



**HINDUSTAN AERONAUTICS LIMITED**  
**HAL Bangalore complex**  
**LCA TEJAS DIVISION**

Hindustan Aeronautics Limited (HAL), a Navaratna 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 Canters spread across the Country. HAL's spectrum of expertise encompasses Design, Development, Manufacture, Repair, Overhaul and upgrade of Aircraft, Helicopters, Aero-Engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

LCA Tejas Division, HAL , Bangalore Complex is in the process of inducting Personnel on **Tenure Basis (Maximum for Four Years)** in the Non-Executive Cadre, Direct Labour category & Indirect Labour Category. There is a requirement of induction of Diploma / ITI+NAC / NCTVT personnel in Scale-6/ Scale-5 respectively in Direct Labour Category and Security Guards (Ex-servicemen) in the indirect labour cadre in scale -4 as per the following details:

SI No	Post Discipline Trade & Scale	Post identified for Ex-servicemen/ PWD	No of Post & Reservations					Qualification
			SC	ST	OBC	UR	Total	
(i)	(ii)	(iii)	(iv)					(v)
1	Technician (Painter)	nil	-	1	2	1	4	ITI + NAC/NCTVT (Painter)
2	Technician (Grinder)	nil	-	-	1	3	4	ITI + NAC/ NCTVT (Grinder)
3	Security Guard	Ex-servicemen	3	1	5	11	20	Ex-servicemen possessing PUC/Intermediate or Ex-servicemen (Combatant) with 3 years of experience +SSLC (Knowledge and hands on experience in operating computer preferred + possessing Driving license to drive two wheeler/ four wheeler desirable)
4	Technician (Fitter)	Exclusively for PWD Candidates	1(HH )	-	1(HH)	01(VH-LV) & 02(HH)	5	ITI + NAC/ NCTVT (Fitter)
5	Aircraft Technician (Ex-servicemen)	Ex-servicemen from IAF	Engine Trade 01, Airframe 03, Armament 01, SEW 01, Radio 03, Radar 04, Instrumentation 03, Electrical 01				17	For the trades such as Engine, Airframe, Armament, Radio, Radar, Instrumentation And Electrical, Ex-Servicemen with the qualification equivalent To Diploma In Engg / Tech) is required. For SEW Trade, Ex-Servicemen with the qualification equivalent to ITI+ NAC / NCTVT is required.  Working experience on aircraft such As Jaguar / Mirage / Mig Series / Su-30 in IAF is essential.
<b>TOTAL POSTS</b>							<b>50</b>	

## QUALIFICATION REQUIREMENT

- ➔ Candidates applying for the post of Technician in the trades of Grinder/Painter and Fitter should possess Regular/ Full-Time ITI + NAC / NCTVT after 10th Std.
- ➔ **Candidates with Part Time / Correspondence / Distance Education / E-learning qualification will not be eligible to apply.**
- ➔ **Candidates applying for the post of Ex-Servicemen Aircraft Technician for LCA Tejas Division in-respect of Engine, Airframe, Armament, Radio, Radar, Instrumentation and Electrical trades should possess the Diploma in Engineering/Technology and should have worked on aircrafts such as Mirage, Jaguar, Su-30 and MiG series aircrafts in IAF.** The Diploma in Engineering / Technology Certificate should have been issued by the concerned Board of Technical Education/Institute, if the qualification was acquired before joining the I A F . In case of the Diploma in Engineering / Technology in the relevant trade awarded by Indian Air Force, such Diploma should have been awarded after undergoing the prescribed training and passing the required examination specified by the Indian Air Force wherein the candidates have undergone the training.
- ➔ **Candidates applying for the post of Ex-Servicemen Aircraft Technician in respect of SEW trade should possess the ITI + NAC/NCTVT in SEW Trade and should have worked on aircrafts such as Mirage, Jaguar, Su-30 and MiG series aircrafts.** The Certificate should have been issued by the concerned Board of Technical Education/Institute, if the qualification was acquired before joining the IAF. In case of NAC in SEW trade awarded by Indian Air Force, such NAC should have been awarded after undergoing the prescribed training and passing the required examination specified by the IAF wherein the candidates have undergone the training.
- ➔ For appointment to above posts, candidates possessing higher qualifications than the required qualification indicated in the Advertisement / Notification against the respective post **need not apply**. Candidate pursuing / enrolled for any other qualifications should mandatorily indicate the same in the application format. Candidature of such personnel who possess higher qualification than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected at any stage of the Recruitment or Selection.

## AGE LIMIT / RELAXATION / CONCESSION

- ➔ The upper age limit as on **01.02.2017** is **28 years**.
- ➔ The upper age limit is relaxable by 5 years in respect of SC/ST and 3 years in respect of OBC(NCL) candidates. Candidates belonging to OBC category are required to produce recently obtained Non-creamy layer Certificate in proof of their Community (not older than 6 months) i.e **LAST DATE OF ONLINE APPLICATION** stating that they do not come under the creamy layer from the Competent Authority, in the Central Govt. format at the time of document verification. Candidates belonging to the SC/ST category are also required to produce their community certificate in proof of their community at the time of document verification in the prescribed format. The format for OBC caste certificate in Annexure – A, SC/ST– Annexure – B and PWD–Annexure – C are attached.
- ➔ The upper Age limit is relaxable for candidates with relevant Post Qualification Experience, to a maximum extent of 7 years for all the posts except for the Ex-servicemen. Relaxation in age would be one year for every completed year of relevant post qualification experience over and above the maximum age limit indicated above. Experience will be counted as on **01.02.2017**

- ➔ In respect of the posts not reserved for SC/ST categories, the SC/ST candidates can also apply for such un-reserved vacancies, if they satisfy the eligibility criteria for Unreserved posts Category including the age criteria. However, they have to indicate their actual category in online registration to avail fee concession.
- ➔ In respect of Persons with Disability (PWDs), upper age limit is relaxable by 10 years which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC mentioned above.
- ➔ PWD candidates may apply for the post identified for them as indicated. Persons with 40% or more relevant disability only are eligible to apply for PWD posts. Candidates are required to produce the original Disability Certificate issued by the Competent Authority at the time of the Document verification.
- ➔ Relaxation in Age limit in respect of Ex-Servicemen who are applying against Sl. no 3 & Sl. no 5 of the above table will be extended as per rules. Ex-Servicemen who has put in not less than six months continuous service in the Armed Forces of the Union, shall be allowed to deduct the period of such service from his actual age and if the resultant age does not exceed the maximum age limit prescribed for the post or service by more than 3 years, he is deemed to satisfy the condition regarding the age limit. Upper age limit with all relaxations for Ex-Servicemen shall not exceed 55 years as on **01.02.2017**.
- ➔ For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01.01.1980 to 31.12.1989, upper age limit is relaxable by 5 years.
- ➔ Reservation in respect of the post mentioned at Sl. No 5 will be as per the rules.

#### **APPLICATION FEE**

- ➔ **Rs. 200/- (Rupees Two Hundred Only)** is to be paid as application fee. The application fee is non-refundable. Candidates belonging to **SC/ST/PWD** are **exempted** from the payment of application fees.
- ➔ The above Application fee is to be deposited in the name of **“HAL – RECRUITMENT ACCOUNT”** bearing account number **31700415045** at any core banking branches of **State Bank of India** only in the prescribed challan and the Journal number given by the bank on payment of fee needs to be entered in the online application form while applying. **No other form of payment is accepted. Prescribed challan format is available under downloads in the online registration form.** Candidates are required to pay applicable amount towards bank commission for depositing fee at other than SBI, HAL Branch, Bangalore.
- ➔ Candidates are required to provide the details of the application fees paid in the online application form. If details are not provided, the application will be treated as incomplete and will not be accepted. Application fee can be deposited till the last date of submission of online application. Candidates are required to write their particulars in the challan.
- ➔ Application fee once deposited into the company's account will not be refunded under any circumstances, even if the candidate is unable to forward the application details or due to being ineligible at the time applying or rejection of application etc. Therefore, depositing the application fees, candidates are required to ensure that they meet all the eligibility criteria.
- ➔ Candidates should forward original counter foil of the challan (**HAL copy**) along with the printed registration / acknowledgement form. **Photocopy / Xerox copy of the challan will not be accepted.** In such case, **the candidature will be rejected and the application fees will not be refunded.** The candidate should retain the original counter foil of the challan (**Candidate Copy**) for future reference.

## **SELECTION PROCEDURE**

Eligible candidates who apply online based on the initial screening only will be considered for the Written Test, subject to their meeting notified criteria. The minimum cut off percentage of marks to be scored by the candidates in the qualifying examination i.e. Diploma / ITI+NAC /NCTVT in the respective Trades / Disciplines except for Ex-Servicemen are as follows :-

<b>Sl no</b>	<b>Category</b>	<b>Percentage(%) of marks</b>
1	UR/OBC	60%
2	SC/ST & PWD	50%

If the number of candidates with the above percentage (%) of marks are large in number, the Company reserves the right to decide the cut off percentage for calling the candidates for the Written Test, based on the marks secured in the qualifying examination prescribed for a particular trade / discipline to ensure the competition.

In respect of security Guard posts the candidates will be required to undergo Physical test and have to complete the test by achieving “satisfactory standard” of the physical parameters. Those candidates who will be found suitable in the physical test will be called for written test.

**There will be no negative marking in the Written Test.**

The place of Physical test and Written Test centre is Bangalore. The date and time of the Physical test & Written Test will be intimated to the shortlisted / eligible candidates by e-mail / HAL website (in the email id provided in the Application Format by the candidate). The same also will be hosted on the HAL WEBSITE ([www.hal-india.com](http://www.hal-india.com)).

In respect of posts mentioned at Sl. No 1, 2, 4 & 5, the candidates who qualify in the Written Test will be shortlisted for the Document verification based on merit. Final selection will be made on the basis of performance in the Written Test and document verification.

In respect of the post of security guards, the candidates who qualify in the Physical test & Written Test will be shortlisted for the Document verification based on merit. Final selection will be made on the basis of performance in the Physical test & Written Test and document verification

Engagement of selected candidates is subject to Verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company. The candidates should bring all the relevant original certificates / testimonials etc along with one set of self-attested photo copies in support of educational qualifications, experience, date of birth, Caste certificate (In Central Govt. format), Ex-Servicemen Discharge Book etc. All the relevant and required documents as per the advertised criteria will be scrutinized during document verification stage and those candidates who are found to be meeting the advertised criteria will only be considered for selection.

Candidates attending & qualifying in Document Verification would be reimbursed Travelling Allowance (TA), i.e. Sleeper Class / II Class Train fare / Bus fare by the shortest route, subject to production of proof of travel (Original onward journey ticket and Photostat copy of return journey ticket), failing which TA will not be paid. In case the candidate travel by other modes of transport, he /she will be reimbursed the fare limited to the shortest route by train or actual expenses, whichever is less, on production of proof.

## EXTENT OF DISABILITY AND PHYSICAL REQUIREMENT

Trade	Disability	Physical Requirement
Fitter	Visual Handicapped, Hearing Handicapped	Sitting Standing Bending Lifting Manipulation by finger & seeing.

## MEDICAL EXAMINATION

Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination before joining HAL. Applicants should meet the Medical Standards as prescribed by the Company (Concerned authority in respect of PWD candidates). No relaxation in Health Standards will be allowed.

## TENURE OF ENGAGEMENT

The selected candidates will be engaged on tenure basis for a maximum period of four years from the date of engagement. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice. The employment can be terminated, at any time, during the period of tenure engagement, by giving one month's notice by either party or payment of the Basic Pay + DA components in the Consolidated Remuneration in lieu of the Notice. The Tenure Based Engagement will not confer any right on the Personnel to claim the status of a regular employee of the Company. Selected Personnel on Tenure Basis will undergo Induction Training. **The personnel selected will be deployed in the second and third shift only.**

## PLACES OF POSTING

Selected candidates will be posted at HAL, LCA Tejas Division Bangalore depending upon the requirements. All technicians including the Ex-servicemen are liable to be transferred / posted / assigned to any place where HAL has the Divisions / Offices / Bases. No request for change of posting will be entertained after joining.

## REMUNERATION

The candidates found suitable after due Written Test, document verification, pre-employment medical test and other administrative procedures will be inducted as **Technician on tenure basis** for a **maximum** period of **four** years or completion of projects whichever is earlier. The **engagement is not against permanent vacancy** and will not entitle any candidate to claim for regular / permanent employment in future. During the period of tenure engagement the candidates will be paid following remuneration:

ENTITLEMENT	Scale -6 In Rs per month	Scale -5 In Rs per month	Scale -4 In Rs per month
Basic Pay + Personal Pay	16820	15910	15000
Other benefits & Allowances as per entitlement (Approx.)	18876	18193	17510
<b>TOTAL</b>	35696	34103	32510

The components of benefits and allowance are as follows:-

- i) Dearness Allowance (revised quarterly) on the Basic Pay + Personal Pay
- ii) House Rent Allowance as per classification of Cities (when Company quarter is not provided)
- iii) Special Allowance at the rate of 5% of the Basic Pay + Personal pay
- iv) Washing Allowance @ Rs.75/- p.m.
- v) Provident Fund contributions will be calculated taking into account the Basic Pay + Personal Pay + Dearness Allowance components of the Consolidated Emoluments.

In addition, the selected candidates will also be entitled for the following Allowances /Benefits /Incentives, as per Rules:-

- i) Canteen Subsidy / Allowance in the form of Meal Coupons
- ii) Conveyance Reimbursement for Two Wheeler / Conveyance Allowance
- iii) Allowance towards medical reimbursement a Lump sum amount of Rs.1000/- per month will be admissible to meet the medical expenses (both in-patient and outpatient), based on self-certification. This amount shall be paid on monthly basis along with the Consolidated Remuneration.
- iv) Monthly Incentive and Annual Incentive
- v) Quarterly Performance Pay
- vi) TA/DA for joining duty and for Temporary Duty as per relevant Rules applicable to Workmen in the appropriate Scale of Pay
- vii) Group Insurance in lieu of EDLI
- viii) Night Shift Allowance, wherever applicable.

An annual increase of 3% during the tenure shall be admissible on the Basic Pay, subject to satisfactory performance.

### **HOW TO APPLY**

- ➔ Eligible and interested candidates are required to apply online hosted on the HAL website only. ([www.hal-india.com](http://www.hal-india.com)). No other mode of application will be accepted. The website will be kept open between **1000hrs on 22.02.2017 till 2400hrs on 10.03.2017** for this purpose.
- ➔ Candidates are allowed to apply only once and applications once submitted cannot be altered under any circumstances. Candidates are required to possess a valid e-mail id and Mobile No. which is to be entered in the application blank, so that intimation regarding the Written Test and Interview can be sent. HAL will not be responsible for bouncing of e-mail sent to the candidates. Candidates other than SC/ST/PWD are required to furnish the details of application fees payment in order to register their application online.
- ➔ On submission and acceptance of the application, system will generate the Registration / Acknowledgement form along with the application reference number allotted, which will be used for future references. The candidate is required to take the printout of the acknowledgment form in A4 size paper only and attach the HAL Challan form for having paid the prescribed application fees (all requisite information should be furnished in the Challan) and forward the same to the following address as mentioned against each post, subscribing on the envelop in bold, the post applied for, Discipline and the advertisement number so as to reach latest by **15.03.2017 by Speed Post**. The printed registration / acknowledgement form and HAL Challan copy should be forwarded to the concerned address only as mentioned below against each posts.

- ➔ The printed registration / acknowledgment form should accompany original counter foil of the challan (HAL copy) for having paid the application fee (wherever applicable). If the application copy is not enclosed with the original challan, the application will be rejected and no communication will be sent to the candidates. Printed online registration/acknowledgment & challan copy (HAL) are to be sent to:

**The Senior Manager (HR)**  
**Hindustan Aeronautics Limited, Bangalore Complex**  
**LCA Tejas Division, P B No. 3791**  
**Marathahalli Post ,**  
**Bangalore – 560 037**  
[joshi.j@hal-india.com](mailto:joshi.j@hal-india.com)

- ➔ Change in Mailing address, Category, Disciplinary as declared in the online application will not be entertained. If the information / Certificates furnished by the candidates in any stage is found to be false or incomplete or is not found to be in conformity with eligibility considered as revoked / terminated at any stage of recruitment process or after recruitment or joining , without any reference given to the candidate.
- ➔ **The last date for submission of the Online application is 10.03.2017. No application will be accepted in person.**

### **GENERAL CONDITIONS**

- ➔ Only Indian Nationals are eligible to apply.
- ➔ Candidates employed in Central / State Government/ Public Sector Undertakings etc.**(including candidates engaged on Contract basis therein)** should produce No Objection Certificate (NOC) at the time of the document verification from their employer failing which they will not be permitted to appear for the document verification and will not be eligible for payment of Travelling Allowance.
- ➔ While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms as mentioned above as on the specified dates and that the particulars furnished by him/her are correct in all respect. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidature and the application will be out-rightly rejected. Screening and short listing for the Written Test will be based on the details provided by the candidate. Hence it is necessary that applicants should furnish only accurate, full and correct information.
- ➔ Appearance of the shortlisted candidates in the Written Test or document verification is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the selection process in case they do not fulfil essential eligibility criteria.
- ➔ The decision, of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, conduct of Physical test/ Written Test/ document verification etc will be final and binding on candidates. Candidates shortlisted for Written Test/ document verification will be purely provisional without verification of Age, Qualification, category (SC/ST/OBC–Non Creamy Layer/PWD/XSM etc.) of the candidates. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Written Test / Document verification / Selection and Appointment.



- ➔ HAL reserves all the right to cancel/ restrict/enlarge/modify/ alter the Advertisement/recruitment process and / or the Selection Process thereunder, without issuing any further notice whatsoever. The number of vacancies can be modified as per the discretion of the Management.
- ➔ 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. Applicants having work Experience in private Sector Organizations and availing the concession on age relaxation on experience basis are required to submit an Experience Certificate on the letterhead of the Company. The letter head of the Company should have details of the Company.
- ➔ Any sort of Canvassing or influencing of the Officials related to Recruitment/ Selection Process would result in immediate disqualification of the candidates.
- ➔ Engagement of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL and verification of Caste, Character and Antecedents from the concerned Authorities as per the rules of the company and Vigilance Clearance (As applicable).
- ➔ Age and experience to be counted as on **01.02.2017**.
- ➔ Last date for online application is **10.03.2017**.
- ➔ Necessary information regarding the selection, written test etc. will be hosted on our Website [www.hal-india.com](http://www.hal-india.com) from time to time. All correspondences to the candidates will be made via e-mail on the e-mail id provided by the candidate at the time of online application.
- ➔ No other method of communication will be adopted.
- ➔ In case of any particular clarification, the candidates can write to SM (HR)-LCA, joshi.j@hal-india.com. No other method of Communication will be entertained.
- ➔ Court of jurisdiction for any dispute/cause will be Bangalore.