qualified to impart training internally as well as externally as per CAR145 requirement. • Person holding a SMS, HF, FTS & CDCCL training certificate as per CAR145 would be preferred. • Person should have working knowledge of DGCA, EASA, FAA & various Civil Aviation regulations & its implementation would be preferred. • Person should have training of Quality system and auditing technique
2	HR/CMP/02	Specialist (AME)-I	<ul style="list-style-type: none"> • The candidate should possess Aircraft Maintenance Engineering (AME) License /Certification of recognition course from recognized institute approved by DGCA (Govt. Of India) • Minimum 9 years of experience in civil aircraft maintenance including 3 years current working experience of base maintenance on A-320 family aircraft in reputed airline or MRO organization as per latest DGCA regulations and circulars. • Must hold a valid B1-Mechanical type rated AME license in A-320 family aircraft as per DGCA rules and circulars. • Must hold authority to issue CRS in previous organization for base maintenance activity. • Must have working & comprehensive knowledge of CAR-145. • Must have comprehensive knowledge of the MOE. • Must have knowledge of maintenance standards. • Must have gone through Fuel Tank Safety (FTS), human factor (HF), Safety Management System (SMS) and CDCCL training. • Must have practical experience and expertise in the application of aviation safety standards & safe maintenance practices. • Candidate who can provide training to manpower as per CAR regulation will be preferred.
3	HR/CMP/03	Specialist (AME)-II	<ul style="list-style-type: none"> • The candidate should possess Aircraft Maintenance Engineering (AME) License / Certification of Recognition course from recognized institute approved by DGCA (Govt. Of India) • Minimum 9 years of experience in civil aircraft maintenance including 3 years current working experience of base maintenance on A-320 family aircraft in reputed airline or MRO organization as per latest DGCA regulations and circulars. • Must hold a valid B2-Avionics type rated AME license in A-320 family aircraft as per DGCA rules and circulars. • Must hold authority to issue CRS in previous organization for base maintenance activity. • Must have working & comprehensive knowledge of CAR-145. • Must have comprehensive knowledge of the MOE. • Must have knowledge of maintenance standards. • Must gone through Fuel Tank Safety (FTS), human factor (HF), Safety Management System (SMS) and CDCCL training. • Must have practical experience and expertise in the application of aviation safety standards & safe maintenance practices. • Candidate who can provide training to manpower as per CAR regulation will be preferred.

C. AGE LIMIT AND RELAXATIONS

The upper age limit for UR candidate is 50 years as on **09.11.2024**. Further, the upper age limit will all the relaxations (applicable to OBC, XSM, domicile of J & K from 1.1.1980 to 31.12.1989) shall not be exceed 55 years as per Recruitment Rules.

D. REMUNERATION AND OTHER BENEFITS

1. Personnel engaged on contract basis would be paid monthly consolidated Remuneration as below:

Sl No. (1)	Post Code (2)	Name of the Post and Discipline (3)	Consolidated Remuneration (Rs) (4)	Consolidated Remuneration (Rs.) p.m. [after deduction of PF@12%(4)] (5)
1.	HR/CMP/01	Specialist (Quality & Training)	107880/-	97454/-
2.	HR/CMP/02	Specialist (AME)-I	107880/-	97454/-
3.	HR/CMP/03	Specialist (AME)-II	107880/-	97454/-

Note: a) In addition to the consolidated remuneration, other facilities like Medical, Uniform and other admissible allowances will be extended at par with HAL employees.

b) The personnel will be governed by the provisions of the PF act, Income Tax etc. as per the applicable rules.

c) Monthly payment will be remitted by HAL directly to the account of the personnel engaged by HAL on certification of attendance.

2. The Special Qualification Allowance @ Rs. 30,000/- p.m. is applicable for AME/ARME License holders (should maintain their current licenses) as per Company Rules.

3. House Rent Allowance for an amount of Rs. 10,800/- p.m. will be payable, if Company Quarter is not provided.

4. An annual increase of 3% on consolidated remuneration during the contract will be given subject to satisfactory performance.

5. Personnel engaged on contract basis will be entitled for one day Causal Leave for each remaining complete month in the calendar year and also entitled for 2.5 days of Vacation Leave with pay for every calendar month of service besides 12 Festival Holidays applicable for HAL employees.

E. PLACE OF POSTING

The Place of Posting for the above posts is Nashik. However, the selected Candidates may be transferred / appointed to any other Divisions / Offices across the Country at Management's discretion.

F. PRE-EMPLOYMENT MEDICAL EXAMINATION

1. Applicants should be of sound health and should meet the medical standards prescribed by the Company.

2. 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.

G. TENURE OF ENGAGEMENT

The engagement will be purely on Contract Basis for an initial period of two years which may be extended for another one year based on requirements and performance of the personnel. There will be no provision for regularization/absorption.

The contract engagement will not confer any right on the personnel to claim the status of a regular employee of the Company.

The management would have the right to terminate the contract by giving 3 months' notice in writing, or by paying 3 months consolidated remuneration. Similarly, if the engaged personnel wishes to resign from the services, he/she can do so, by giving 3 months' notice in writing or by paying 3 months consolidated remuneration. However, the management reserves the right not to accept the resignation, if the circumstances so warrant.

H. APPLICATION FEE

Application fee is Rs. 500/- (Rupees Five Hundred only) which is non-refundable (exempted in case of SC/ST category). The application fee is to be sent in the form of crossed Demand Draft drawn in Favour of Hindustan Aeronautics Limited payable at State Bank of India, Ojhar Township (**SBI Branch Code: 1196**). Application fee will not be refunded under any circumstances, even if the candidate is not eligible 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.

I. PROCEDURE TO APPLY

1. Interested and eligible candidates may download the application form from HAL website and send the applications, duly filled, in the prescribed format as per **Annexure-I** alongwith the following documents:

- i. Self attested document in support of Date of Birth (Birth certificate or SSLC certificate).
- ii. Self attested qualification certificates and Semester wise/year wise Mark sheets for Xth, XIIth, Diploma, Degree, Essential Qualification(s), Additional Qualification(if any), Certifications, etc.
- iii. Self attested Caste/Tribe certificates (SC/ST/OBC (NCL) in prescribed format issued by the Competent Authority as prescribed by the Government of India. OBC (NCL) certificate should be the latest one.
- iv. Self attested domicile certificate in case of candidates from Jammu & Kashmir (if applicable).
- v. Self attested document proof for Ex-servicemen discharge book (if applicable).
- vi. Self attested experience certificates for all previous employments and appointment letter for current employment (if applicable) in the letterhead of the company.
- vii. 'No Objection certificate' if the candidate is working in a government/semi-government/PSU.

2. The aforementioned documents need to be sent by registered/speed post so as to reach on or before **03.12.2024** to the following address:

**The Chief Manager (HR),
Hindustan Aeronautics Limited, Aircraft Division, Nashik,
Ojhar Township Post Office, Taluka-Niphad,
Nashik- 422207, Maharashtra.**

3. The envelope containing the application form and documents should be superscribed with "**Application for <The post being applied for>**" in block letters. The company shall not take any responsibility for any delay in receiving the application forms or loss in postal transit. Applications received after due date will not be entertained.

4. Candidates are required to possess a valid **e-mail ID**, so that intimation regarding interview can be sent on the same. HAL will not be responsible for bouncing of e-mails sent to the candidates. However, from time to time, necessary information will be hosted on HAL website.

J. SELECTION PROCESS

Selection Procedure

The selection for the posts will be done through Personal Interview. The eligible candidates will be called for Personal Interview at HAL, Nashik. For shortlisting of candidates for the interview, those possessing more relevant experience will be considered first. In case of a tie in relevant experience, the candidates who would have secured more aggregate marks in the qualifying examination will be considered first. In case the marks are also same, seniority in age will be considered to decide the shortlist. Scrutiny/Shortlisting of Applications will be done as per company Rules. The call letter for interview will be sent by the Post / E-mail provided by the candidates.

K. GENERAL CONDITIONS

1. Only Indian Nationals can apply.
2. Age and Experience are to be calculated as on **09.11.2024**.
3. Candidates are allowed to apply only once and application details once sent cannot be altered at any point.
4. Mere submission of application will not entail right for claiming employment.
5. 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 under any circumstances.
6. Candidates who have Work Experience in Private Sector Company / Organisation should produce their experience certificate in the letter Head of the Company / Organisation in which they have worked. The letter Head of the Company / Organisation should contain the details of the Company.
7. **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. With regards to No Objection Certificate, the same needs to be in line with the terms, conditions 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) 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.
 - (d) If the candidate claims post-qualification experience in PSUs/Govt./Semi-govt. organizations, they should possess prescribed minimum number of years of experience in the next below grade or in the equivalent post.
 - (e) In the absence of proper experience certificates, candidates shall be required to attach joining and relieving letters. In case of serving employees, latest salary slip may be sent in place of relieving letter
 - (f) Candidates who have left a PSU after availing benefits under the VRS (Voluntary Retirement Scheme), if selected for a post in HAL will have to return the VRS compensation to the concerned PSU.
8. Candidates who have been selected on contract basis, will be allowed to join the Company pending receipt of Character & Antecedents verification, subject to fulfilling the conditions (i.e. receipt of Police Clearance Certificate from the Jurisdictional Police Station, Undertaking etc.) as applicable to the Personnel selected on Tenure basis.
9. Management reserves the right to call for any additional documents in support of qualification, experience etc. at any stage of selection.

10. The above requirement is tentative and the same may increase or decrease depending on the actual requirement. HAL reserves the right to modify/alter/restrict/enlarge/cancel the recruitment process including reservations, if need so arises without issuing any further notice or assigning any reasons thereafter. The decision of the management will be final and no appeal will be entertained against this issue.
11. Before applying the candidates should satisfy themselves regarding eligibility criteria desired for the post. The candidates should also ensure that the particulars furnished by him/her in the application are correct in all respect. The details entered in the specific column will be taken as final. In case it is detected at any stage of recruitment that the candidate does not fulfill the eligibility criteria or he/she has furnished any incorrect/false information or has suppressed any material facts, his/her candidature will stand cancelled. If any of these shortcomings are detected even after appointment, his/her services are liable to be terminated.
12. The vacancies identified are to be filled by external candidates only, through direct recruitment.
13. Applications not in accordance with the prescribed form or incomplete/unsigned form or without attested copies of certificates mentioned above shall not be considered. **No applications/resumes will be accepted by e-mail.**
14. Any sort of canvassing or influencing the officials related to the recruitment/selection process would result in immediate disqualification of the candidate.
15. Candidates, staying beyond 30 miles away and attending Personal Interview 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.
16. During the period of contract engagement, the engaged personnel will be governed by the Rules & Regulations of Service, including HAL Conduct, Discipline & Appeal Rules, 2024, as applicable to the regular Officers of the Company.
17. Any legal disputes arising out of this advertisement and/or an application in response thereto shall be instituted in appropriate courts/tribunals/forums in Nashik only.

L. IMPORTANT DATES

Activity	Tentative Dates
Issue of advertisement on HAL website	13.11.2024
Last date for receiving applications	03.12.2024

Any further update/corrigendum/addendum (if any) with regards to this advertisement will be hosted only on HAL website www.hal-india.co.in

Candidates are requested to check the website regularly.

In case of any difficulty or for any queries regarding the filling of applications, contact us at 02550-271964 or at rectt.nsk@hal-india.co.in

Note for the candidate

- i) It May be noted that the information posted in HAL Website only are considered authentic.
- ii) Candidate should be alert of fake E-mails, WhatsApp Messages, SMS and other such fake communications received and should not make any payment with any Individual/Agency for securing Employment in HAL. HAL reserves the right to take legal action against those fraudsters.

HINDUSTAN AERONAUTICS LIMITED- THE FORCE BEHIND THE FORCES



Hindustan Aeronautics Limited
Aircraft Division, Nasik

APPLICATION FORM

APPLICATION FOR THE POST OF _____

Advt. No. _____ dated _____

Paste
Self attested
recent passport size
photograph

1.	Name (IN BLOCK LETTERS)	
2.	Gender	
3.	Father's Name	
4.	Mother's Name	
5.	Date of Birth & Age as on 09.11.2024	
6.	State of Domicile and Nationality	
7.	Contact / Mailing Address	Permanent Address

Pin Code.....Pin Code.....
	Phone No. (with STD Code):	Phone No. (with STD Code):
	Mobile No:	Mobile No:
	Email ID :	Email ID :
8.	Nearest Railway Station	
9.	Religion	
10.	Where you domicile of J&K during the period from 01.01.1980 to 31.12.1989? <i>(Copy of Certificate to be produced at the time of Document Verification / Interview)</i>	Yes / No
11.	Circle the Category <i>(Copy of Certificate to be produced at the time of Document Verification / Interview) in case of SC/ST/OBC/EWS</i>	SC /ST /OBC / EWS / GEN
12.	Are you Person with Disability (PWD)? If so, mention the category of Disability (VD/OD/HD) <i>(Copy of Certificate to be produced at the time of Document Verification / Interview)</i>	Yes / No VD / OD / HD / Benchmark Disabilities to be mentioned

13.	<p>a) Are you Ex- Serviceman? <i>If yes, mention the last Rank held and the no. of years served in the Rank.</i></p> <p>b) Are you Serving Officer in the Armed forces? <i>If yes, mention the present Rank and the no. of years completed in the rank.</i></p>	<p style="text-align: center;">Yes / No</p> <p style="text-align: center;">.....</p> <p style="text-align: center;">Yes / No</p> <p style="text-align: center;">.....</p>
14.	<p>Have you been interviewed by HAL any time earlier? <i>(If yes, please give the details of the post for which you have been interviewed as also date/year/venue)</i></p> <p>If Yes: Post Interviewed: Date of Interviewed: Venue of Interviewed:</p>	<p style="text-align: center;">Yes / No</p> <p style="text-align: center;">.....</p> <p style="text-align: center;">.....</p> <p style="text-align: center;">.....</p>
15.	<p>Are any of your close relatives working in HAL? If yes, provide details of Name, Designation, Division, etc.</p>	
16.	<p>Have you ever been a Member/Worker of nay Political Party/Organisation or participated in any Political activities? If yes, please give the following details :</p> <p>a) Name of Political Party / Organisation :</p> <p>b) Particulars of Political Activity (if any):</p> <p>c) Period of Membership (from year)/ year of participation in Political Activity</p> <p>d) Nature of Participation in Political Activity</p> <p>e) Office, if any, held in Political Party :</p>	

17. EDUCATIONAL QUALIFICATION:

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	Month & Year of Passing
(1)	(2)	(3)	(4)	(5)	(6)	(7)

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

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)

(Note: 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	Date		Pay Scale	Gross Pay	Reason for Leaving
				From (dd/mm/yyyy)	To (dd/mm/yyyy)			
(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 100 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. a) Present Scale of Pay _____

Basic Pay _____ DA _____ Gross Pay _____

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

24. Pay Expected: _____

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

26. Pen picture of professional experience, achievements and significant contribution in the field. (To be typed in about 100 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 Bank	Demand Draft (DD) No.	Demand Draft (DD) Date	Amount

(Demand Draft (DD) to be enclosed with the application)

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.
