



RECRUITMENT OF GENERAL MANAGER (QUALITY)

(Advt. No.: HAL/HR/36(98)/2024/02 dated 12.08.2024)

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, 9 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. 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.

2. DETAILS OF POST & ELIGIBILITY CRITERIA:

HAL is looking for a candidate who will be a serving Officer from Indian Air Force (IAF) for the below mentioned Post who will work as catalyst in improving the Quality Standards in Manufacturing and Overhaul of Aircrafts and its components. Post selection, the incumbent shall opt for Premature Separation from the services (PSS) of IAF:

Name of the Post	Grade	No of Posts	Age Limit	Qualification/ Eligibility Criteria / Experience
General Manager (Quality), HAL, Corporate Office, Bengaluru	Gr - IX	01 UR: (Un-Reserved)	54 Years	Educational Qualification: Degree in Engineering / Technology or its equivalent. Experience: Minimum of 21 years of Post Professional Qualification Experience. Serving Officers from IAF not below the rank of 'Air Commodore' with minimum 3 years of Experience in the Rank. (Please refer Job Description & Responsibilities at Sl. No.3)

- (a) 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;

- (b) 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;
- (c) Persons with Benchmark Disabilities (PwBDs) of the following types are only identified suitable to apply for the post.
- i. OL : Locomotor Disability : One Leg Affected
 - ii. HoH : Hearing Impairment : Hard of Hearing
 - iii. SDD/SID : Spinal Deformity / Spinal Injury with associated neurological / Limb dysfunction of respective locomotor disability
 - iv. SD/ SI : Spinal Deformity / Spinal Injury without any associated neurological / Limb dysfunction of respective locomotor disability

Note: PwBDs candidates applying to the above post shall indicate the type of disability in the Application Form. PwBDs suffering from not less than 40% of the identified disability are only eligible to apply under PwBD Category.

- (d) Relaxation in age limit in respect of Serving Officer in IAF will be extended as per rules of the Company;
- (e) Age of a candidate, after all applicable age relaxations should not exceed 55 years. The same is 56 years for PwBDs.

3. JOB DESCRIPTION & RESPONSIBILITIES:

Functional / Technical Skills & Experience:

- (a) Relevant experience in Engineering / Technical Branch / Trade;
- (b) Minimum 21 years of experience including minimum 5 years in Quality Function or Domain at a Senior level;
- (c) Well versed with the current fleet of Indian Military Aircraft and sound knowledge of Aero-engines, Aircraft Systems, etc.;
- (d) Knowledge of Aerospace Quality Management Systems, Quality Tools, NDT Techniques, Nadcap Certifications, etc.;
- (e) Knowledge of AS91XX Series Certification Standards & other Flow down / Improvement Standards;
- (f) Knowledge of requirements laid down in DGAQA Document viz. AFQMS;
- (g) Knowledge of requirements laid down in CEMILAC Documents viz. IMAP - 23 and IMTAR - 21;
- (h) Knowledge about Civil Aviation Requirements (CAR) of DGCA under CAR-21, CAR-145 etc.

Job Description & Responsibilities:

- (a) Formulate Corporate Level Policies, Procedures and Guidelines on Quality Management;
- (b) Regular briefings to Top Management on status of critical quality issues;
- (c) Interact with DGAQA for resolutions of quality issues raised by the Regulatory Bodies;
- (d) Communicating with Ministry of Defence on various issues raised by them;
- (e) Plan & execute Corporate Quality Audit at the Divisions and monitor implementation of Audit recommendations;

- (f) Co-ordinate with Divisional Quality Heads for actions on HFRAs, quality issues and visit Divisions to review them;
- (g) Monitor implementation of Joint Quality Audit (JQA) recommendations & co-ordinate with Air HQ for closure of JQA observations;
- (h) Monitoring the conduct & completion of Defect Investigations in the Divisions;
- (i) Interfacing with all Service HQ like Air HQ, Army HQ etc., to address customers' quality issues.

4. PAY SCALE & REMUNERATION:

Grade	Pay Scale (2017 Pay Scale) #
IX	Rs.1,20,000 – 2,80,000
# Annual Increment is presently 3% of running Basic Pay.	

- (a) On selection, candidate will be appointed in the Scale of Pay as indicated above. Besides Basic Pay, candidate will be eligible for Variable Dearness Allowance, Perquisites & Allowances, Company Accommodation / House Rent Allowance, Performance Related Pay (PRP), Membership of Provident Fund, Gratuity and Pension Fund etc., as per the prevailing Company Rules. Perquisites and Allowances are presently paid @ 35% of the running Basic Pay under the Cafeteria System.
- (b) The Basic Pay will normally be fixed at minimum of applicable Scale of Pay in HAL. However, additional increments can be granted based on the recommendations of the Selection Committee as per extant Rules of the Company.

5. HOW TO APPLY

- (a) Eligible and interested candidates meeting the advertised criteria are required to download 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 10.09.2024 (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, Bengaluru - 560 001.**

- (f) Candidates are requested to superscribe the Envelope containing the Application Form as **"Application for the Post of General Manager (Quality)";**

- (g) **No Documents / Certificates / Testimonials are required to be attached along with the 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 at the time of Document Verification before the Interview;
- (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 E-mail 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 E-mail 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.

6. MODE OF PAYMENT OF APPLICATION FEE:

- (a) Rs.500/- (Rupees Five Hundred only) is to be paid as Application Fee. The Application Fee of Rs. 500/- is inclusive of the GST of 18%. Candidates belonging to SC / ST / PwBD categories are exempted from the payment of Application Fee;
- (b) Application Fee shall 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 any Account other than the one mentioned above. **No other form of payment is accepted;**
- (c) Candidates are required to provide requisite details of the Application Fee paid in the Application Form;
- (d) Application Fee can be deposited till the last date for receipt of Application. However, Application Form along with the HAL Copy of **Challan** (in applicable cases) shall reach HAL on or before the last date for receipt of the same;
- (e) 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;
- (f) **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;**
- (g) The candidate should retain the original Counterfoil of the Challan (Candidate's copy) for future reference.

7. 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 and other applicable Rules / Manuals 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 **10.09.2024 (dd.mm.yyyy)**;
- (g) **Candidate shall mandatorily produce NOC (No Objection Certificate)** at the time Document Verification from IAF, failing which such Shortlisted Candidates will not be permitted to appear for the Interview. In case, the candidate was serving at the time of application for the Post and subsequently opted for Premature Separation from Services (PSS) and got relived before the Interview, NOC is not required for such candidates at the time of Interview;
- (h) Payment of Travelling Allowance or Re-imburement of Travelling Expenses as per entitlement shall be restricted to candidates who are permitted to appear for Interview and not otherwise;
- (i) Candidate 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 candidate 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;
- (j) 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;
- (k) **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;

- (l) Any correspondences with 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;
- (m) Any sort of canvassing or influencing the Officials related to Recruitment or Selection process would result in immediate disqualification of the candidate;
- (n) Selected candidates can be posted to any Division / R&D Centre / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of Service.
- (o) Court of jurisdiction for any dispute / cause will be at Bengaluru;
- (p) **Any corrigendum / Addendum, if any, will be hosted / published on HAL Website only.** Candidates are requested to visit the Website regularly for updates;
- (q) HAL reserves the right to cancel the Recruitment process entirely at any stage;
- (r) In case of multiple applications for the same post, only the last valid (completed) application will be retained and the application fee paid for the other Registration will stand forfeited;
- (s) 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;
- (t) 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