

# Hindustan Aeronautics Limited

**Soar to Great Heights with HAL**

**Openings are available for the following positions:**

SL NO.	POST DETAILS	GRADE	NO. OF POSTS
1	GENERAL MANAGER (CONTRACTS) <a href="#">Click Here</a>	IX	1 (UR)
2	GENERAL MANAGER (MARKETING) <a href="#">Click Here</a>	IX	1 (UR)
3	GENERAL MANAGER (PROJECTS) <a href="#">Click Here</a>	IX	1 (UR)
4	ADDL. GENERAL MANAGER ( FLIGHT OPERATIONS & SAFETY) <a href="#">Click Here</a>	VIII	1 (UR)
5	ADDL. GENERAL MANAGER (FINANCE ) - (TAXATION) <a href="#">Click Here</a> (MERCHANT BANKING) <a href="#">Click Here</a>	VIII	2 (UR)
6	JOINT COMPANY SECRETARY <a href="#">Click Here</a>	VII / VI	1 (UR)
6	DY. MANAGER (HR) / MANAGER (HR) <a href="#">Click Here</a>	III / IV	7 (1-SC, 3-OBC, 3-UR)

### Pay Scale, Age Limit & PPQ Experience requirement

Sl. No.	Grade	Pay Scale*	Age Limit as on 01-10-2012	Post Professional Qualification (PPQ) Experience requirement
1	Grade III	20600-46500	45 years	4 years
2	Grade IV	24900-50500	45 years	7 years
3	Grade VI	32900-58000	48 years	13 years
4	Grade VII	36600-62000	48 years	16 years
5	Grade VIII	43200-66000	50 years	18 / 19 years
6	Grade - IX	51300-73000	52 years	21 years

\*Annual Increment is 3% of Basic Pay

**Remuneration:** Candidates will be appointed in the scale of pay as indicated above. Besides Basic Pay, Variable DA, Company Accommodation / HRA, PF, Gratuity & Performance related pay (PRP), candidates will be eligible for perquisites and

allowances under the cafeteria system limited to the following percentage of Basic Pay.

<b>Officers in</b>	<b>Allowances as a % of running Basic Pay</b>
Grade II to III	42
Grade-IV to VI	40
Grade-VII & higher	38

The above ceiling 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

### **Application Fee**

- Application fee Rs.400/- (Rupees Four Hundred only), which is non-refundable (exempted in the case of SC/ST/PWD candidates) is to be paid. Candidates are required to pay Bank Commission of Rs.25/- per challan for depositing fee at any of the SBI Branches. Candidates paying application fee at SBI need to pay Rs.425/- (Application fee of Rs. 400 + Bank commission of Rs.25).
- Application fee is to be deposited in the "Hindustan Aeronautics Limited – Recruitment Account" bearing number **30969511830** at any of the core banking branches of State Bank of India in the prescribed Challan and a Journal Number be obtained. No other form of payment is accepted. Format of the [Challan](#) can be downloaded by clicking [here](#).
- Candidates are required to provide details of the Application Fee paid in the Application Form. If the details are not provided, the application will be treated as incomplete and will not be accepted;
- Applications fee can be deposited till the last date for receipt of applications;
- Application fee once deposited into Company's account will not be refunded under any circumstances, even if the candidate is unable to forward the application or due to being ineligible at the time of applying or rejection of application due to postal delay/loss. Therefore, before depositing the application fee, candidates should ensure that they meet all the eligibility criteria;
- Candidates should forward original counterfoil of the Challan (HAL copy) along with the Application Form. Photo copy / Xerox copy of the challan will not be accepted. In such case, the candidature will be rejected and the application fee will not be refunded.
- The candidate should retain original counterfoil of the Challan (Candidate's copy) for future reference.

### **Reservation / Relaxation & Concessions**

Reservation as per Govt. Directives will be applicable. Besides, the following Relaxations & Concessions would also be available to candidates belonging to SC / ST / OBC / PWD / XSM categories:

- Upper Age Limit is relaxable by 5 years in respect of SC/ST candidates. Upper Age Limit is relaxable by 3 years in respect of OBC candidates, provided a recently obtained Certificate (not older than six months as on **01-10-2012**)

of not belonging to the 'Creamy Layer', in the format prescribed by the Government of India, from a Competent Authority, is produced by the candidate at the time of interview.

- In respect of Persons with Disabilities (PWDs), upper Age Limit is relaxable by 5 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC categories.
- For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989, upper age limit is relaxable by 5 years.
- Relaxation will be extended as per rules in respect of Ex-servicemen / Commissioned Officers / ECOs / SSCOs who have rendered at least 5 years of Military Service and have been released on completion of assignment.
- SC / ST / PWD candidates are exempted from payment of Application Fee.

### General Conditions

- Only Indian Nationals need apply. Mere submission of application will not entail right for claiming Appointment.
- HAL reserves the right to cancel the advertisement and / or the selection process there under.
- Only short listed candidates will be called for Interview.
- Age and experience are to be counted as on **01/10/12**
- Out of the total post qualification experience mentioned against each position, candidates are required to possess a minimum of **3 years** experience in the next below Grade / Level (applicable for PSUs/Govt) or in other equivalent posts in case of private sector, as on **01/10/12**
- Candidates belonging to SC/ST/OBC/PWD categories are required to submit copies of Caste Certificates/Disability Certificate in the prescribed format at the time of Interview.
- HAL reserves the right to offer immediate lower Grade, with regard to stroke post in case, candidates are not found suitable for the higher grade, for the posts advertised.
- Applicants serving in Govt. / Public Sector Enterprises should apply through proper channel. In case the candidates are not able to apply through proper channel, they are required to produce NOC (No Objection Certificate) at the time of Interview. No candidate, serving in Govt / Public Sectors, will be permitted to attend the interview without NOC, nor claim any TA reimbursement.
- Applicants with work experience (Present & Previous Employments) in Private Sectors should produce the Experience Certificate in Company's letter head. The letter head of the Company should have invariably the details of the Company's Registration Number.
- These vacancies 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 any of the posts.

- Appointment of selected candidates is subject to receipt of satisfactory Medical Reports from the HAL Hospital as per the standards prescribed by HAL as well as verification of Caste and Character & Antecedents from the concerned Authorities, as per the rules of the Company.
- 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.
- Applicants should not attach any documents with the application blank other than the specified one in the application blank.
- Applicants are required to possess the qualification and experience as mentioned in the advertised criteria. Applicants with equivalent degrees will not be considered.
- If the information and details given by the candidate are found to be false or incorrect or suppressed or hiding any information, at the time of verification or at the later stage the candidature/ appointment will be terminated without notice.
- Canvassing in any form will disqualify the candidature.

### How to Apply

- Candidates meeting the above specifications may submit their applications in A-4 size paper strictly in the prescribed format available in this Website along with a self-attested recent Passport Size Photograph. Applications sent in any other formats or which are incomplete and received after the last date will be summarily rejected. The [Application Form](#) can be alternatively downloaded by clicking [here](#).
- Application form should accompany original counterfoil of [Challan](#) (HAL Copy) for having paid the Application fee (wherever applicable). If the application form is not enclosed with the original challan, the application will be rejected. No communication will be sent to the candidates.
- The envelope should be superscribed with the title of the post applied for.
- Eligible candidates may forward their duly filled in application in the prescribed format as per the following details

Applications for posts may be forwarded to:

Chief Manager (HR)  
Hindustan Aeronautics Limited, Corporate Office  
15/1, Cubbon Road,  
Bangalore-560 001.

so as to reach us latest by **17.11.2012**. In case of any difficulty, please contact us at: Email: [recruitment@hal-india.com](mailto:recruitment@hal-india.com)

**Phone:**

080-22320411

080-22320917

**Fax No.:** 080-22320432