

Advt No.HR/E/2025/13

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 looking for Doctors for appointment **as Medical Superintendent to be posted in HAL, Industrial Health Centre, Nashik.**

A. DETAILS OF VACANCIES

| Sl No. | Post Code | Name of the Post and Discipline | No. of Post(s) | Reservation | Grade | Pay Scale |
|--------|-----------|--|----------------|-------------|-------|----------------------------|
| 1. | HR/MS/01 | Medical Superintendent (Ophthalmology) | 01 | SC | IV | Rs.60000-180000 (Grade IV) |

(UR-UnReserved, SC-Scheduled Caste / ST-Scheduled Tribe / OBC- Other Backward Classes (Non-creamy layer) / EWS-Economically Weaker Section / PwBD-Persons with Benchmark Disability)

Note - The post is not reserved for PWBD Category. However, the post is identified suitable for Persons with Benchmark Disabilities (PwBDs) – Type of Disability is SD/SI (Spinal Deformity/Spinal Injury without any associated neurological / limb dysfunction) under Locomotor Disability.

B. QUALIFICATION(S) AND POST PROFESSIONAL QUALIFICATION EXPERIENCE

(i) ESSENTIAL/PROFESSIONAL QUALIFICATION(S)

| Sl No. | Post Code | Name of the Post and Discipline | Grade | Qualification |
|--------|-----------|--|-------|--|
| 1. | HR/MS/01 | Medical Superintendent (Ophthalmology) | IV | MBBS + PG Diploma in Ophthalmology OR MBBS + MS / MD / DNB in Ophthalmology |

Qualifications should be recognized by the Medical Council of India. They should have registered with any state Medical Council under Medical Council of India Act

(ii) POST PROFESSIONAL QUALIFICATION EXPERIENCE

| Grade | Minimum number of years of relevant post professional qualification experience | |
|-------|--|------------------|
| | MBBS + PG Diploma | MBBS + PG Degree |
| IV | 4 | 3 |

For the Posts in Grade-IV:

1. Candidates possessing **MBBS + PG Diploma** should have at least **four years** relevant experience in the concerned specialty **after acquiring the Post-Graduate Diploma.**
2. Candidates possessing **MBBS + PG Degree** should have at least **three years** relevant experience in the concerned specialty, **after acquiring the Post-Graduate Degree.**

C. AGE LIMIT AND RELAXATIONS

| Sl No. | Post Code | Name of the Post and Discipline | Grade | Maximum Age Limit as on 30.03.2025 |
|---------------|------------------|--|--------------|---|
| 1. | HR/MS/01 | Medical Superintendent (Ophthalmology) | IV | 38 years |

1. Relaxation will be extended as per rules with respect to Ex-servicemen/Commissioned Officers/ECOs/SSCOs who have rendered at least 5 years of service and have been released on completion of assignment.
2. For candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1.1.80 to 31.12.89, the upper age limit is relaxable by 5 years.
3. Relaxation/concessions for candidates belonging to SC/ST/OBC/XSM & PwBD would be applicable as per Company Rules.
4. In respect of Persons with Benchmark Disabilities (PwBDs), Upper age limit is relaxable by 10 years which will be over and above the relaxation admissible for candidates belonging to SC /ST/ OBC, in respect of the post reserved for them. The persons claiming age relaxation under this sub-para would be required to produce a certificate in prescribed proforma in support of their claims clearly indicating that the degree of physical disability is 40% or more.
5. Upper age limit with all relaxations shall not exceed 55 years. For PwBD candidates, the upper Age limit with all relaxations shall not exceed 56 years, as per Company rules.

D. REMUNERATION AND OTHER BENEFITS

1. The selected candidates will be eligible for Grade IV with pay scale **60000-3%-180000 (Grade IV)** as per qualification and experience.
2. Dearness Allowance on the Basic Pay (**current DA Rate is 49.6% of Basic Pay**).
3. Annual increment admissible would be 3% on the Basic Pay.
4. Non-practicing Allowance (NPA) for doctors would be **20%** of running Basic pay.
5. Perquisites and Allowances under the cafeteria system would be @ **35%** of the running Basic pay.
6. Performance Related Pay (PRP) will be paid out annually based on Individual, Division and Organizational performance not exceeding maximum of **40%** of Annual Basic Pay.
7. Unfurnished rent-free accommodation will be provided.
8. Other benefits such as Provident Fund, Gratuity, Casual Leaves, Vacation Leaves, Medical Facilities, HAL defined contributory Pension scheme etc. will be admissible as per company rules.
9. The fixation of pay in case of PSU/Government Department, Armed Forces will who are currently employed with government department/ PSU will be in accordance with the extant rules of HAL.

E. JOB DESCRIPTION

| S. No | Post Code | Name of the Post and Discipline | Job Specifications/Job Descriptions/Experience Requirements |
|--------------|------------------|--|--|
| 1. | HR/MS/01 | Medical Superintendent (Ophthalmology) | <ol style="list-style-type: none">1. To Treat outdoor as well as indoor patient2. Conducting OPD Consultation & Ophthalmic examinations3. Taking Indoor rounds of admitted patients for eye conditions4. Performing all common Ophthalmic surgeries including Phaco Emulsification surgery for cataract5. Attending emergency calls & general duties as assigned. |

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. APPLICATION FEE

Application fee is Rs. 500/-which is non-refundable (exempted in case of SC/ST/PwBD 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.

H. 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** along with 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) etc.
- iii. Self attested copy of MCI certificate.
- iv. 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.
- v. Disability certificate (only if applicable).
- vi. Self attested domicile certificate in case of candidates from Jammu & Kashmir (if applicable).
- vii. Self attested document proof for Ex-servicemen discharge book (if applicable).
- viii. Self attested experience certificates for all previous employments and appointment letter for current employment (if applicable) in the letterhead of the company.
- ix. '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 **05.05.2025** 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.

I. SELECTION PROCESS

| Post name and discipline | Selection Procedure |
|---|---|
| Medical Superintendent (Ophthalmology) | <ol style="list-style-type: none">1. The selection for the posts will be done through Personal Interview.2. 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. |

J. GENERAL CONDITIONS

1. Only Indian Nationals can apply.
2. Age and Experience are to be calculated as on **30.03.2025**.
3. Candidates are allowed to apply only once and application details once sent cannot be altered at any point.
4. Candidates possessing only regular/full time qualifications prescribed above are eligible to apply. In other words, candidates with qualifications acquired through part time/ correspondence/ distance education/e-learning courses are not eligible to apply.
5. The total maximum marks and total marks obtained for all semesters/years will be summed up to arrive at the aggregate percentage marks. No rounding off will be done. No weightage will be given to any particular semester or year. Candidates must indicate the aggregate marks (of all semesters/years put together).
6. Mere submission of application will not entail right for claiming employment.
7. 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.
8. **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) Experience possessed by candidates engaged on contract basis through contractors by PSUs/Central/State governments will not be considered as experience since the engagement is not direct.
 - (d) 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.
 - (e) 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.
 - (f) 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
 - (g) 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.

9. Appointment of selected candidates is subject to verification of caste, character and antecedents by the concerned authorities as per the rules of the company.
10. Management reserves the right to call for any additional documents in support of qualification, experience etc. at any stage of selection.
11. 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.
12. 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.
13. The vacancies identified are to be filled by external candidates only, through direct recruitment.
14. 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.**
15. Any sort of canvassing or influencing the officials related to the recruitment/selection process would result in immediate disqualification of the candidate.
16. 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.
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.

K. IMPORTANT DATES

| Activity | Tentative Dates |
|---------------------------------------|------------------------|
| Issue of advertisement on HAL website | 15.04.2025 |
| Last date for receiving applications | 05.05.2025 |

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.com

Recruitment in HAL is carried out through well-established selection processes comprising of Written Test, Skill Test, Medical examination, etc. Any recruitment/ selection related information / Rules such as eligibility criteria, contact email ID, updates, advertisement etc. with respect to the Selection is available / will be hosted only on the HAL Website www.hal-india.co.in. Therefore, candidates are requested not to rely upon any advertisement / job openings / announcements posted on any other website, social media platforms or circulations through emails or messages, and not to fall prey to any intermediaries / touts, etc.

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 30.03.2025 | |
| 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? (Copy of Certificate to be produced at the time of Document Verification / Interview) | Yes / No |
| 11. | Circle the Category (Copy of Certificate to be produced at the time of Document Verification / Interview) in case of SC/ST/OBC/EWS | SC /ST /OBC / EWS / GEN |
| 12. | Are you Person with Disability (PWD)? If so, mention the category of Disability (VD/OD/HD) (Copy of Certificate to be produced at the time of Document Verification / Interview) | 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>Yes / No</p> <p>Yes / No</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>Yes / No</p> <p>.....</p> <p>.....</p> <p>.....</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.
