HINDUSTAN AERONAUTICS LIMITED
AIRCRAFT DIVISION, NASHIK
OJHAR TOWNSHIP (POST), NASHIK-422207
Ph: 02550-271964

Notification No.HR/TBE-V/2025/18

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 personnel engaging on Tenure Basis (Maximum for 4 years) in the Non-executive cadre.

A.DETAILS OF VACANCIES AND RESERVATION

No. of Posts: 11

Sl. No.	Post Code	Post & Channel/Scale	Trade	No. of Posts to be notified (Reservation)
1	TBE-DT-ELCT-01	Operator (Electrical) (D6)	Electrical	01 (UR-1)
2	TBE-DT-ELX-02	Operator (Electronics) (D6)	Electronics	02 (UR-2)
3	TBE-DT-MECH-03	Operator (Mechanical) (D6)	Mechanical	04 (ST-1, UR-3)
4	TBE-TT-FTR-04	Operator (Fitter) (CS)	Fitter	01 (UR-1)
5	TBE-SN-05	Staff Nurse (C5)	Nurse	03 (UR-1, SC-1, ST-1)
			TOTAL	**11**

The above number of vacancies is tentative and may vary on review. In that eventuality, the number of vacancies reserved for various categories may also undergo revision.

Post Suitability for PwBD:-

Sl No.	Posts /Disciplines	Visual Impairment	Hearing Impairment	Locomotor Disability	Other Disabilities	
		(a)	(b)	(c)	(d)	(e)
1	Operator (Electrical) (D6)/ Electrical	--	D, HH	OL,LC, Dw, AAV, SDD/SID, SD/SI	ASD(M), SLD	MD involving (b) to (d)
2	Operator (Electronics) (D6) /Electronics	--	D, HH	OA, BA, OL, BL, CP, LC, Dw, AAV, SDD/SID, SD/SI	SLD	MD involving (b) to (d)
3	Operator (Mechanical) (D6)/ Mechanical	--	D, HH	OA, OL, CP, LC, Dw, AAV, SDD/SID, SD/SI	ASD (M, MoD), ID, SLD	MD involving (b) to (d)
4	Operator (Fitter) (C5)/ Fitter	--	D, HH	OL, LC,Dw,AAV,SDD/SD, SD/SI	ASD (M), SLD	MD involving (b) to (d)
5	Staff Nurse (C5)/ Nurse	LV	--	OL, CP, LC, DW, AAV, SDD/SID, SD/SI	SLD	MD involving (a), (c) & (d)

Visual Impairment	Hearing Impairment	Locomotor Disability	Other Disabilities
LV- Low Vision	*D=Deaf HH= Hard of Hearing*	*OA=One Arm affected, OL =One Leg affected, CP= Cerebral Palsy, LC=Leprosy Cured, Dw-Dwarfism, AAV=Acid Attack Victims, BA=Both Arms affected, BL= Both Legs affected, SDD/SID = Spinal Deformity/Spinal with associated Neurological/Limb dysfunction of respective Locomotor disability (OA,BA,OL,BL,OAL,BLOA,BLA), SD/SI = Spinal Deformity/Spinal Injury without any associated neurological/limb dysfunction*	*ASD (M)= Autism Spectrum Disorder (Mild), ASD(MoD)= Autism Spectrum Disorder (Moderate), ID=Intellectual Disability, SLD=Specific Learning Disability, MD=Multiple Disabilities from amongst persons under Clauses (b) to (d)*

B. QUALIFICATION(S) AND POST PROFESSIONAL QUALIFICATION EXPERIENCE

(i) ESSENTIAL QUALIFICATION(S) & EXPERINCE

Sl. No.	Post Code	Post & Channel/Scale	Trade	Qualification & Experience Requirements
1	TBE-DT-ELCT-01	Operator (Electrical) (D6)	Electrical	Diploma in Electrical Engineering.
2	TBE-DT-ELX-02	Operator (Electronics) (D6)	Electronics	Diploma in Electronics / Electronics & Tele Communication / Electronics & Communication Engineering.
3	TBE-DT-MECH-03	Operator (Mechanical) (D6)	Mechanical	Diploma in Mechanical Engineering.
4	TBE-TT-FTR-04	Operator (Fitter) (CS)	Fitter	SSC/SSLC plus NTC/ ITI plus NAC/NCTVT in the Fitter Trade.
5	TBE-SN-05	Staff Nurse (C5)	Nurse	PUC/Inter + Diploma in General Nursing

Note - 1 Qualifying Exam for Operator (Fitter) is **NAC/NCTVT.**

2. For the post of Staff Nurse: **CERTIFICATE OF REGISTRATION** from State Nursing Council or Indian Nursing Council is mandatory.

Candidates may note the following points w.r.t the Qualification Requirement

i) The minimum percentage of marks scored by the candidates in the qualifying examination i.e. Diploma or NAC/NCTVT as the case may be in the respective trades / disciplines is mentioned as:

Category	Minimum percentage of marks
UR/OBC	60% & above
ST/SC/PwBD	50% & above

ii) Candidates who have acquired the Qualifications through regular mode are only eligible for the posts. Those candidates who have acquired the Qualification through Part Time Mode / Correspondence Mode / Distance Learning / E-learning Mode are not eligible for the Posts.

iii) Candidates possessing higher qualifications than the required qualification indicated in the Notification against the respective post need not apply. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application. **"All the Qualifications possessed by the candidates as also Qualifications/ Courses being pursued by them at the time of submitting the Application for employment, are to be clearly indicated and Qualifications / Courses which are being pursued/ currently undergoing are to be indicated in the Application while submitting the same for notified posts in HAL"** Candidature of such personnel who possess higher qualification than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected at any stage of the Recruitment or Selection.

C. AGE LIMT / RELEXATION / CONCESSION

- Age limit as on **10-12-2025** is 28 years, however Ex-Servicemen who has put in not less than six months of continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit.
- Upper age limit is relaxable by 5 years in respect of SC/ST and candidates belonging to the SC/ST category are also required to produce their community certificate in proof of their community at the time of Document Verification in the prescribed format.

- In respect of Persons with Benchmark Disability (PwBDs), upper age limit is relaxable by 10 years in the posts identified suitable for PWBDs which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above.
- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01/01/1980 to 31/12/1989, upper age limit is relaxable by 5 years.
- The age limit is relaxable to candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be one year for every completed year of relevant post qualification experience over and above 28 years subject to a maximum age limit of 35 years. Experience will be counted as on **10-12-2025**.
- Further, Ex-apprentices who had undergone the apprenticeship training at HAL Nashik are eligible for further age relaxation to the extent of Apprenticeship training period undergone by them.
- Candidates belonging to OBC – Non-creamy layer category are required to produce recently obtained Non-creamy layer certificate in proof of their Community (not Older than 6 months) as on the LAST DATE OF SUBMITTING APPLICATION stating that they do not come under the Creamy layer from the Competent Authority, in the Central Government format at the time of document verification.
- Relaxation/concessions for candidates belonging to SC/ST/OBC/XSM & PwBD would be made as per Company Rules. Upper age limit with all relaxations shall not exceed 55 years. For PwBD candidates, upper Age limit with all relaxations shall not exceed 56 years.
- Reservation of the posts will be as per the rules.

D. REMUNERATION

The candidates found suitable after due Written Test, document verification, pre-employment medical test and other administrative procedures will be engaged as Operators on Tenure basis for a maximum period of four years. This engagement will not entitle any candidate to claim for regular / permanent employment in future. During the period of tenure engagement the candidates will be paid Consolidated Remuneration every month. The Consolidated Remuneration would comprise of the following:

i) Basic Pay: The Basic Pay Component in the Consolidated Remuneration on induction of the Personnel will be based on the corresponding Channels, as indicated below:

Induction Channel	Basic Pay on Induction in Rs.
D6	23000/-
C5	22000/-

ii) Dearness Allowance (revised quarterly) on the Basic Pay.

iii) Perks & Allowance at the rate of 25% of the Basic Pay. The following Allowance would be reckoned with in Perks & Allowance:

a) Conveyance Allowance / Conveyance Reimbursement (including Maintenance Charges);
b) Canteen Allowance (Meal Voucher / Card);
c) Washing Allowance;
d) Magazine Allowance;
e) Professional Development Allowance (PDA);
f) Special Allowance.

In addition to the above, the personnel engaged on Tenure basis will be eligible for the following benefits/allowances/incentives:

i) Allowance towards medical reimbursement a Lump sum amount of Rs.1500/- per month will be admissible to meet the medical expenses (both in-patient and outpatient), based on self-certification. This amount shall be paid on monthly basis along with the Consolidated Remuneration. To avail this allowance by Ex-servicemen, NOC issued by ECHS / Defence Forces need to be produced. These personnel will not be entitled for any other medical benefits in any of the HAL Hospital/Dispensaries or elsewhere.
ii) Monthly Incentive and Annual Incentive;
iii) Quarterly Performance Pay;
iv) Night Shift Allowance (wherever applicable);
v) Uniform & Stitching Charges;
vi) Shoe Allowance;
vii) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay.
viii) Group Insurance in lieu of EDLI as applicable to regular Workmen in the appropriate Scale of Pay.
ix) House Rent Allowance as per classification of Cities (when Company Quarter is not provided)
Note-In case of availability of Company Quarters, priority should be given for allotment of Quarters.

An annual increase of 3% during the tenure shall be admissible on the Basic Pay subject to satisfactory performance.

E. TENURE OF ENGAGEMENT

The selected candidates will be engaged on tenure basis for a maximum period of four years from the date of engagement. The engagement is not against permanent vacancy and will not entitle any candidate to claim for regular/permanent employment in future. The tenure will come to an end automatically on completion of four years from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of the Basis Pay+ DA components in the Consolidated Remuneration in lieu of the Notice. The tenure based engagement will not confer any right on the personnel to claim the status of a regular employee of the Company. Selected Personnel on Tenure Basis will undergo Induction Training for a period of 8 weeks. **The personnel selected will be deployed in shifts as per company requirements.**

F. PLACE OF POSTING

Selected candidates will be posted at Nasik Division. However, they are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases depending upon organizational requirements. No request for change of posting will be entertained after joining.

G. SELECTION PROCEDURE

Only the Ex-Apprentices of HAL Nasik and the candidates shortlisted on the Nasik District Employment Exchange Portal are eligible to apply online for suitable post advertised in this notification, subject to meeting the eligibility criteria. Candidates need to apply ONLINE on HAL Website after ensuring that they fulfil the eligibility criteria; Applications received through ONLINE will be screened as per the eligibility criteria, norms laid down in the Notification.

Candidates will be shortlisted for Written Test, based on the marks secured in the Qualifying Examination. Company reserves the right to decide the cut off percentage for calling candidates for Written Test, based on the Marks secured in the Qualifying Examination. However, the cut off percentage of Marks **for SC/ST candidates cannot be less than 50% and for all other categories not less than 60%, in the qualifying examination**.

Shortlisting of the candidates for the written test is provisional and is subject to verification of all the documents after the Written Test. The candidature of the candidates will be subject to submission of all the necessary documents and meeting the Notified criteria with respect to Age, Percentage, Qualification etc.. Instructions regarding examination will be intimated to the short-listed candidates through the admit Card.

The Written Test will be held at **Nashik.** The date and time of the Written Test will be intimated to shortlisted eligible candidates by e-mail (in the e-mail id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website **http://www.hal-india.co.in.** Instructions regarding examination will be intimated to the short-listed candidates through the admit Card and HAL Website.

The Written Test will be of 2 ½ hours duration. The test will be in 3 parts, comprising of Multiple-Choice Questions (MCQs). Part-I will consist of 20 questions on General Awareness, Part-II will consist of 40 questions on English & Reasoning. Part-III will consist of 100 questions on the concerned Discipline. Each question carries 1 mark each and there is no negative Marking.

Candidates will have to appear for Written Test at their own cost, on the date, time & venue, which will be mentioned in their Admit Card.

Candidates are required to bring Admit Card & One of the Original Photo Identity Card viz. Voters ID Card, Driving License, Aadhar Card, Passport, PAN Card, ID Card (by Central / State Govt. / PSU for their employees), ID Cards (by Govt. Agencies authorised), ID Cards (by College / Institute where last studied) along with Xerox copy of the Photo ID Card self-attested, to prove their identity before the Invigilator, failing which they will not be allowed to appear for the Written Test.

Candidates should secure atleast 50% marks in the written test for qualifying in the selection. Candidates qualifying in the Written Test will be called for Document Verification in the order of Merit, wherein candidates will be required to produce Testimonials/Documents in support of age, prescribed educational qualification, date of birth, experience, disability, sub-disability, caste (wherever applicable) and other notified eligibility criteria. The names of candidates shortlisted for document verification (Trade/Discipline-wise) based on performance in the Written test will be hosted on HAL website. The intimation regarding the date, time and Venue for document verification will be given through e-mail/SMS and HAL website.

The candidates should bring all the relevant original certificates / testimonials etc along with one set of self-attested photo copies in support of educational qualifications, experience, date of birth, Caste certificate (In Central Govt. format), etc. All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage and those candidates who are found to be meeting the advertised criteria will only be considered for selection.

Inability of the candidates to produce the requisite documents at the time of Document Verification shall render them liable for non-consideration of their candidature. No Undertaking for production of documents in respect of eligibility criteria with regard to Age; Qualification and Experience on a later date will be allowed.

In case of rejection of candidates during the Document Verification process on account of non-availability of requisite documents/testimonials, not meeting the advertised criteria with respect to Age, Qualification, Experience, etc. additional candidates will be called for Document Verification in the order of Merit (Discipline/Category wise). The number of additional candidates called for Document Verification will be limited to the number of candidates rejected.

Candidates qualifying in the Document Verification Stage as above will be issued the Provisional Offers of Engagement and they are required to undergo Pre-employment Medical examination. No relaxation in Health Standards will be allowed. On satisfactory receipt of Medical Report from the Company's Doctor as per the medical standards prescribed by HAL, Verification of Character and Antecedents from the concerned Authorities, Final Offer of Engagement will be issued as per the rules of the Company.

Engagement of selected candidates is subject to Verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.

Candidates attending & qualifying in Document Verification would be reimbursed Travelling Allowance (TA), i.e. Sleeper Class / II Class Train fare / Bus fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and Photostat copy of return journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he /she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof.

Note: Candidature of the candidates who fail to meet all the eligibility criteria mentioned in the notification and/or fail to produce all the documents on the day of document verification will be cancelled.

H. PRE-EMPLOYMENT MEDICAL EXAMINATION

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination before joining HAL. Applicants should meet the Medical Standards as prescribed by the Company (Concerned authority in respect of PwBD candidates). No relaxation in Health Standards will be allowed. The opinion of the Company's Medical Officer in this regard shall be final. The persons with disability (PWD) will be strictly considered in accordance with definition given under the Persons with Disabilities (Equal Opportunities, Protection of Rights and full Participation) Act, 1995.

I. GENERAL CONDITIONS

Only Indian Nationals need to be apply.

- Age and Experience is to be calculated as on **10-12-2025**.
- The above vacancies notified are provisional and may increase or decrease according to the actual requirement of the HAL Aircraft Division, Nashik HAL reserve the right to increase / decrease the specification depending upon the response.

- Candidates employed in Central / State Government/ Public Sector Undertakings etc. (including candidates engaged on Contract basis therein) who are provisionally selected should produce "No Objection Certificate (NOC)" at the time of the document verification from their employer failing which their candidature will be cancelled.
- Candidates belonging to SC/ST /OBC-NCL Category and applying through the reservation quota are required to produce valid Caste Certificate issued by the Competent Authority at the time of Document Verification. The Date, Time & venue for Document Verification will be intimated to the candidates who are provisionally selected in the Written Test via email (in the email id provided in the Application Format by the candidate). The same will also be hosted on the HAL Website (https://hal-india.co.in);
- The decision, of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, conduct of Written Test/ document verification etc. will be final and binding on candidates. Candidates shortlisted for Written Test/ document verification will be purely provisional without verification of Age, Qualification, category (SC/ST/OBC–Non Creamy Layer etc.) of the candidates. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Written Test / Document verification / Selection and Appointment
- Candidate availing age relaxation on account of the post qualification experience should produce proper experience certificate and proof of employment at the time of document verification failing which no age relaxation will be extended and candidature may also get cancelled.
- While applying for the post, the applicant should ensure that he/she fulfills the eligibility and other norms as mentioned above as on the specified dates and that 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. Screening and short listing for the Written Test will be based on the details provided by the candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information.
- Candidates who possess the qualification higher than the qualification prescribed for the post, need not be sponsored. If it is found at any stage of the selection that the candidate possesses the qualification higher than the qualification prescribed for the post, his/her candidature/ selection will be cancelled without notice. As per the rules of the Company, candidates who have acquired the Qualifications through regular mode are only eligible for the posts.
- Engagement of tenure based personnel is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the revised standards prescribed by HAL. Verification of caste, character and antecedents from the concerned Authorities as per the rules of the Company and vigilance clearance (as applicable).
- Applications of internal candidates, if any, will not be considered.
- Decision of HAL Management regarding selection will be final.
- HAL reserves all the right to cancel/ restrict/enlarge/modify/ alter the Advertisement/ recruitment process and / or the Selection Process thereunder, without issuing any further notice whatsoever. The number of vacancies can be modified as per the discretion of the Management.
- Necessary information regarding the selection process viz. written test Date and Venue for Document verification etc. will be hosted on our website (www.hal-india.co.in) from time to time; candidates are requested to visit the website from time to time.
- Appearance of the shortlisted candidates in the Written Test or document verification is 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. Shortlisting of candidates for the Written Test will be purely provisional without verification of Age, Qualification, Category (SC/ST/OBC- NCL/ PwBD / XSM etc.) of the candidates.
- Applicants having work experience in Private Sector Organizations are required to submit an Experience Certificate on the letterhead of the Company. The letterhead of the Company should have details of the Company. Candidate claiming age relaxation by way of relevant experience will not be issued the Provisional Offer without producing Experience Certificate in the letterhead of the Company.
- Any sort of Canvassing or influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.
- Engagement of selected candidates is subject to receipt of satisfactory Medical Report from Doctor of IHC, HAL as per the standards prescribed by HAL. In respect of candidates from PSU/Govt. Vigilance Clearance from the erstwhile organization will be obtained before appointment.
- Necessary information regarding the selection, written test etc. will be hosted on HAL Website (https://hal-india.co.in) from time to time. All correspondences to the candidates will be made via email on the e-mail id provided by the candidate at the time of online application. No other method of communication will be adopted.
- In case of any particular clarification, the candidates can write to HAL, Aircraft Division, Nashik at rectt.nsk@hal-india.co.in. No other method of Communication will be entertained.

- Any dispute/cause with regard to engagement against this advertisement will be settled within the jurisdiction of Nashik only.

J. HOW TO APPLY

a) Eligible and interested candidates are required to visit HAL website (https://hal-india.co.in) and submit the application online.

b) A candidate is eligible to apply for one post only for which he / she is most eligible.

c) Candidates are allowed to apply only once and applications once submitted cannot be altered under any circumstances. Candidates are required to possess a valid email ID and Mobile Number which is to be entered in the application blank, so that intimation regarding the Written Test, Document Verification, Medical Test etc. can be sent. HAL will not be responsible for bouncing of Email sent to the candidates. They are also advised to retain the Email ID active, as any important intimation to them shall be provided through Email.

d) If the information / certificates furnished by the candidates at any stage are found to be false or incomplete or are not found to be in conformity with eligibility criteria mentioned in the advertisement, the candidature / appointment will be considered as revoked / terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidate.

e) Any further Information / Corrigendum / Addendum would be uploaded only on HAL website (https://hal-india.co.in).

g) The last date for submission of the Online Application is **31th December 2025**.

K. IMPORTANT DATES

Activity	Dates
Issue of advertisement on HAL website	20-12-2025
Last date for receiving applications	31-12-2025
Tentative Date of Written Test	11-01-2026

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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 suck 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