

RECRUITMENT OF SENIOR TEST PILOT (FW) / TEST PILOT (FW)

(Advt. No.: HAL/HR/36(98)/2024/01 dated 19th June, 2024)

Hindustan Aeronautics Limited (HAL) is a Premier Aeronautical Complex in Asia, propelling the 'Make In India' dream of the country by undertaking design, production, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Accessories, Avionics and Systems. HAL has 20 Production Divisions, 10 R&D Centres and one Facilities Management Division, spread across seven states and nine geographical locations in India.

HAL has grown progressively into an integrated Aerospace & Defence Organization, which has designed and developed 17 types of aircraft / helicopters, the recent being Hindustan Turbo Trainer (HTT)-40 Basic Trainer Aircraft and Light Utility Helicopter (LUH) over the last eight decades. The other major ongoing indigenous platforms are multi role Light Combat Aircraft (LCA - Tejas), Light Combat Helicopter (LCH), Advanced Light Helicopter variants ALH Dhruv, ALH Rudra etc. In addition to design and development of aircraft, HAL has also developed expertise in aircraft upgrades, weapon integration, etc. HAL is currently working on the design and development of 25 kN turbofan engine (HTFE-25) suitable for business jets, trainers etc. and the 1200 kW turbo shaft engine (HTSE-1200) for Helicopters as well. The futuristic programs of the Company include Indian Multi Role Helicopter (IMRH), Advanced Multirole Combat Aircraft (AMCA), LCA Mk II, Combat Air Teaming System (CATS) UAV, etc. through in-house and also as collaborative efforts with leading national and international partners.

HAL invites applications from Serving Officers or Ex- Servicemen from the Armed Forces for the following vacancies in its Flights Operations, Fixed Wing:

Name of Post	Grade	Location	No. of posts (Unreserved)
Senior Test Pilot (Fixed Wing) / Test Pilot (Fixed Wing)	Gr. VII / VI	Bangalore , Karnataka	1
		Nasik, Maharashtra	2
		Kanpur, Uttar Pradesh	1

A) EXPERIENCE REQUIREMENTS*:

Name of Post; Grade	Experience required to be possessed in next below Grade or in equivalent post * (completed years) as on 21-07-2024
Senior Test Pilot (FW); Grade VII / Test Pilot (FW); Grade VI	Grade VII: Ex-Servicemen or Serving Officer in the Rank of 'Group Captain' from the Indian Air Force or its equivalent Rank from the Indian Navy or Coast Guard.
	Grade VI: Ex-Servicemen or Serving Officer in the Rank of 'Wing Commander' with three years or more experience in the Rank from the Indian Air force or its equivalent Rank from the Indian Navy or Coast Guard.

* For further details, Job Descriptions may please be referred.

- Experience will be calculated only from the date of acquiring the Rank indicated above.

B) PAY SCALES , AGE LIMIT & REMUNERATION:

Grade	Pay Scales (2017 Scales)*	Age Limit as on 21.07.2024
VII	Rs.90000 – 240000	47 years
VI	Rs.80000 – 220000	44 years

Annual Increment is presently 3% of running Basic Pay.

- Candidates from OBC-NCL/ SC/ ST/ EWS categories applying for UR post will be treated on par with UR criteria and no relaxation shall be extended to this effect.
- 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 Officer will be extended as per rules of the Company.
- Age of a candidate, after all applicable Age Relaxations should not exceed 55 years.
- 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, Perquisites & Allowances, Company Accommodation / House Rent Allowance, Performance related Pay (PRP), 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.

C) MODE OF PAYMENT OF APPLICATION FEE:

- Rs.500/- (Rupees Five Hundred only) is to be paid as Application Fee which is inclusive of GST of 18% (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 **41496209808 (IFSC Code SBIN0009077)** 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 requisite details of the Application Fee paid in the Application Form;
- Application Fee can be deposited till the last date for receipt of Application; However, application form shall reach HAL on or before the last date for receipt of the same.
- 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 being ineligible at the time of applying or rejection of Application; or due to postal delay or loss. Therefore, before depositing the Application Fee, candidates should ensure that they meet all the eligibility criteria;
- Candidates should forward a copy of 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.

D) HOW TO APPLY?

- a. Eligible and interested candidates meeting the advertised criteria are required to print the Application Form and the Challan Format attached along with this detailed Advertisement;
- b. 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;
- c. 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 21-07-2024 (DD-MM-YYYY).**
- d. 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;
- e. Eligible candidates may forward their duly filled in Application form(s) in the prescribed Format in an envelope to the following address:

**Chief Manager (HR), Recruitment Section,
Hindustan Aeronautics Limited, Corporate Office,
15/1 Cubbon Road, Bangalore – 560 001**

- f. Candidates are requested to superscribe the Envelope containing the application form with the name of the post they are applying to;
- g. **No documents / Certificates/ testimonials are required to be attached along with Application Form;** However, it may be noted that all the candidates who are called for Interview at a later stage will have to mandatorily produce Certificates in original in respect of all the particulars submitted in the Application Form and Document Verification;
- h. Any information or declaration submitted in the application cannot be altered under any circumstances;
- i. Candidates are required to possess a valid Mobile number and Email Id, which is to be entered in the application, so that intimation regarding further stages of selection like Selection Interview, etc. will be sent on the same Email ID. HAL will not be responsible for bouncing of e-Mail messages sent to the Candidates;
- j. All the fields of the application shall be duly filled in the application form. In case a particular field is not applicable to the Candidate, the same shall be indicated clearly;

E) GENERAL CONDITIONS:

- a. Only Indian Nationals are eligible to apply;
- b. Mere Submission of Application will not entail right for claiming appointment / getting shortlisted for further stages of recruitment process;
- c. 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;

d. SELECTION PROCEDURE:

- i. **Candidates applying for the aforesaid post are required to meet the stipulated criteria.**
 - ii. Eligible candidates short-listed based on the initial screening of applications, relevance of experience and other credentials possessed **only** will be called for personal interview.
 - iii. Date, Time and Venue of the Interview will be intimated to the short-listed/eligible candidates only via E-mail. The list of shortlisted Candidates will be hosted at the Careers Portal of the Official Website of HAL.
 - iv. Candidates will be shortlisted and called for Interview in the ratio of 1:10 (Maximum) as per the Rules of the Company. The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules of the Company, uploaded on the HAL Website.
- e. Merely meeting the eligibility criteria as indicated in the advertisement will not entail right for shortlisting of the application for the interview;
- f. Age and Post Professional Qualification Experience will be reckoned as on **21-07-2024**;
- g. Candidates employed in Central Government or State Government Departments or Public Sector Enterprises or Armed Forces or Para – Military Forces, etc. (including candidates engaged on Contract basis in Central or State Govt. Departments or Public Sector Undertakings or Armed Forces or Para – Military Forces, etc.) **shall mandatorily produce NOC (No Objection Certificate)** at the time of the Interview or Document Verification from their Employer, failing which such Shortlisted Candidates will not be permitted to appear for the Interview.
- h. Payment of Travelling Allowance or Re-imbursment of Travelling Expenses as per entitlement shall be restricted to candidates who are permitted to appear for interview and not otherwise;
- i. Candidates belonging to SC/ST/OBC(NCL)/EWS categories are required to submit copies of Caste Certificate or Income & Asset Certificate, as applicable, in the prescribed format at the time of Interview/ Document Verification;
- j. In applicable cases, the candidate(s) must furnish an OBC(NCL) certificate as per the format prescribed by the Govt. of India (not older than six months as on **21-07-2024**) from the Competent Authority, at the time of Interview.
- k. Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No. 36039/1/2019-Estt(Res) dated 31.1.19 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India; In respect of Candidates belonging to EWS Category, the Income and Asset Certificate shall be valid for the Financial Year 2023-24 and shall be prepared on the basis of income and asset verification for the Financial Year 2022-23.
- l. Internal candidates who meet the requirements are also eligible to apply against the Posts in Grade-VII; and will be considered for selection, along with external Candidates.
- m. 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.

- n. If the information furnished by the candidate 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;
- o. Applicants shall mandatorily Provide Pen Picture details with respect to each line of experience indicated at the respective field in the application form. Non-compliance in this connection shall result to disqualification of the candidate; Candidate may please note that pen picture mean details of the work-experience, tasks or assignments performed, contributions made and any other details relevant to the post applied. The same will be examined or reviewed at a subsequent stage of selection to assess the nature and relevance of experience of shortlisted candidates;**
- p. Any correspondences to the candidate will be made to the mobile number and/ or on the e-mail id provided by the candidate in the Application Form. No other mode of communication will be adopted;
- q. Any sort of canvassing or influencing the Officials related to Recruitment or Selection process would result in immediate disqualification of the candidate;
- r. Selected candidates can be posted to any Division or R&D Centre or Office of the Company in India or Abroad as per Organizational requirement. The candidates will not be allowed to seek or apply for transfer to any other Division or Location of the Company for initial three years of Service;
- s. Court of jurisdiction for any dispute / cause will be at Bangalore;
- t. Any corrigendum/Addendum, if any, will be hosted/ published on HAL Website only.** Candidates are requested to visit the website regularly for updates;
- u. HAL reserves the right to cancel the Recruitment process entirely at any stage;
- v. In case any particular query is not covered above, the candidates can write to HAL at: recruitment@hal-india.co.in No other mode of communication will be entertained;
- w. All further announcements or details pertaining to this selection will only be published or provided on Official website of HAL i.e. www.hal-india.co.in.
IMPORTANT: Applicants should ensure that all the details filled by them in the Application form is accurate, before finally submitting the same, as no changes or corrections will be permissible at any later stage after receipt of the application form at HAL.

Hindustan Aeronautics Limited
Corporate Office, 15/1, Cubbon Road, Bengaluru – 560 001
Visit us at www.hal-india.co.in