



PROPEL YOUR DREAMS WITH
Hindustan Aeronautics Limited
KORAPUT DIVISION



(HAL/KPT/ADVT.No.-02/2012)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production/Overhaul/Service Divisions and 10 co-located 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 & Marine Gas Turbines, Accessories, Avionics & Systems and structural components for Satellites & Launch Vehicles.

The Koraput Division, a unit of HAL's vast network, has the unique distinction of being one amongst the few Aero Engine manufacturers in the world for MiG and Sukhoi.

Applications are invited from eligible candidates in the prescribed proforma fulfilling the requirement for following posts in Hindustan Aeronautics Limited, for its Divisions at Koraput:-

Sl No.	Name of the Posts / Grade	Qualification	Number of Posts
<u>MEDICAL DISCIPLINE</u>			
1	Medical Superintendent /Sr. Medical Officer (Medicine) – (Grade-IV/III)	MBBS + PG Degree/ PG Diploma in relevant Disciplines	01
2	Medical Superintendent /Sr. Medical Officer (Anaesthesia) – (Grade-IV/III)		02
3	Medical Superintendent /Sr. Medical Officer (Paediatrics) – (Grade-IV/III)		02
4	Medical Superintendent /Sr. Medical Officer (Pathology) – (Grade-IV/III)		01
5	Medical Superintendent /Sr. Medical Officer (Ophthalmology) – (Grade-IV/III)		01
6	Medical Superintendent /Sr. Medical Officer (Orthopaedics) – (Grade-IV/III)		01
7	Medical Superintendent /Sr. Medical Officer (ENT) – (Grade-IV/III)		01
8	Medical Superintendent /Sr. Medical Officer (Obstetrics & Gynaecology) – (Grade-IV/III)		01
<u>TECHNICAL DISCIPLINE</u>			
9	Dy. Manager (Quality Control) – (Grade-III)	Degree in Engineering in relevant Disciplines	03
10	Dy. Manager (Methods) – (Grade-III)		02
11	Dy. Manager (Management Services) – (Grade -III)		02
12	Dy. Manager (Production Engineering) – (Grade -III)		03
13	Dy. Manager (Logistics) – (Grade -III)		01
14	Dy. Manager (Maintenance-Electronics) – (Grade -III)		01
15	Dy. Manager (Lab) – (Grade -III)		01

1. QUALIFICATION AND EXPERIENCE REQUIREMENT

1.1. Medical Superintendent/Senior Medical Officer (Medicine) (Grade IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Medicine** + 3 years post qualification relevant experience.

For Grade-III post : MBBS + PG Degree/PG Diploma in **Medicine** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to manage all medicine cases attending OPD and medical emergencies
- Must have good knowledge in managing patients in ICU.
- Knowledge in Echocardiography and stress test will be preferred.
- Should be able to manage cases attending emergency room when required
- Should be able to perform duties as a General Duty Medical Officer

1.2. Medical Superintendent/Senior Medical Officer (Anaesthesia) (Grade IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Anaesthesia** + 3 years post qualification relevant experience

For Grade-III post : MBBS + PG Degree/PG Diploma in **Anaesthesia** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to independently anaesthetize for major and minor surgeries and attend emergencies.
- Should be well versed with ICCU procedures including ventilator application.
- Should be able to manage cases attending Emergency Room as and when required.
- Should be able to perform duties as a General Duty Medical Officer.

1.3. Medical Superintendent/Senior Medical Officer (Paediatrics) (Grade-IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Paediatrics** + 3 years post qualification relevant experience.

For Grade-III post : MBBS + PG Degree/PG Diploma in **Paediatrics** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to manage all Paediatrics cases efficiently.
- Must have good knowledge in neonatology e.g. New born Resuscitation, preterm babies management, managing Septicaemia in newborn etc.
- Must have good knowledge in incubator and nursery care.
- Should be able to manage cases attending emergency room as and when required.
- Should be able to perform duties as a General Duty Medical Officer.

1.4. Medical Superintendent/Senior Medical Officer (Pathology) (Grade-IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Pathology** + 3 years post qualification relevant experience.

For Grade-III post : MBBS + PG Degree/PG Diploma in **Pathology** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to manage Pathology Laboratory with Bio chemistry, cytology, Histopathology, Hematology and Serology etc independently.
- Experience in Microbiology will be an added advantage,
- Should be able to manage cases attending Emergency Room as and when required.
- Should be able to perform duties as a General Duty Medical Officer.

1.5. Medical Superintendent/Senior Medical Officer (Ophthalmology) (Grade-IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Ophthalmology** + 3 years post qualification relevant experience

For Grade-III post : MBBS + PG Degree/PG Diploma in **Ophthalmology** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to independently handle OPD & Ward cases and be able to perform independently all types of Minor and Major Ophthalmic surgeries.
- Should be able to manage all the Industrial accidents leading to eye injuries independently.
- Should be able to manage cases attending Emergency Room as and when required.
- Should be able to perform duties as a General Duty Medical Officer.

1.6. Medical Superintendent/Senior Medical Officer (Orthopaedics) (Grade-IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Orthopaedics** + 3 years post qualification relevant experience

For Grade-III post : MBBS + PG Degree/PG Diploma in **Orthopaedics** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to manage closed, open fractures and multi trauma patients.
- Should be able to perform Orthopaedic surgery independently.
- Management of fractures and dislocations.
- Knowledge in Arthroscopy /Arthroplasty will be an added advantage.
- Should be able to attend and manage cases independently in the emergency room as and when required.
- Should be able to perform duties as a General Duty Medical Officer

1.7. Medical Superintendent/Senior Medical Officer (ENT) (Grade-IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **ENT** + 3 years post qualification relevant experience.

For Grade-III post : MBBS + PG Degree/PG Diploma in **ENT** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to manage ENT cases independently .
- Should be able to perform routine ENT surgeries independently.
- Should be able to detect cases of noise induced hearing loss and take measures for prevention of the same.
- Knowledge and experience in micro ear surgery and endoscopic sinus surgery will be an added advantage.
- Should be able to perform duties as a General Duty Medical Officer
- Should be able to attend and manage cases independently in the emergency room as and when required.

1.8. Medical Superintendent/Senior Medical Officer (Obstetrics & Gynecology) (Grade-IV/III)

Qualification requirement:

For Grade-IV post : MBBS + PG Degree in **Obstetrics & Gynecology** + 3 years post qualification relevant experience.

For Grade-III post : MBBS + PG Degree/PG Diploma in **Obstetrics & Gynecology** + 1 year post qualification relevant experience.

Experience/Job requirement:

- Should be able to manage and conduct Normal and Assisted deliveries.
- Should be able to deal with Gynecological and Obstetrical Surgery independently.
- Should be able to manage Antenatal and Postnatal cases.
- Should be able to resuscitate new-born after deliveries.
- Should be able to manage cases attending Emergency Room as and when required.
- Should be able to perform duties as a General Duty Medical Officer.

1.9. Dy. Manager (Quality Control) (Grade-III)

Qualification requirement:

Degree in **Mechanical Engineering** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Experience in inspection and quality management system and procedures.
- Should have knowledge of product and in-process inspection techniques.
- Should have knowledge of defect investigation, Corrective and preventive action, SQC techniques and vendor quality assurance.
- Should have sound knowledge of ISO 9000, ISO 14000 and AS-9100 C.
- Should be able to conduct internal quality audits of various departments.
- Should be able to co-ordinate with various Govt. agencies and shops to meet the task in time.
- Should have knowledge of computer operation.
- Should have knowledge of various NDT Techniques, level-II ASNT or ISNT in any one process desirable.

1.10. Dy. Manager (Methods) (Grade-III)

Qualification requirement:

Degree in **Mechanical Engineering / Production Engineering** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Should have good knowledge and experience in handling latest manufacturing technologies, process technology related to HT & Plating.
- Should have team building capabilities and ability to guide the team for achieving the results in a time bound and effective manner.
- Should be well conversant with planning / scheduling activities and have good communication / Presentation skills for effectively managing production.
- Should have experience and knowledge to develop technological process from engineering drawings for manufacturing of components
- Knowledge on machining of alloys such as Titanium alloys, Nickel base alloys and Super alloys typical for aero engine application.
- Desirable of having CNC programming & experience machining.
- Should have good working knowledge in computer applications and experience in Auto-CAD, MS Project, ERP, CAD-CAM Software.
- Desirable knowledge on facility planning for new/ upgradation of manufacturing setups of a Project.

1.11. Dy. Manager (Management Services) (Grade-III)

Qualification requirement:

Degree in **Production Engg.** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Knowledge of various Industrial engineering functions and MIS reporting system.
- Knowledge in various machining process and process parameters for aero engine materials.
- Knowledge of process time estimation and establishment of standard time for processes/ man-power planning, synthetic data development / resource planning/ optimization of capacity utilisation.
- Exposure to various incentive scheme, suggestion scheme, productive improvement measures and quality management system.
- Exposure to lean management concepts.
- Working knowledge of MS Office.

1.12. Dy. Manager (Production Engineering) (Grade-III)

Qualification requirement:

Degree in **Mechanical Engg. / Production Engg.** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Experience in co-ordinating activities of production engineering, planning, loading, controlling & the production activities of a shop involving large number of components & sub assemblies.
- Experience in project planning & monitoring in any complex product/multi product industry.
- Should be able to study the feasibility of a new project and prepare preliminary project report independently.
- Should have sufficient knowledge on budgeting finance, cash-flow, outsourcing.
- Should have good knowledge in computer application, especially in PPC and should be able to carry out assignments in latest project software on computers.
- Should be conversant with PERT/CPM techniques.
- Should have working knowledge in ERP.
- Desirable of having experience in outsourcing activities.

1.13. Dy. Manager (Logistics) (Grade-III)

Qualification requirement:

Degree in **Mechanical Engg. / Production Engg.** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Experience in activities of Commercial / Purchase Dept in connection to procurement of technical and others in connection with the production activities of a shop involving large number of components & sub assemblies.
- Should have sound commercial sense with negotiation skills and knowledge of Govt. policies related to purchase.
- Should be able to manage the tendering process, perform analysis of offers through comparative statement.
- Should have sound knowledge in custom formalities, High Sea sale Agreement, Inco Terms, Excise and Sales Tax formalities etc.

- Should be familiar with Export/ import procedures and be able to handle disputes/claims including insurance claims.
- Should have sound knowledge of computer and ERP System.
- Should have good communication skills-both oral and written.
- Should have excellent Public relation and liaison skills.

1.14. Dy. Manager (Maintenance - Electronics) (Grade-III)

Qualification requirement:

Degree in **Electronics & Communication Engg.** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Should be familiar with maintenance, Trouble shooting and fault finding of NC, CNC machines, vacuum furnaces, balancing machines and electronic discharge machines and electro plating baths.
- Should be familiar with different CNC controls like Siemens, Fanuc etc.
- Should be familiar with maintenance of thyristor controlled manpower electronics, Able to repair and fault finding of Power Electronics cards.
- Should be familiar with different types of thermocouples, RTDs and furnace heater elements.
- Should be able to configure and maintenance of different of different temperature controllers like ON/OFF, proportional and PID.
- Should be able to write technical specifications and able to do technical evaluations.
- Should be able to manage a group staff.

1.15. Dy. Manager (Lab) (Grade-III)

Qualification requirement: Degree in **Metallurgical Engg.** (Full Time) with 60% of marks in aggregate of all semesters/years + 3 years Post qualification experience in the next below Grade or in equivalent post also, in the relevant area.

Experience/Job requirement:

- Should have experience in a reputed institution / industrial laboratory with hands on experience in Mechanical testing / Metallography/NDT/Chemical / failure analysis.
- Should have experience to interpret the testing data of metallographic inspection.
- Level III approval in any one of the NDT techniques desirable.
- Working knowledge of MS Office.

Note:

Grouping of Degree in Engineering Branches for Dy. Manager (Technical) are mentioned below:

Discipline	Eligible Branches of Engineering Degree
MECHANICAL ENGINEERING	Mechanical / Mechanical & Industrial Engg / Mechanical & Production Engg.
PRODUCTION ENGINEERING	Industrial Production / Production Engg. / Industrial Engg & Production / Mechanical Production & Industrial Engg. / Production Engg. & Management / Industrial Engg. / Manufacturing Engg. / Production & Industrial Engg. / Industrial Engg. & Management / Manufacturing Science & Engg. / Manufacturing Process & Automation / Mechanical Stream – Production Engg.
ELECTRONICS ENGG.	Electronics / Electronics & Communication / Instrumentation & Control /Instrumentation & Electronics / Applied Electronics & Instrumentation /Electronics & Instrumentation / Electronics & Telecommunication
METALLURGY	Metallurgy / Materials & Metallurgy / Metallurgy & Materials Engg. / Metallurgy & Materials Technology / Metallurgy & Material Science

2. AGE LIMIT/ RELAXATION / CONCESSION

- a) Upper age limit not above 45 years as on **01.11.2012** for General category candidates. Upper age limit is relaxable by 5 years in respect of SC/ST category candidates. Upper age limit is relaxable by 3 years in respect of OBC (non creamy layer) candidates.
- b) In respect of Persons With Disability (PWDs), the upper age limit is relaxable by 5 years for general candidates, which will be over and above the relaxation admissible for candidates belongs to SC/ST/OBC.
- c) Age relaxation will be extended as per rules in respect of Ex-Servicemen/ Commissioned Officers / ECOs / SSCOs, who have rendered at least 5 years of Defence service and have been released on completion of assignment.
- d) For candidates who had ordinarily been domicile in the State of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989, upper age limit is relaxable by 5 years. However age limit with all relaxations shall not exceed 55 years.
- e) Candidates belonging to OBC category are required to produce recently obtained community certificate in proof of their community at the time of their Interview (not older than 6 months as on **01.11.2012** in the format prescribed by the Government of India, stating that they do not come under the creamy layer, from a competent authority.
- f) Reservation for the posts and concession for candidates belonging to SC/ST/OBC/PWD & Ex-Servicemen will be as per Govt. guidelines.
- g) For posts at Sl. No.1.9 to 1.15: 60% marks in aggregate mentioned in the Qualification Requirement is relaxable upto 50% marks in aggregate for candidates belonging to SC/ST category.

3. REMUNERATION

Pay Scales

Sl. No	Grade	Scale of Pay (in Rs.)
1	I	12600-32500
2	II	16400-40500
3	III	20600-46500
4	IV	24900-50500

Besides Basic Pay, Variable DA, SCA @10% on running Basic Pay, Company Accommodation/HRA, Perquisites & Allowances (at the rate of 40% on running Basic Pay for Gr-IV Officers and 42% on running Basic Pay for Gr-III Officers), PF, Gratuity, Performance Related Pay (PRP) are also admissible as per Company rules. The ceiling of perquisites is excluding 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. Non Practicing Allowance will be paid to the Doctors at the rate of 20% on running Basic Pay subject to maximum of Rs.12000/- Per Month.

4. SELECTION PROCEDURE

Candidates will be short-listed based on the initial screening and experience & others, etc. and will be called for interview. Instructions regarding Interview will be intimated to the short-listed candidates individually. Candidates called for Interview will be paid III Tier A/c train / Bus fare by shortest route on production of proof of journey as per rules of the company.

5. APPLICATION FEE:

The application should be accompanied by a crossed Demand Draft (DD) of Rs. 400/-, which is non-refundable, drawn in favour of "**Hindustan Aeronautics Limited, Koraput Division**" payable at State Bank of India, Sunabeda-2, Code No. 1304 only. No other mode of payment will be accepted. Application fee is exempted in the case of SC/ST/Person With Disability-PWD candidates. The Demand Draft should have been obtained between **01.11.2012 to 30.11.2012**. The candidates are required to write their name, date of birth and the post applied for, behind the demand draft while forwarding the same along with the application.

6. GENERAL CONDITIONS

- i) Only Indian Nationals need to apply. Mere submission of application will not entitle any right for claiming Appointment.
- ii) AMIE courses by Institute of Engineers (India), Kolkata, are also eligible. Graduate IIIE course from Indian Institution of Industrial Engineering, Mumbai under production discipline, are also eligible.
- iii) Minimum percentage of marks in the essential qualification as indicated above shall be aggregate of all semesters to be calculated taking average of all semesters/years, irrespective of the weightage given to any particular semester/year by the Institute/University. No rounding off will be done. Wherever CGPA/OGPA or letter grade, etc in a degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University / Institute. Candidates are required to submit a certificate to this effect from the University / Institute at the time of interview.
- iv) Candidates are required to indicate their contact telephone numbers as well as valid email-ID in their applications, for ensuring faster communication.
- v) Age and experience will be counted as on **01.11.2012**. Candidates must have total post qualification experience in a PSU / Large Pvt. Sector Organization, as specified in the relevant field of the application.
- vi) Candidates belonging to SC/ST/OBC/PWD/XSM are required to send copies of relevant Certificates along with the application in support of their claim.
- vii) Applicants serving in Govt. / Semi Govt. / Public Sector Enterprises should apply through proper channel or produce NOC at the time of Interview failing which they shall not be allowed for appearing interview & no TA will be paid.
- viii) Candidates who have work experience in the private sector and claiming experience should submit the experience certificates in the letter head of the company, at the time of interview. The letter head of the company should have the details of company registration number, address of Registered Office/Head Office, etc.
- ix) Appointments of selected candidates are subject to receipt of satisfactory Medical Reports as per the standards prescribed by HAL as well as verification of Caste and Character & Antecedents from the concerned Authorities, as per rules of the Company.
- x) **Health:** Applicants should be of sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates will be subject to receipt of satisfactory medical report from the Company's Doctor. In case of PWD candidates the percentage of disability should be 40% or more which will be certified by the special medical board constituted by the appropriate Government for this purpose.
- xi) Posts notified are identified to be filled-up by external candidates only through Direct Recruitment. Therefore applications of **internal candidates**, if any, will not be considered against these posts.
- xii) Candidates are required to furnish detail break-up of their experience. Applications that are not in conformity with the requirements indicated in this advertisement / incomplete applications / those received after the last date will not be entertained. HAL takes no responsibility for any delay in receipt or loss in postal transit of any application or communication. Before applying, the candidates should satisfy themselves regarding eligibility criteria specified for the post.
- xiii) HAL reserves the right to raise the eligibility criteria to restrict the number of candidates to be called for Interview and also fill up the posts or alter the number of posts or even cancel the whole process of recruitment without assigning any reason. Company reserves the right to reject any application without assigning any reason whatsoever.

7. HOW TO APPLY

Eligible candidates may forward their applications in the prescribed format (available in our website at www.hal-india.com) along with attested photocopies of all the certificates to **The Sr. Manager (HR-TM/PM), Hindustan Aeronautics Limited, Koraput Division, Sunabeda -763 002, Dist: Koraput, Odisha**, by Speed post / Registered Post, so as to reach on or before **30.11.2012**.

-DY. GENERAL MANAGER (HR)