

**Advt No.HR/CON/2025/17**

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 Aircraft Division, Nashik is inviting applications from interested and eligible candidates who are superannuated minimum from the Rank / Pay Scale of Rs. 90000-240000 (IDA) post 01.01.2017 or equivalent for **Engagement of Consultants on contract basis** for Maintenance Repair and Overhaul Project (MRO) for Civil Aircraft and allied activities.

**A.DETAILED OF POSTS AND ELIGIBILITY CRITERIA**

Sl No.	Name of the Post and No. of posts	Educational Qualification, Experience Criteria & Eligibility
1.	Consultant - Chief Quality Manager (No of Post- 01)	<p><b>Educational Qualification &amp; Experience</b></p> <ul style="list-style-type: none"> <li>The candidate should possess full time regular Degree in Engineering/Technology (Preferably in Aeronautical/Mechanical Engg./Electrical/Electronics)</li> </ul> <p style="text-align: center;">And</p> <p>The candidate should possess AME/Certificate of Recognition course from recognized institute approved by DGCA (Govt. Of India)</p> <ul style="list-style-type: none"> <li>Minimum 15 years of experience in the field of Civil Aviation.</li> <li>Must have a working experience of 5 years as a quality manager (post holder in quality) in Civil MRO organization.</li> <li>Must hold a valid B1-Mechanical type rated AME license in A320 family aircraft.</li> <li>Must have working knowledge of CAR145, CAR66, and CAR147 &amp; EASA Part-145.</li> <li>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).</li> <li>Familiarity with aircraft maintenance statutory regulatory</li> <li>Person holding a training authorization or competency as per CAR145 would be preferred.</li> <li>In addition to the above, person should be qualified to impart training internally as well as externally as per CAR145 requirement.</li> </ul>

		<ul style="list-style-type: none"> <li>• Person holding a SMS, HF, FTS &amp; CDCCL training certificate as per CAR145 would be preferred.</li> <li>• Person should have working knowledge of DGCA, EASA, FAA &amp; various Civil Aviation regulations &amp; its implementation would be preferred.</li> <li>• Person must have experience of liaisoning with DGCA for regulatory compliances</li> <li>• Person should have training on Quality system and auditing technique</li> </ul> <p><b>Eligibility</b></p> <p>Officers Superannuated minimum from the Rank / PayScale of Rs. 90000-240000 (IDA) post 01.01.2017 or equivalent</p>
2	Consultant - Chief Maintenance Engineer (No of Posts- 01)	<p><b>Educational Qualification &amp; Experience</b></p> <ul style="list-style-type: none"> <li>• The candidate should possess full time regular Degree in Engineering/Technology (Preferably in Aeronautical/Mechanical /Electrical/Electronics Engg)</li> </ul> <p style="text-align: center;">And</p> <p>The candidate should possess AME/Certificate of Recognition course from recognized institute approved by DGCA (Govt. Of India)</p> <ul style="list-style-type: none"> <li>• Minimum 15 years of experience in civil aircraft maintenance with 5 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.</li> <li>• Must hold a valid B1-Mechanical type rated AME license in A-320 family aircraft as per DGCA rules and circulars.</li> <li>• He/she must have a working experience as a post holder as per CA form IV of CAR 145 and satisfy the criteria of Base Maintenance Manager (BMM)/Line Maintenance Manager (LMM) as per latest Airworthiness Advisory Circular (AAC).</li> <li>• Must hold authority to issue CRS in previous organization for base maintenance activity.</li> <li>• Must have working &amp; comprehensive knowledge of CAR-145.</li> <li>• Must have comprehensive knowledge of the MOE.</li> <li>• Must have knowledge of maintenance standards.</li> <li>• Must have gone through Fuel Tank Safety (FTS), human factor (HF), Safety Management System (SMS) and CDCCL training.</li> <li>• Must have practical experience and expertise in the application of aviation safety standards &amp; safe maintenance practices.</li> <li>• Candidate who can provide training to manpower as per CAR regulation will be preferred.</li> </ul> <p><b>Eligibility</b></p> <p>Officers Superannuated minimum from the Rank / PayScale of Rs. 90000-240000 (IDA) post 01.01.2017 or equivalent</p>

3	Consultant - Chief Maintenance Manager (Base-Avionics) (No of Posts- 01)	<p><b>Educational Qualification &amp; Experience</b></p> <ul style="list-style-type: none"> <li>The candidate should possess full time regular Degree in Engineering/Technology (Preferably in Aeronautical/Mechanical /Electrical/Electronics Engg)</li> </ul> <p style="text-align: center;">And</p> <p>The candidate must have completed AME course from recognized institute approved by DGCA (Govt. Of India)</p> <ul style="list-style-type: none"> <li>Minimum 15 years of experience in civil aircraft maintenance with 5 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.</li> <li>Must hold a valid B2-Avionics type rated AME license in A-320 family aircraft as per DGCA rules and circulars.</li> <li>Must hold authority to issue CRS in previous organization for base maintenance activity.</li> <li>Must have working &amp; comprehensive knowledge of CAR-145.</li> <li>Must have comprehensive knowledge of the MOE.</li> <li>Must have knowledge of maintenance standards.</li> <li>Must gone through Fuel Tank Safety (FTS), human factor (HF), Safety Management System (SMS) and CDCCL training.</li> <li>Must have practical experience and expertise in the application of aviation safety standards &amp; safe maintenance practices.</li> <li>Candidate who can provide training to manpower as per CAR regulation will be preferred.</li> </ul> <p><b>Eligibility</b></p> <p>Officers Superannuated minimum from the Rank / PayScale of Rs. 90000-240000 (IDA) post 01.01.2017 or equivalent</p>
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## B. AGE LIMIT

The Maximum age limit is 61 years as on the date of **22.09.2025**.

## C. JOB RESPONSIBILITIES

### Consultant - Chief Quality Manager

- i. The Chief Quality & training Manager is responsible for establishing an independent quality assurance system to monitor compliance of the Part 145 organization with DGCA/EASA requirements.
- ii. Responsible for implementing a quality audit program in which compliance with all maintenance procedures and ensure that any observed non-compliances are followed up for its closure.
- iii. Responsible for monitoring the amendment of the organisation's procedures and standard practices (MOE, including the associated procedure(s)) issued by DGCA/EASA.
- iv. Responsible for submission of the MOE and any associated amendments, to DGCA/EASA for approval and liaisoning with DGCA for regulatory compliance.
- v. Responsible for assessing subcontractors working under the quality system and maintaining the expertise necessary to be able to do so, to the satisfaction of DGCA/EASA.
- vi. Responsible for issue /renewal/cancellation of DGCA/EASA Part-145 certifying staff individual authorisation.

- vii. Responsible for establishing a program of training and continuation training using internal and/or external sources.
- viii. Conduct risk assessments, hazard analyses, and safety audits to identify and mitigate safety risks associated with maintenance operations

#### **Consultant - Chief Maintenance Engineer**

- i. Maintain a thorough understanding of EASA/DGCA. regulations, certification specifications, acceptable means of compliance (AMC), and guidance material (GM) relevant to aircraft maintenance activities.
- ii. Ensure all maintenance tasks, inspections, and repairs are performed in accordance with approved data, technical documentation, and regulatory requirements.
- iii. Ensure compliance with airworthiness requirements, service bulletins, airworthiness directives (ADs), and other regulatory standards specified by EASA/DGCA.
- iv. Adhere to EASA Part-145/DGCA CAR 145 regulations, standards, and requirements governing aircraft maintenance organizations.
- v. Issue certification of scheduled base maintenance by the issue of a single certificate of release to service(CRS) for the complete aircraft after the
- vi. completion of all maintenance Tasks.
- vii. Implement safety management systems (SMS) and quality management systems (QMS) to promote a culture of safety, quality, and continuous improvement within the maintenance organization.
- viii. Conduct risk assessments, hazard analyses, and safety audits to identify and mitigate safety risks associated with maintenance operations.
- ix. Preparation of Safety briefings, safety training programs, and incident reporting processes to enhance safety awareness and compliance.
- x. Devise system to Maintain accurate and comprehensive records of all maintenance activities, including work orders, maintenance logs, inspection reports, and technical documentation.
- xi. Establish Communication channels towards maintenance findings, equipment status, and operational issues clearly and concisely to relevant stakeholder
- xii. Provide technical guidance, training, and mentorship to junior maintenance personnel to enhance their skills, knowledge, and proficiency in aircraft maintenance practices.

#### **Consultant - Chief Maintenance Manager (Base-Avionics)**

- i. Conduct scheduled and unscheduled maintenance inspections, repairs, and modifications on aircraft systems, components, and equipment along with associated Documentation and Record-Keeping for all the Avionics Trades.
- ii. Collaborate effectively with other maintenance personnel, engineers, technicians, and support staff to coordinate maintenance activities and resources.
- iii. Provide technical guidance, training, and mentorship to junior maintenance personnel to enhance their skills, knowledge, and proficiency in aircraft maintenance practices.
- iv. Perform troubleshooting, fault diagnosis, and rectification of defects or malfunctions in accordance with manufacture manuals, technical publications and approved maintenance procedures.
- v. Ensure compliance with airworthiness requirements, service bulletins, airworthiness directives (ADs), and other regulatory standards specified by EASA/DGCA.
- vi. Issue certification of scheduled base maintenance by the issue of a single certificate of release to service(CRS) for the complete aircraft after the completion of all such maintenance.
- vii. Adhere to EASA Part-145/DGCA CAR 145 regulations, standards, and requirements governing aircraft maintenance organizations. Implement safety management systems (SMS) and quality management systems (QMS)
- viii. Conduct risk assessments, hazard analyses, and safety audits to identify and mitigate safety risks associated with maintenance operations.

#### D. TENURE OF ENGAGEMENT

The consultant would be engaged for initial period of one year. The contract engagement will not confer any right on the consultant to claim the status of a regular employee of the Company.

#### E. REMUNERATION AND OTHER BENEFITS

The selected candidates would be paid a lumpsum consolidated remuneration per month, as per rules. The same would be decided after mutual discussion.

#### F. 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.

#### H. GENERAL CONDITIONS

1. The advertisement shall not be interpreted in any manner to mean that an offer of engagement as a consultant will be made by HAL subsequent to receipt of applications.
2. The contract engagement will not confer any right on the consultant to claim the status, facilities or financial benefits of a regular employee of the Company
3. The selection will be made through an Interview by a duly Constituted Committee.
4. Age and Experience are to be calculated as on date of publication of this Notification.
5. Decision of HAL as to the selection of the consultant will be at the absolute discretion of HAL and HAL shall not be obligated to offer any explanation, justification for its decision.

#### G. HOW TO APPLY

1. Interested and eligible candidates who meets the qualification, experience, eligibility and other criteria specified in the advertisement may send their applications in the prescribed format along with copies of all credentials related to Age, qualification, experience, eligibility etc. by Registered post / Courier so as to reach on or before **13.10.2025** 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.

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](mailto:rectt.nsk@hal-india.co.in)

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#### 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.