



HINDUSTAN AERONAUTICS LIMITED
AIRCRAFT RESEARCH AND DESIGN CENTRE
BANGALORE – 560 037

Advertisement No. ARDC/CONSULTANT/2025-01

**Engagement of Superannuated Employees on Contract Basis at HAL, as
Consultant/Advisor**

Hindustan Aeronautics Limited (HAL) a Maharatna Central Public Sector Undertaking is a premier Aeronautical Industry of South East Asia, propelling the 'Make in India' dream of the Country. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles. HAL has 20 Production Divisions, 10 R&D Centers and 01 Facilities Management Division, spread across 07 states and 09 geographical locations in India.

2. HAL, Aircraft Research & Design Centre (ARDC), Bangalore invites applications from superannuated and experienced Executives to assist with the implementation and centralization of a robust and efficient Product Lifecycle Management (PLM) System. The engagement will be on contract basis initially for a period of one year and extendable based on the requirement, satisfactory performance and approval of Competent Authority as per the norms.

3. The relevant details and eligibility criteria for Engagement of Superannuated Employees as PLM Consultant/Advisor at HAL, Aircraft Research and Design Centre, Bangalore on contract basis are given below:

(i) Eligibility Criteria:

a. Essential Qualification: Full Time regular Degree in Engineering /Technology from reputed and recognized University. Desirable Qualification: Post Graduation in Engineering

b. The Applicant should have retired from a reputed organization, possessing a minimum of 20 years of working experience in PLM system from conceptualization to complete implementation as well as maintenance.

c. The Applicant should have strong background in PLM strategies, methodologies and tools with experience of implementing centralized PLM solutions that enhance collaboration, improve efficiency and drive innovation throughout the product lifecycle.

d. Strong Analytical Skills and the ability to resolve complex Technical issues.

e. Excellent written and verbal communication skills for effectively interacting with Team members, Senior Management.

f. The Applicant must have unblemished Service Records.

(ii) Age Limit:

The maximum age limit of the Applicant should not be more than 62 years as on 11.04.2025.

(iii) Process of Engagement:

- a. The advertisement inviting application meeting the requirements as notified will be hosted on HAL Website indicating detailed Job Specifications;
- b. The Applications received from Candidates shall be scrutinized and examined in terms of notified criteria to shortlist the Candidates for Interview;
- c. The selection of the Candidates would be done through Personal Interview. The date and time for the Personal Interview will be intimated to the shortlisted Candidates on HAL website and through email id of the Candidate. The Selection Interview will be scheduled in Bangalore only;
- d. The selected Candidate will be issued Offer of Engagement indicating Terms and Conditions of Engagement, details of assignments etc;
- e. The selected Candidate would sign the duplicate copy of the Offer of Engagement and submit it to the HAL, in acceptance of Terms & Conditions of the Offer;

(iv) Remuneration:

- a. The engagement of the consultant will be for a period of one year initially.
- b. The consultant will be required to provide services for maximum of 15 days in a month.
- c. The consultant would be engaged on half/full day basis as per requirement. The remuneration will be fixed at ₹ 5,000/- (Rupees Five Thousand) for half day engagement and ₹ 10,000/- (Rupees Ten Thousand) for full day engagement, all inclusive.
- d. If the consultant is selected from outside Bangalore, he/she may visit up to two times per month to carry out assignments. Travel expenses for bus, car, train or flight will be provided based on the chosen mode of transport, limited for a maximum of two times in a month.

(v) Termination of Contract Engagement:

The contract engagement will stand automatically terminated on completion of the prescribed Tenure. The engagement can be terminated even earlier with one-month notice in writing on either side.

(vi) Place of Posting:

Place of posting is at HAL –ARDC, Bangalore.

4. Terms and Conditions governing the engagement:

- a. Only Indian Nationals are eligible to apply;
- b. The Job description / responsibilities to be handled by Consultant is enclosed at **Annexure-A**;
- c. The Consultant shall not exercise any statutory, legal or financial power(s);
- d. The contract engagement will not confer any right on the Consultant to claim the status of a Regular Employee in the Company;
- e. The Consultant will not be entitled for any Allowances or Benefits other than those indicated at para 3 (iv) (c) & (d) above.
- f. The Consultant will have to abide by Company Rules and Regulations as applicable while carrying out the assigned tasks;
- g. The Consultant will safeguard the security and confidentiality of all official matters and secrecy of information coming to his /her knowledge;
- h. For settling any dispute arising out of the terms and conditions of the Contract or for interpreting any of the terms & conditions of the Contract or for any uncovered condition(s), the decision of the Competent Authority at HAL, shall be final & binding upon the Consultant;
- i. The Consultant shall under no circumstances, share data and information with any bilateral agency /multilateral agency or with any person/institution without the specific prior approval of Competent Authority, at HAL;
- j. If the information /Certificates furnished by the Candidates at any stage is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the Notification, the candidature/engagement will be considered as revoked /terminated at such stage of engagement process or after joining, without any reference given to the Candidate;
- k. While applying for the Post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned in the Notification and all the particulars furnished by him/her are correct in all respect. Furnishing wrong/incorrect information or suppression of relevant information will lead to rejection of candidature and the application will be out-rightly rejected;
- l. Screening and short listing the applications for the Personal Interview will be based on the details provided by the Candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information;
- m. Appearance of the Shortlisted Candidates for the Personal Interview will be provisional and it does not entitle them for any claim for the Post. They will be treated as debarred ab-initio at any stage of the selection process in case they do not fulfill essential eligibility criteria.
- n. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of Personal Interview will be final and binding on Candidates;

- o. Mere meeting the conditions of the Advertisement by the Candidate(s) will not automatically entail them to be called for Selection Interview/Selection/Engagement;
- p. HAL reserves the right to cancel/restrict/modify the notification/engagement process there under, without issuing any further notice whatsoever;
- q. Any sort of canvassing or influencing of the Officials related to the engagement process would result in immediate disqualification of Candidates;
- r. Candidates should clearly mention all the details sought in the Application Format. In case of no clarity /discrepancy in the information provided, application will be summarily rejected. No communication will be sent to the Candidates;
- s. The engagement as Consultant shall be initially for the Contractual duration of one year from the date of Engagement, unless extended;
- t. Necessary information regarding the selection, will be hosted on HAL Website (www.hal-india.co.in) from time to time. All correspondences will be made via email on the email id provided by the Candidates in the Application;
- u. Any further information / Corrigendum / Addendum would be uploaded only in HAL Website (www.hal-india.co.in);
- v. Court of jurisdiction for any dispute will be Bangalore.

5. Submission of Application:

Interested Eligible Candidates may submit their duly filled Application in the enclosed Format (**Annexure-B**), with all the requisite supporting documents and send it to the following address by Speed Post/ Courier/Registered Post only, so as to reach on or before **11.04.2025**. Sending the application through email / fax will not be acceptable;

To,
Deputy General Manager (HR)
Hindustan Aeronautics Limited
Aircraft Research and Design Centre
Marathahalli Post,
Bangalore – 56 0037

6. Applications received after the closing date will be rejected automatically without any intimation to the Applicant. HAL, reserves the right to cancel the advertisement and to not to proceed with the engagement of Consultant, at any stage and accept or reject any or all applications without assigning any reasons whatsoever.

7. In case of any clarification, Candidates can write to us at (pdrectt.ardc@hal-india.co.in) and call at 080-22324312/5388.

8. The Last date for receipt of the Application is 11.04.2025, 1400hrs.

Note for Candidate

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

Job Description / Responsibilities to be handled by the Consultant

- a. Conduct a comprehensive assessment of the current PLM processes and tools used by various Design divisions of HAL
- b. Identify gaps, inefficiencies and areas for improvement in existing PLM framework
- c. Establish standardised PLM process and best practices across all departments
- d. Establish process for integration of PLM and ALM
- e. Finalise architecture for centralised PLM considering divisions geographically located across India
- f. Develop roadmap for PLM and ALM centralisation
- g. Collaborate with cross functional stakeholders and implementor to establish digital thread starting from Requirement management, model engg, MCAD/ECAD, Simulation Management, change management, configuration Management and Test and Verification Management
- h. Validate customisations proposed and optimize workflows
- i. Act as a liaison between key stakeholders and implementor of centralised PLM
- j. Define key performance indicators to measure the success of centralised PLM initiatives
- k. Develop a strategic roadmap for MBSE implementation
- l. Provide support and guidance for implementation of centralised PLM and ALM
- m. Communicate effectively with all levels of the organization to promote centralised approach
- n. Monitor and refine processes to ensure ongoing optimisation and performance improvements

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**Deputy General Manager (HR)
Hindustan Aeronautics Limited
Aircraft Research and Design Centre
Bangalore**



**HINDUSTAN AERONAUTICS LIMITED
AIRCRAFT RESEARCH AND DESIGN CENTRE
DESIGN COMPLEX, BANGALORE**

Affix
Photo (Latest
Passport Size Colour
Photo)

APPLICATION FORMAT FOR ENGAGEMENT OF SUPERANNUATED EMPLOYEES

AS CONSULTANT/ADVISOR IN HAL

(Advertisement No. ARDC/CONSULTANT/2025-01)

1	Name in Full (As in SSLC / SSC Certificate)	
2	Gender: Male/Female	
3	Father's Name	
4	Mother's Name	
5	Marital Status	
6	Nationality	
7	State of Domicile	

8	<p>Education Qualification</p> <p>(i) Graduation & Discipline /Stream (ii) Post Graduation if any (iii) Additional Qualification if any</p>	
9	<p>Total No. of Years Experience Post Qualification (After Engineering Degree) till the date of Superannuation</p>	
10	<p>Date of Birth(DD /MM/ YYYY)</p>	
11	<p>Age as on 11.04.2025</p>	
12	<p>Date of Superannuation (DD/MM/YYYY)</p>	
13	<p>Designation at the time of Superannuation</p>	
14	<p>Category(Please tick)</p>	<p>SC / ST / OBC / EWS / GEN /PWD</p>

15	Permanent Address 	Address for Communication (All future Communications will be made on this Address only)
16	Phone with STD Code & Mobile Number	
17	E-mail ID (All correspondences to the candidates will be made via e-mail id provided by the candidate in the application format. No other method of communication will be adopted)	
18	Are you a Person with Disability (PWD)	Yes No
19	In case of a Person with Disability (PWD), category of disability(Please tick)	Orthoapedically Handicapped Visually Handicapped Hearing Handicapped
20	Percentage of Disability	

21	Details of Disability Certificate	Certificate No : Date of Issuance: Issuing Authority:
22	Details of the Organization last served with address (i) Name of the Organization (ii) Nature of Organization (Central Govt/PSU/State Govt/Private/Self Employed) (iii) Nature of Work carried out	

23. Details of Educational Qualification possessed at the time of submission of Application: (From SSLC onwards):

Qualification	Month & Year of Passing	School / Board /Institution	Mode of study (Regular / Part Time/ Correspondence)	Marks Secured		
				Marks Obtained	Max. Marks	% of Marks

(* Add separate sheet if required)

24. Details of Employment (Post Qualification Experience) rendered in Organizations before Superannuation (in Chronological order)

Sl. No.	Name of the Organization	Central Govt/ PSU/State Govt/ Private/ Self Employed	Designation	Period		Pay Scale / Gross Pay
				From	To	

(* Add separate sheet if required)

25. Please provide the details of Areas of Specialization /Expertise acquired during Career:

	Areas of Specialization / Expertise	
26.	Have you been interviewed by HAL any time earlier? (If yes please give the details of the post for which you have been interviewed and also date and year)	Yes No
27	Are any of your close relatives are working in HAL?, if yes please provide details of Name, Designation and Division etc	Yes No

28	<p>Please provide a Pen Picture details of yourself (about 500 words)</p> <p>Detailed picture of the current position held before Superannuation</p> <p>Pen Picture of professional experience, achievements & significant contribution in the field</p>	
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Note * (Can Attach separate sheet, if required)

DECLARATION

I hereby declare that the above statements including particulars regarding Age, Qualification, and Experience etc. are true & complete to the best of my knowledge and belief. In case of any changes in the information furnished above, the same will be informed forthwith. In the event, the information is found to be false or incorrect, my candidature / engagement may be considered terminated without any notice.

Place :

Date :

Signature of Candidate

Following documents are to be enclosed by the Applicant :

1. Identify Proof
2. Address Proof
3. Copy of Proof of Educational Qualification (From SSLC to last Qualification acquired)
4. Copy of Proof of Experience Certificates (As per the details provided in the Chronological order)
5. Copy of Service Certificate/Relieving Order issued by the Last Organization Served.
6. 4 Nos Passport Size Photographs