



Hindustan Aeronautics Ltd. (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Company of South East Asia with 20 Production / Overhaul / Service Divisions and 10 co-located R&D Centres spread across the country. HAL's spectrum of expertise encompasses hi-tech programmes involving a number of state of the art technology, design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch vehicles.

I. VACANCIES:

Applications are invited from eligible and interested candidates for the following posts for HAL, Transport Aircraft Division, Kanpur:

Sl. No	Post	Grade	Scale of Pay	No. of posts	Minimum Post Qualification Experience (in completed years)	Experience required to be possessed in the next below Grade or equivalent post (in completed years) *	Place of posting
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
01	Asst. Engineer (Mechanical)	I	12600 -3% - 32500	1	-	-	Tambaram, Tamil Nadu
02	Asst. Engineer (Electrical)	I	12600 -3% - 32500	1	-	-	
03	Dy. Manager (Civil)	III	20600 -3% - 46500	1	3	3	
04	Senior Medical Officer (Radiology)	III	20600 -3% - 46500	1	1	1	Kanpur, Uttar Pradesh

* *Out of the total post qualification experience as mentioned at Col (f).*

Note: ALL POSTS ARE UN-RESERVED.

II. EDUCATIONAL QUALIFICATION:

1. For posts at Sl. No. 1, 2 & 3

Minimum of 60% marks in the aggregate of all the Semesters/ Years in the Engineering Degree examination in the concerned branch

OR

First Class Degree in the concerned branch of Engineering (60% marks) as awarded by the University/ Institute.

2. For post at Sl. No. 4

MBBS with PG Degree/ PG Diploma in Radiology.

Note: (1) For posts at Sl. No. 1 & 2, the candidates must possess the qualification prescribed for the concerned post as on **01.03.2012**. **Appearing candidates or candidates whose result is awaited are NOT eligible to apply.**

(2) For post at Sl. No. 3, if the candidate possesses the qualification of Degree in Engg plus Post Graduate Degree in Engg, the period of experience will be reduced by the prescribed period of the Post Graduate Engg course, subject to a maximum of 2 years.

III. AGE LIMIT & RELAXATIONS:

(a) For the posts mentioned at Sl No.1 to 2 above, the upper age limit is 28 years (as on **01.03.2012**)

(b) For posts mentioned at Sl. No. 3 & 4, the upper age limit is 45 years (as on **01.03.2012**)

(c) **Relaxation in upper age limit to various categories:**

Categories	Relaxation in upper age limit
All persons who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01.01.1980 to 31.12.1989	5 Years
Ex- Servicemen/ Commissioned Officers/ ECOs/ SSCOs	As per rules

On the basis of experience (Only for posts at Sl. No. 1 & 2) : Upto seven years of relaxation in the upper age limit will be given to candidates having relevant and bonafide experience. However, this relaxation will be proportional to the experience possessed by the candidate. For example, a candidate having one year of relevant and bonafide experience will be given one year of relaxation in age.

Note- The relaxation in upper age limit is cumulative as per Govt. of India guidelines.

However, age limit with all relaxations shall not exceed 55 years.

IV. SERVICE BOND (for posts at Sl. No. 1 & 2 only):

The selected candidates will be required to execute a bond at the time of joining to serve the Company for 2 years after confirmation in the regular rolls of the Company or reimburse the actual remuneration paid and expenses incurred (including for the training), subject to a maximum of Rs. 2,00,000 /- (Rupees Two Lakhs only).

V. REMUNERATION:

The selected candidates will be appointed in the grades as mentioned with a starting Basic Pay equivalent to the minimum of the corresponding scale of pay. In addition to the Basic Pay and IDA, the selected candidates will be eligible to get Perks and Allowances under the Cafeteria System, limited to 42 % of the running Basic Pay, as per the Company rules. The ceiling of 42 % excludes the monetized value of some of the welfare facilities provided by the Company, which will be limited to a maximum of 10 % of Basic Pay of officers. Besides these, other benefits such as Company provided Accommodation / HRA, PF, Incentive, Gratuity, Group Insurance, Leave encashment, etc. will also be admissible to the candidates.

In addition to the above, the candidate selected against post at Sl. No. 4 will be eligible for Non-Practicing Allowance @ 20 % of Basic Pay, subject to a maximum of Rs. 12,000/- per month.

VI. SELECTION PROCEDURE:

(a) For posts at Sl. No. 1 & 2

The shortlisted candidates will be required to appear for written test. On qualifying in the written test, the shortlisted candidates will be called for interview. The list of shortlisted candidates for written test & interview will be hosted on HAL website, www.hal-india.com. The candidates will have to download their admit cards/ call letters from the website.

(b) For posts at Sl. No. 3 & 4

The shortlisted candidates will be required to appear for interview. The list of shortlisted candidates will be hosted on HAL website, www.hal-india.com. The candidates will have to download their call letters from the website.

VII. APPLICATION FEE:

The application should be accompanied by a crossed Demand Draft of Rs. 400/- issued by any nationalized Bank which is non-refundable, drawn in favour of Hindustan Aeronautics Limited, Transport Aircraft Division, Kanpur, payable at Kanpur. Any other mode of application fee will not be accepted. The Demand Draft should not have been issued prior to **16.03.2012** and should be valid for a period of six months from the date of issuance.

VIII. GENERAL INSTRUCTIONS:

- (i) Only Indian nationals need to apply.
- (ii) Internal candidates are **NOT** eligible to apply against the advertised posts.
- (iii) Though the posts advertised are for the places mentioned at Sl. No. 1, the candidates selected against these posts will be liable to serve in any part of India or abroad, in any position, department or shift as may be assigned to them from time to time at the discretion of the Management.

- (iv) Number of vacancies may vary as per discretion of the Management.
- (v) Mere submission of application will not entail right for claiming appointment. Decision of Management regarding selection will be final. Further, the Management reserves the right to fill up or otherwise any or all of the notified posts.
- (vi) Mere conformity to the job requirements will not entitle the candidate to be called for written test &/ or interview. The Management would be free to reject any application at any stage of the Recruitment process, if the candidate is found ineligible for the post for which he/ she has applied. The decision of the Management regarding the eligibility of the candidate, the stage at which scrutiny of eligibility has to be undertaken, qualification and other eligibility norms, the documents to be produced for the purpose of selection etc. and any other matter relating to the recruitment process will be final and binding on the candidate. If any shortcoming(s) is/ are detected even after appointment, the candidate's services are liable to be terminated.
- (vii) Appearance of the shortlisted candidates in the written test &/ or interview does not entitle them for any claim for the post they have applied for. They will be treated as debarred ab-initio at any stage of the recruitment process incase they do not fulfill essential eligibility criteria.
- (viii) Management reserves the right to raise or lower the specifications, depending upon the response to the advertised posts.
- (ix) Management reserves the right to reschedule/cancel/suspend/terminate the recruitment process without assigning any reason and alter the terms and conditions at any time during the process due to any exigency. The decision of the Management will be final and no appeal will be entertained.
- (x) Age and Experience are to be counted as on **01.03.2012**.
- (xi) Before applying the candidates should satisfy themselves regarding eligibility criteria desired for the post(s).
- (xii) Only shortlisted candidates will be called for written test and/or interview and no correspondence shall be made in case of rejections etc.
- (xiii) Candidates are required to enclose attested copies of relevant documents alongwith the application form in support of the following:
 - (a) Date of Birth (Class 10th Certificate)
 - (b) Educational Qualifications (mark sheets / certificates)
 - (c) Domicile in case of J & K resident during the period 01.01.1980 to 31.12.1989
 - (d) Experience, issued on the Letter Head of the Company (Discharge book in case of Ex- Servicemen/ Commissioned Officers/ ECOs/ SSCOs)
- (xiv) Candidates will be required to produce original certificates regarding educational qualification, work experience, etc. at the time of Interview, failing which their candidature will be cancelled.
- (xv) CGPA, FCPI, etc., wherever applicable, should compulsorily be converted into percentage of marks as per the University / Institution norms. Candidates will have to produce document(s) evidencing conversion formula of University / Institution, if called for interview.

- (xvi) Candidates employed in Govt., Quasi Govt. and Public Sector Organizations should apply through proper channel, failing which their application will not be considered. Further, if shortlisted, they will be required to bring **No Objection Certificate (NOC)** at the time of interview, failing which, they will not be permitted to appear for the interview. No TA will be paid to such candidates.
- (xvii) Forms not accompanying the Demand Draft towards application fee will be rejected and no correspondence in this regard will be entertained.
- (xviii) Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered or fabricated or should not suppress any material information while filling up their application forms.
- (xix) Applications received after last date will not be entertained.
- (xx) The Company takes no responsibility for any delay in receipt or loss in postal transit of any communication.
- (xxi) Canvassing in any form will lead to disqualification of candidature.
- (xxii) No candidate is permitted to use calculators, mobile phones, pagers or any other undesired material/ instrument in the examination hall.
- (xxiii) No Travelling Allowance will be paid to the candidates for attending written test. However, candidates who are called for interview will be paid Travelling Allowance, on production of proof of travel, as per the rules of the Company.
- (xxiv) Appointment of the selected candidates will be subject to receipt of satisfactory medical report from the Company Doctor and satisfactory report on Character and Antecedents from the concerned authorities as per rules.
- (xxv) Necessary information regarding the various stages of the Recruitment Process etc. will be hosted on Company's website www.hal-india.com (*Link: Log on to www.hal-india.com > Home Page > Click on 'Careers'*) from time to time.
- (xxvi) In case of any difficulty please contact us on our help line no. -0512-2451749-58 Ext. 4372.

IX. HOW TO APPLY-

Eligible candidates may send their applications, duly filled-in, in the prescribed format, along with Demand Draft so as reach at the following address on or before **02.04.2012**:

**DEPUTY GENERAL MANAGER (HR)
HINDUSTAN AERONAUTICS LIMITED
TRANSPORT AIRCRAFT DIVISION
CHAKERI
KANPUR- 208008 (UP)**

Candidates are required to write their name, address and post applied for on reverse side of the Demand Draft. Application is to be submitted in an envelope superscribing the post applied for.

DEPUTY GENERAL MANAGER (HR)