



**Advt No.HR/E/2025/16**

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 **Engagement of Personnel in the Executive Cadre, on short Term Basis.**

**A.DETAILS OF VACANCIES**

**No. of Posts: 7**

**Post- Wise Posting details for Engagement of Personnel in the Executive Cadre, on Short Term Basis**

Posting	Post Name	Total posts	Discipline	Discipline No. of posts	Reservation
RCMA (Nashik)	Middle Specialist	2	Mechanical	1	UR-1
			Electronics	1	UR-1
	Junior Specialist	2	Mechanical	1	OBC NCL-1
			Electrical	1	UR-1
RCMA (Koraput)	Middle Specialist	2	Mechanical	1	UR-1
			Aero	1	UR-1
	Junior Specialist	1	Propulsion	1	UR-1

(UR-UnReserved, SC-Scheduled Caste / ST-Scheduled Tribe / OBC- Other Backward Classes (Non-creamy layer) / EWS-Economically Weaker Section / PwBD-Persons with Benchmark Disability)

**Post Suitability for PwBD:-**

Sl No.	Posts /Disciplines	Visual Impairment	Hearing Impairment	Locomotor Disability	Other Disabilities	
		(a)	(b)	(c)	(d)	(e)
1	Middle/Junior Specialist - Mechanical	--	D, HH	OA, OL, LC, Dw, AAV, SDD/SID, SD/SI	SLD	MD involving (b) to (d)
2	Junior Specialist - Electrical	--	D, HH	OA,OL,BL, OAL, CP, LC, Dw, AAV, SDD/SID, SD/SI	ASD(M), SLD	MD involving (b) to (d)
3	Middle Specialist - Electronics	--	D, HH	OA, OL, CP, LC, Dw, AAV, SDD/SID, SD/SI	ASD(M), SLD	MD involving (b) to (d)
4	Middle Specialist - Aero	--	HH	OA, OL, Dw, AAV, SDD/SID, SD/SI	ASD(M), SLD	MD involving (c) & (d)
5	Junior Specialist - Propulsion	--	HH	OA, OL, Dw, AAV, SDD/SID, SD/SI	ASD(M), SLD	MD involving (c) & (d)

Hearing Impairment	Locomotor Disability	Other Disabilities
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, OAL= One Arm & One Leg, 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), SLD=Specific Learning Disability, MD=Multiple Disabilities from amongst persons under Clauses (b) to (d)

## B. QUALIFICATION(S) ,POST PROFESSIONAL QUALIFICATION EXPERIENCE,AGE LIMIT & RELAXATION

### (i) ESSENTIAL/PROFESSIONAL QUALIFICATION(S)

The Qualification requirements would be Bachelor's Degree in Engineering /Technology or its equivalent from the Institutes / Universities recognized by appropriate statutory authorities in the Country, in the requisite Disciplines with minimum 60% of aggregate Marks (Gen/OBC-NCL/EWS) and 50% of aggregate Marks (PwBDs);

Discipline	Eligible Branches of Engineering
Electrical	Electrical/Electrical & Electronics/ Electrical & Instrumentation
Mechanical	Mechanical / Mechanical & Industrial Engg. / Mechanical& Production Engg.
Electronics	Electronics / Electronics & Communication / Instrumentation & Control /Instrumentation & Electronics /Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Telecommunication
Aero/Propulsion	Aeronautical / Aerospace

### (ii) POST PROFESSIONAL QUALIFICATION EXPERIENCE

Experience will be calculated from the date of acquiring the requisite Professional Qualification. Experience prior to acquiring the requisite Professional Qualification will not be reckoned for calculation of Professional Qualification experience.

Any Full-Time additional degree acquired during the period of experience post acquiring Professional Qualification, will not be reckoned as experience and the duration of course will be deducted from the total Professional Qualification experience possessed

**The Upper age limit based on the Post Qualification Experience prescribed by CEMILAC is as indicated below:**

Sl No.	Level	Post Qualification Experience prescribed by CEMILAC	Upper Age Limit
1	Middle Specialist	4 to 8 years	40 years
2	Junior Specialist	2 to 4 years	35 years

\* Induction scale will be as per Qualification & Post Qualification experience, as per Rules of the company.

- Age Relaxation on the upper age limit of maximum 5 years in respect to Ex-servicemen/Commissioned Officers/ECOs/SSCOs who have rendered at least 5 years of service and have been released on completion of assignment.
- For candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1.1.80 to 31.12.89, the upper age limit is relaxable by 5 years.
- Relaxation/concessions for candidates belonging to OBC/XSM & PwBD would be made as per Company Rules. Upper age limit with all relaxations shall not exceed 55 years. For PWBD candidates, the upper Age limit with all relaxations shall not exceed 56 years.

## C. REMUNERATION AND OTHER BENEFITS

- The tenure of the engagement would be 2 years, which may be extendable by 1 more year based on the requirement.
- Personnel engaged on short term basis would be initially paid monthly consolidated Remuneration as below:

Sl No.	Level	Consolidated Remuneration ( Rs.) p.m.	Consolidated Remuneration ( Rs.) p.m.[after deduction of PF@ 12%of (3)]
(1)	(2)	(3)	(4)
1	Middle Specialist	50,000/-	44,000/-
2	Junior Specialist	40,000/-	35,200/-

**Note:** a) In addition to the consolidated remuneration, a maximum of Rs. 15,000/- p.a will be paid towards reimbursement of expense for premium to take Life Insurance coverage and Health Insurance coverage of Rs. 5 Lakhs each. The proof of having taken Insurance Policy need to be submitted within 3 months of engagement. No separate amount will be paid for uniforms, stitching charges, shoe allowance etc.

b) The personnel will be governed by the provisions of the PF act, Income Tax etc as per the applicable rules.

- Yearly hike/increment of 5 % on consolidated remuneration will be given every year during the month of July starting from the 2<sup>nd</sup> Year of engagement based on the performance of candidates which will be certified by CEMILAC. Monthly payment will be remitted by HAL directly to the account of the personnel engaged by HAL and deployed to CEMILAC on certification & attendance.
- TA [III Tier A/c (3A) Train fare or equivalent] will be reimbursed to the candidates who are called from outside Nasik for attending the Interview.
- Actual cost of movement of deployed manpower posted at CEMILAC within India for official work (i.e. equivalent TA/DA) will also be paid subject to a ceiling of maximum Rs 75,000/- for 3 years per person.
- Performance of the personnel would be assessed on a half yearly basis.
- Personnel engaged on short term basis will be entitled for one day Causal Leave, for every calendar month of services besides 12 Festival Holidays applicable for HAL employees.
- Female personnel will be entitled to Maternity Benefits as per the provisions under the Maternity Benefit Act, 1961.
- The engagement of contract basis would be subject to presenting a Medical Fitness Certificate.

#### D. EXPERTISE/SKILLS/KNOWLEDGE REQUIRED

S. No	Name of the Post and Discipline	Activities of Airworthiness Certificate of Aircraft/Systems
1.	Junior Specialist	<p>Good Academic Knowledge in the required discipline.</p> <p>Knowledge and Interest to work in the Indian Military Certification Practices.</p> <p>Exposure to Life Cycle of Development of Aircraft Systems</p> <p>Understanding the scope of Technical specifications of Air Systems.</p> <p>Scrutiny of Qualification Test Requirements</p> <p>Working knowledge of simulation tools for Airworthiness.</p>
2	Middle Specialist	<p>Awareness about the Indian Military Certification Practices and Standards</p> <p>Knowledge about Life Cycle of Development</p> <p>Understanding the scope of Design Reviews(PDR/CDR)</p> <p>Interpretation of Technical Specifications for Air Systems</p> <p>Scrutiny of Qualification Test Requirements</p> <p>Scrutiny of ACP Documents and Test Schedules.</p>

## E. TENURE OF ENGAGEMENT

The selected candidates will be engaged on tenure basis for a maximum period of two years from the date of engagement, which may be extended by one more year based on the requirement. 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 two years from the date of joining, without any further notice. However extension of tenure for one more year may be considered on case to case basis where workload and requirement exist. The tenure based engagement will not confer any right on the personnel to claim the status of a regular employee of the Company.

The management would have the right to terminate the engagement by giving 3 months' notice in writing, or by paying 3 months remuneration. Similarly, if the engaged personnel wishes to resign from the services, he/she can do so, by giving 3 months' notice in writing or by paying 3 months consolidated remuneration. However, the management reserves the right not to accept the resignation, if the circumstances so warrant.

## F. PLACE OF POSTING

Selected candidates will be posted at the Divisions/bases mentioned in Para-A. 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. PRE-EMPLOYMENT MEDICAL EXAMINATION

1. Applicants should be of sound health and should meet the medical standards prescribed by the Company.
2. Appointment of selected candidates will be subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company.

## H. APPLICATION FEE

**Rs.500/- (Rupees Five Hundred only)** (which is inclusive of GST) is to be paid as Application Fee. Candidates belonging to SC/ST/PwBD are exempted from the payment of Application Fee. Application Fee once paid will not be refunded under any circumstances. HAL will not be responsible in case a Candidate deposits the Application Fee to the wrong Account / multiple Candidates are therefore requested to verify their eligibility before paying the Application Fee.

## I. PROCEDURE TO APPLY

- 1) Before registering the Application, the candidate should possess the following:
  - a) Valid E-Mail id that should remain active till the completion of the Selection Process;
  - b) Soft Copy of the latest Passport Size Colour photograph (in .jpg file and less than 180 kbs in size) for uploading in the Application Form;
  - c) Educational Details like Semester wise Marks, etc.
  - d) Employment details (if applicable)
- 2) Eligible and interested candidates are required to apply Online only, through HAL Website, i.e. [www.hal-india.co.in](http://www.hal-india.co.in) (Careers Section) from **12.06.2025 to 02.07.2025** (No other means/ mode of Application will be accepted. The steps for submitting the Application Online and depositing the Application Fee through ePayment are as follows:

Step - 1: Candidate is required to click the link given at [www.hal-india.co.in](http://www.hal-india.co.in) (Careers Section) for the Registration & select the name of the post for which he / she wants to apply.

Step - 2: Eligibility Details are required to be filled up and photograph to be uploaded. On submission of Eligibility details, a unique Application number is generated and the Candidate is led to the Personal and Qualification details Page. Eligibility details once submitted cannot be edited. Once the Application number is generated, the Candidate will have an option to re-login for further completion of Application.

Step - 3: The Personal & Qualification details are required to be filled up. Before finally any details already entered, if required.

a) In case of candidates belonging to SC/ST/PwBD candidates, on submission of personal & qualification details, the registration process will be completed in the Application Confirmation page. They are required to print the Application Confirmation page for future reference.

b) In case of candidates belonging to UR/OBC(NCL)/EWS categories, on submission of Personal & Qualification Details, they are required to make Online Payment through ePay (Payment Gateway).

**Step 4:** (for UR/OBC(NCL)/EWS categories only): Candidates are required to deposit Application fee through ePayment with options to choose a preferred mode of Payment viz. BHIM-UPI etc. and make the payment of Application Fee i.e. Rs.500/- (which is inclusive of GST) (excluding applicable convenience Fee and Taxes). Applicable convenience Fee and Taxes, if any, over and above the Application Fee will be borne by the Candidates. After successful transaction in ePayment, Candidates will be redirected to Application Confirmation Page by uploading the payment document & reference number.

- 3) The Application Fee once paid will not be allowed to be withdrawn and the application fee once paid will not be refunded on any account. Candidate is required to print the Application Confirmation page for future reference. Candidates are advised to pay the Application Fee and also complete the above process well before the closing date and time and not to wait till the last date to avoid the possibility of disconnection / inability / failure to login to the Website on account of heavy load on Internet or Website jam. In case of non-payment of Application Fee and not completing the above steps the Application will be incomplete and the same will be rejected.
- 4) Candidates are required to possess a valid **e-mail ID**, so that intimation regarding interview can be sent on the same. HAL will not be responsible for bouncing of e-mails sent to the candidates. However, from time to time, necessary information will be hosted on HAL website

## J. SELECTION PROCESS

Post Name	Selection Procedure
Junior Specialist & Middle Specialist	<p>Selection may be done through Written Test &amp; Interview with a weightage of 85:15 respectively. Interview would be conducted for those candidates who qualify in the Written Test;</p> <p>Candidates will be shortlisted for the Interview in the order of Merit based on the performance in the written Test, in the ratio 1:5</p>

Shortlisting of the candidates for the written test is provisional and is subject to verification of all the documents after the Written Test. Instructions regarding examination will be intimated to the short-listed candidates through the admit Card and HAL Website.

Selection process will comprise the Written Test will be held at **Nashik / any other City at the discretion of the Management** and Interview will be held at **Nashik**. The date and time of the Written Test will be intimated to shortlisted eligible candidates by admit card/email (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 qualifying in the Written Test will be called for Interview 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 Interview

(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 Interview will be given through HAL website.

Candidates will be shortlisted for the interview in order of merit based on the performance in the Written Test, in the ratio of 1:5.

Candidates should secure atleast 50% marks each in the Written Test and Interview, for qualifying in the Selection. (Relaxation to the candidates belonging to the reserved categories will be given as per rules). The entire selection process (including qualifying marks in every stage) will be governed by the extant Recruitment Rules of the Company, uploaded in the HAL Website.

#### K. GENERAL TERMS AND CONDITIONS

1. Only Indian Nationals can apply.
2. Age and Experience are to be calculated as on **20.05.2025**
3. Candidates are allowed to apply only once and application details once sent cannot be altered at any point.
4. Candidates possessing only regular/full time qualifications prescribed above are eligible to apply. In other words, candidates with qualifications acquired through part time/ correspondence/ distance education/e-learning courses are not eligible to apply.
5. The total maximum marks and total marks obtained for all semesters/years will be summed up to arrive at the aggregate percentage marks. No rounding off will be done. No weightage will be given to any particular semester or year. Candidates must indicate the aggregate marks (of all semesters/years put together).
6. Mere submission of application will not entail right for claiming employment.
7. Candidates who are employed in government/semi-government/public sector undertakings should apply through their employers i.e. through proper channel. Further, such candidates are required to produce **'No Objection Certificate'** at the time of Interview from their employer failing which they will not be permitted to appear for the interview under any circumstances.
8. **Experience:**
  - (a) Experience possessed by candidates engaged on permanent/contract basis directly by PSUs/Central/State governments concerned shall be considered as experience for the purpose of selection. In that case, experience certificate is to be produced from such PSUs/Central/State governments, etc. indicating the contract engagement. With regards to No Objection Certificate, the same needs to be in line with the terms, conditions and rules applicable for such contract engagement in the concerned organization.
  - (b) Experience possessed by candidates in private organizations on contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
  - (c) Experience possessed by candidates engaged on contract basis through contractors by PSUs/Central/State governments will not be considered as experience since the engagement is not direct.
  - (d) The contract experience possessed by candidates as at (a) & (b) above will be considered as experience for the purpose of selection only if the experience is in executive cadre of the concerned PSUs/Central/State/Private organizations.
  - (e) If the candidate claims post-qualification experience in PSUs/Govt./Semi-govt. organizations, they should possess prescribed minimum number of years of experience in the next below grade or in the equivalent post.
  - (f) In the absence of proper experience certificates, candidates shall be required to attach joining and relieving letters. In case of serving employees, latest salary slip may be sent in place of relieving letter
  - (g) Candidates who have left a PSU after availing benefits under the VRS (Voluntary Retirement Scheme), if selected for a post in HAL will have to return the VRS compensation to the concerned PSU.
9. Candidates who have been selected on short term basis, will be allowed to join the Company pending receipt of Character & Antecedents verification, subject to fulfilling the conditions (i.e. receipt of Police Clearance Certificate from the Jurisdictional Police Station, Undertaking etc.) as applicable to the Personnel selected on Tenure basis.
10. Management reserves the right to call for any additional documents in support of qualification, experience etc. at any stage of selection.
11. The above requirement is tentative and the same may increase or decrease depending on the actual requirement. HAL reserves the right to modify/alter/restrict/enlarge/cancel the recruitment process



including reservations, if need so arises without issuing any further notice or assigning any reasons thereafter. The decision of the management will be final and no appeal will be entertained against this issue.

12. Before applying the candidates should satisfy themselves regarding eligibility criteria desired for the post. The candidates should also ensure that the particulars furnished by him/her in the application are correct in all respect. The details entered in the specific column will be taken as final. In case it is detected at any stage of recruitment that the candidate does not fulfill the eligibility criteria or he/she has furnished any incorrect/false information or has suppressed any material facts, his/her candidature will stand cancelled. If any of these shortcomings are detected even after appointment, his/her services are liable to be terminated.
13. The vacancies identified are to be filled by external candidates only, through direct recruitment.
14. Applications not in accordance with the prescribed form or incomplete/unsigned form or without attested copies of certificates mentioned above shall not be considered. **No applications/resumes will be accepted by e-mail.**
15. Any sort of canvassing or influencing the officials related to the recruitment/selection process would result in immediate disqualification of the candidate.
16. Any legal disputes arising out of this advertisement and/or an application in response thereto shall be instituted in appropriate courts/tribunals/forums in Nashik only.
17. During the period of contract engagement, the engaged personnel will be governed by the Rules & Regulations of Service, including HAL Conduct, Discipline & Appeal Rules, 2024, as applicable to the regular Officers of the Company.
18. Personnel engaged on short term basis will be entitled for one day Casual Leave, for every calendar month of service besides 12 Festival Holidays applicable for HAL employees

#### K. IMPORTANT DATES

Activity	Dates
Issue of advertisement on HAL website	12-06-2025
Last date for receiving applications	02-07-2025

Any further update/corrigendum/addendum (if any) with regards to this advertisement will be hosted only on HAL Website [www.hal-india.co.in](http://www.hal-india.co.in)

Candidates are requested to check the website regularly. In case of any difficulty or for any queries regarding the filling of applications, contact us at 02550-271964 or at [rectt.nsk@hal-india.co.in](mailto:rectt.nsk@hal-india.co.in)

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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 such 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**