HINDUSTAN AERONAUTICS LIMITED
CORPORATE OFFICE::BENGALURU

HAL/HR/36(28)/2026 **25th November, 2026**

ENGAGEMENT OF CONSULTANT / EXPERIMENTAL TEST PILOT (ROTARY WING) & FLIGHT TEST ENGINEER (ROTARY WING)AT HAL FLIGHT OPERATIONS (ROTARY WING), BENGALURU ON CONTRACT BASIS

Hindustan Aeronautics Limited (HAL) is a Maharatna Public Sector Undertaking and a premier Aeronautics Complex in South Asia under the Department of Defence Production, Ministry of Defence, Govt. of India. The Company operates with 20 Divisions and 10 R&D Centers spreads across 7 states and 10 geographical locations in India and is ranked 31st among Global Companies by Sales. HAL has been providing one stop solution for the Defence Services in the area of Design, Development, Manufacture, Maintenance, Repair, Overhaul of Aircraft, Helicopter, Aero-Engines, related accessories and Avionics over the last 8 decades. The R&D Centers and Production Divisions are equipped with modern infrastructure to undertake Design, Development and Production of Fighter Aircraft, Trainers, Transport Aircraft, Helicopters and its Accessories.

HAL invites applications for the position of **Consultant / Experimental Test Pilot (ETP) (Rotary Wing) and Flight Test Engineer (FTE) (Rotary Wing),** from qualified and experienced superannuated Test Pilots & Flight Test Engineers from the Flying Branch of Indian Armed Forces / DRDO / NAL for engagement on Contract basis, as mentioned below:

(1) Consultant / Experimental Test Pilot (ETP) (Rotary Wing) (4 vacancies):

Qualification	The candidate should have successfully graduated full course [Experimental Test Pilot (Rotary Wing)] from IAF TPS or any recognized Test Pilot School.
Flying Experience	o The candidate should have more than 2000 flying hours on Rotary Wing Platforms and should be current in Flying. The latest break in flying on Helicopter, if any, should not exceed one year. o The candidate should have at least two year of test-flying experience. o The candidate should have valid CPL(H) or ATPL(H). o Preference will be given to candidates with any of the following: ▪ Experience in production and prototype test flying. ▪ Experience in weapons and EW trials. ▪ Rotary-wing service qualifications such as QFI, HCL, RHS or CSQ.

Medical Requirements	The candidate should hold a current and valid medical flying category, without restrictions for helicopter operations
Job Assignments	Each Flight Test Team will ordinarily comprise ETPs and FTEs. The Team will be responsible for the following duties: o Participate in PDR, CDR, TEC, JPMT & other review meetings, including EMI/EMC, DI and system safety committee meetings. o Translate the operational requirements contained in the ASR into system requirement documents and measurable technical parameters. o Prepare test plans to demonstrate compliance with the ASR, IMTAR, IMAP and applicable DGCA regulations. o Coordinate test specifications with the FTE. The ETP will plan tests to demonstrate operational compliance while the FTE will address technical compliance. o Prepare test orders and ensure they are signed by the responsible ETPs and FTEs. o Conduct pre-flight briefings. o Conduct flight tests in accordance with approved test plans and test orders. o Conduct post-flight and data debriefings. The ETP will assess qualitative results and their correlation with operational use; the FTE will assess technical parameters and data. o Coordinate with certification agencies to support certification based on flight-test results and explain the operational relevance of technical parameters. o Coordinate with customers to demonstrate compliance with operational requirements based on flight-test results. o Prepare and update flight manuals. o Jointly with the FTE, prepare, sign and release acceptance schedules for production helicopters. The ETP and FTE will sign the schedules used by DGAQA to certify compliance with the ASR and contractual specifications. o Jointly with the FTE, prepare, sign and release acceptance schedules for civil production helicopters. The ETP and FTE will sign the schedules used by DGCA to certify compliance with certification and contractual specifications. o Serve on DI Committees, the Safety Management Cell and other relevant committees or bodies. o Assist technical personnel in rectifying snags.

	o Participate in defect investigations, Boards of Inquiry and Courts of Inquiry. o Coordinate with customer units and respond promptly to technical and operational queries. o Provide training to customer pilots and technicians when required under contractual commitments and when a dedicated training team is unavailable. o Perform the duties of DGCA-designated instructors and examiners for the complete ALH fleet, including periodic training and competency assessments of civil-licensed ALH pilots. o Participate in marketing meetings with prospective customers. o Plan, coordinate and conduct outstation trials, including coordination with external agencies. o Deliver lectures at professional forums including HAL Management Academy, Rotary Wing R&D Centre, NAL, ASTE and relevant seminars. o Attend flight review meetings and support demonstrations of new aviation systems. o Conduct customer demonstrations and display flights as required. o Perform any other duties assigned by CTP in accordance with Company requirements.
General Requirements	The candidate should - o have sound knowledge of helicopter systems, engines, avionics, mission systems and weapon systems. o have sufficient operational and flight-test experience to liaise effectively between the Company and its customers. o have operational qualifications on both twin-engine and single-engine helicopters. This is desirable for assignments involving both categories. o have experience reporting, rectifying and clearing snags on rotary-wing aircraft. o be familiar with the military and civil airworthiness requirements applicable to aircraft. o have sound technical knowledge of rotary-wing aerodynamics, dynamics, avionics systems and other disciplines relevant to flight-test activities. o demonstrate strong conceptual and analytical skills to support effective decision-making. o demonstrate effective communication and presentation skills. o be capable of supporting timely project implementation and contributing positively to the Company's professional image.

	o demonstrate team-building and leadership capabilities, including the ability to guide and motivate pilots, technical personnel and Heads of Department across disciplines to achieve results within stipulated timelines.

(2) Consultant / Flight Test Engineer (Rotary Wing) (2 vacancies):

Qualification	o The Candidate must have a B.E. / B.Tech. or equivalent degree. o The candidate should have successfully graduated full course [Flight Test Engineer (Rotary Wing)] from IAF TPS or any recognized Test Pilot School.
Flying Experience	o The candidate should have minimum two years of helicopter flight-test experience as Aircrew. o The candidate with any of the following experience / qualifications will be desirable: (i) Experience in Civil & Military Airworthiness Certification, Systems Integration or Weapon and Electronic Warfare Integration. (ii) Experience in Certification Flight Testing of Unmanned Aircraft Systems.
Medical Requirements	The candidate should hold a current and valid medical category that permits unrestricted performance of FTE duties. In case of non-availability of current/valid medical category, the candidate should be willing to obtain the same before joining HAL. Appointment of selected candidate would be subject to receipt of satisfactory medical report.
Job Assignments	Each Flight Test Team will ordinarily comprise ETPs & FTEs. The FTE will be responsible for the following duties: o Participate in PDR, CDR, TEC, JPMT, EMI/EMC committee meetings and other review meetings. o Translate operational requirements contained in the ASR into system requirement documents and measurable technical parameters. o Prepare test plans to demonstrate compliance with the ASR, IMTAR, IMAP and applicable DGCA regulations. o Coordinate test specifications with the ETP. The ETP will plan tests to demonstrate operational compliance, while the FTE will address technical compliance. o Prepare test orders and ensure that each order is signed by the responsible ETP and FTE. o Participate in pre-flight briefings. o Direct and conduct flight tests in accordance with approved plans and test orders from cockpit/telemetry.

	o Coordinate with telemetry personnel and stations. o Monitor telemetry parameters to help prevent accidents and exceedances. o Conduct post-flight and data debriefings. The ETP will assess qualitative results and their correlation with operational use, while the FTE will assess technical parameters and data. o Coordinate with Certification Agencies to support certification based on flight-test results. o Coordinate with Certification Agencies and customers to establish compliance with operational requirements based on flight-test results. o Participate in preparing and updating flight manuals. o Jointly with the ETP, prepare, sign and release acceptance schedules for production helicopters. The ETP and FTE will sign the schedules used by DGAQA to certify compliance with the ASR and contractual specifications. o Jointly with the ETP, prepare, sign and release acceptance schedules for civil production helicopters. The ETP and FTE will sign the schedules used by DGCA to certify compliance with certification and contractual specifications. o Serve on DI committees, the Safety Management Cell and other relevant committees or bodies, and participate in Boards of Inquiry. o Assist technical personnel in rectifying snags. o Participate in defect investigations. o Coordinate with customer units and respond promptly to their technical and operational queries. o Participate in marketing meetings with prospective customers. o Plan, coordinate and conduct outstation trials, including coordination with external agencies. o Deliver lectures at professional forums, including HAL Management Academy, Rotary Wing R&D Centre, NAL, ASTE and relevant seminars. o Attend flight review meetings and support demonstrations of new aviation systems. o Perform any other duties assigned by CTP in accordance with Company requirements.

General Requirements	The candidate should - o have adequate flight-test, operational or maintenance experience on helicopters to liaise effectively between the Company and its customers. o have experience reporting, rectifying and clearing snags on rotary-wing aircraft. o be familiar with the maintenance practices of military and civil customers. o be familiar with the military and civil airworthiness requirements applicable to aircraft. o have sound technical knowledge of rotary-wing aerodynamics, dynamics, avionics systems and other disciplines relevant to flight-test activities. o demonstrate strong conceptual and analytical skills to support effective decision-making. o demonstrate effective communication and presentation skills. o be capable of supporting timely project implementation and contributing positively to the Company's professional image. o demonstrate team-building and leadership capabilities, including the ability to guide and motivate pilots, technical personnel and Heads of Department across disciplines to achieve results within stipulated timelines. o be well versed in the current fleet of Indian military rotary-wing aircraft and have sound knowledge of their systems and engines.

General Conditions:

Upper Age Limit	61 years as on 10.12.2026
Contract Tenure	Initially for a period of one year & extendable based on requirements. The engagement will be on Full Time basis.
Selection Process	o The Selection of the candidate will be done through Interview by the Selection Committee. o Eligible candidates will be shortlisted for interview based on the eligibility criteria as mentioned in the Notification. o The candidates shall produce requisite documents for verification prior to the interview.

Emoluments / Benefits	o Selected candidate would be paid a Monthly Consolidated Remuneration comprising of last drawn Basic Pay, last drawn Dearness Allowance, & House Rent Allowance on last drawn Basic Pay; Conveyance Allowance; Canteen Allowance; & telephone charges. o In addition, Flying-related Special Allowances [i.e. Flying Allowance, Test Pilot/Flight Test Allowance, Hazardous Flying Allowance, Civil Licence Pay (as applicable), Flying Kit Maintenance Allowance & Pre Flight Meal Allowance] (including Insurance Coverage / Aircrew Clothing), as applicable to regular Pilots/FTEs, would be paid / admissible.
Location / Place of Posting	HAL Flight Operations (Rotary Wing), Bengaluru

The engagement on Contract Basis will be purely temporary and will not confer any right or claim for the status / facilities / benefits of a regular employee of the Company.

HAL reserves the right to cancel the Notification and / or the Selection Process. Decision of the Company regarding the selection will be final.

Interested candidates who meet the above criteria may send their Application in the enclosed Format along with copies of Certificates [Age, Qualification (ETP/FTE), Flying / Flight Test Experience, Service / Reliving certificate, & last drawn Pay Slip] to the Deputy General Manager (HR), HAL Corporate Office, Bengaluru – 560 001, through Email ID: sivagiri@hal-india.co.in, **on or before 10.12.2026**.

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HINDUSTAN AERONAUTICS LIMITED
CORPORATE OFFICE:: BENGALURU

APPLICATION FOR THE POST OF

Consultant / Experimental Test Pilot (Rotary Wing) ☐

Consultant / Flight Test Engineer (Rotary Wing) ☐

at HAL, Flight Operations (Rotary Wing), Bengaluru
(On Contract Basis)

(Last date for receipt of application: 10.12.2026)

Paste
Self attested
recent passport
size photograph

All fields are mandatory. Please read the detailed Notification No. HAL/HR/36(28)/2026 dated 25.11.2026 hosted on the HAL Website prior to filling up the form.

1.	Name (IN BLOCK LETTERS)	
2.	Gender	Male ☐ Female ☐
3.	Father's Name	
4.	Mother's Name	
5.	Date of Birth & Age as on **10.12.2026**	
6.	State of Domicile and Nationality	
7.	Category (SC/ST/OBC/UR)	
8.	Email ID	
9.	Mobile No.	
10.	Contact / Current Residential Address	Permanent Address
	…… …… …… …….. Pin Code……	…… …… …… …….. Pin Code……

11. Flying-related Experience:

(i)	Are / were you from the Flying Branch of Indian Armed Forces / DRDO / NAL	Yes / No
(ii)	Are you an Ex- Serviceman / retired from DRDO / NAL? *(if yes, please answer the following)*	Yes / No
	a) Date of Joining the Services	
	b) Date of retirement from the Services	
	c) Rank at the time of discharge / release	
	d) No. of completed years in the last Rank as on date of discharge /release	
(iii)	Are you Serving Officer in the Indian Armed Forces / DRDO / NAL? *(if yes, please answer the following)*	Yes / No
	a) Date of joining the Services	
	b) Present Rank / level	
	c) Present Posting / Unit	
	d) Date of PSS (Premature Separation from Service) / Retirement from Services	
(iv)	**Details of Flying Experience as on 10.12.2026 [applicable for Pilots]**	
	Have you successfully graduated full course [ETP (Rotary Wing)] from IAF TPS or any recognised Test Pilot School?	Yes / No Year ……..
	Do you possess more than 2000 flight hours on Rotary Wing Platforms ?	Yes / No
	Are you current in flying on Rotary Wing Platforms?	Yes / No
	In case of latest break-in flying on Helicopter, the period of non-flying on Helicopter	……
	Do you possess at least 2 years of Test Flying experience?	Yes / No
	Do you possess a current and valid CPL (H) or ATPL (H)?	Yes / No
	Do you possess experience in Production or Prototype Test Flying ?	Yes / No
	Do you experience in Weapons and EW Trails?	Yes / No
	Do you possess Rotary Wing Service Qualifications such as QFI, HCL, RHS or CSQ ?	Yes / No If yes ……

(v)	**Details of Flight Test Experience as on 8.12.2026 [applicable for FTEs]**	
	Have you successfully graduated as an FTE (full course) on Rotary Wing Aircraft from IAF TPS or any recognised Test Pilot School?	Yes / No Year ……..
	Do you possess at least 2 years of Helicopter Flight Test experience as Aircrew?	Yes / No
	Do you possess experience in Civil & Military Airworthiness Certification, Systems Integration or Weapon and Electronic Warfare Integration?	Yes / No
	Do you possess experience in Certification Flight Testing of Unmanned Aircraft Systems?	Yes / No

12. Present Medical Category & its Validity: …….

13. Educational Qualifications:

Name of Qualification with specialization	Institution / University	Mode of the Course (Full Time/ Part Time/ Correspondence)	Duration of the Course	Year of Passing

14. **Professional Experience from the First Job/ Rank onwards to Current Job/ Rank / retirement** (Chronological order)**:** *(use separate sheets, if required)*

Sl. No	Designation/ Rank	Organisation	Date		Pay Scale	Gross Pay	Reasons for Leaving
			From (dd/mm/yy)	To (dd/mm/yy)			

15. **Present / Last drawn remuneration (per month)**

Scale of Pay ……..

Sl. No.	Components	Amount (Rs.)
i)	Basic Pay	
ii)	Military Service Pay (MSP)	
iii)	Qualification Pay / Technical Allowance	
iv)	Dearness Allowance	
v)	House Rent Allowance	
vi)	Flying Allowance	
vii)	Test Pilot / FTE Allowance	
viii)	Other Flying related Allowances	
ix)	Other Allowances (if any)	
	a)	
	b)	
	c)	
	d)	
	Total per month	

16. **Pen picture details *(To be typed in about 500 words on a separate sheet and enclosed to the application)***

(i) Detailed Picture of the current / last position held.
(ii) Pen picture of Professional experience, achievements & significant contribution in the field.

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 / engagement may be considered as terminated without any notice.

Place:

(Signature of the Candidate)

Date :

Name :……

Note: The candidate is required to fill up all the columns. In the event of failure to enclose/ fill up the aforesaid details, the application form will be summarily rejected.