



Hindustan Aeronautics Ltd (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical Industry of South East Asia, with 20 Production / Overhaul Divisions, 11 co-located R&D Centres and 1 Facility Management Division, 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.

Airport Services Centre, HAL, Bangalore Complex is currently looking for personnel holding Diploma in Engineering (Electronics and Communications) on Tenure basis for a period of Maximum Four Years.

Applications are invited from interested candidates for the post of **Diploma Technician (Electronics and Communications)** (D-6) in Non-Executive Cadre as per the following details:

### Details of Vacancy:

Sl. No	Advt. No	Name of the Post & Discipline	No of Posts	Grade	Minimum Qualification
1	ASC/HR/130/03/2018	Diploma Technician (Electronics and Communications)	02 (Unreserved-UR)	D-6	Diploma in Engineering (Electronics and Communications).

### Qualification Requirement

1. Candidates applying for the above post should possess Regular/Full Time Diploma in Engineering (Electronics and Communications) in the Recognised University/Institution before 19.12.2018. Candidates should not have any active backlog papers at the time of the Selection.
2. In order to apply for the post, candidates should have obtained a minimum 60% Marks in the aggregate, of all Semesters/ Years or corresponding CGPA Ratings/Gradations in the qualifying examinations.
3. Candidates possessing Part time/ Correspondence /Distance Education/E-learning will not be eligible to apply.

### **Job description:**

They will be assigned specific jobs/projects/programmes as per the requirement of the Company. They will be engaged in the areas where in they are required to repair and service the Electronic equipment, Radar modules, Radio equipment, Telephone network, Computer hardware and network maintenance.

### **Health:**

Applicants should be of sound health and should meet the medical standards prescribed by the Company. Engagement 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.

### **Tenure of Engagement:**

1. The selected candidates will be engaged on tenure basis for a maximum period of 4 years from the date of engagement.
2. The engagement is not against permanent vacancy and will not entitle any candidate to claim for regular / permanent employment in future.
3. The tenure will come to an end automatically on completion of four years period from the date of joining, without any further notice.
4. 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.
5. The personnel selected will be deployed in II/III **Shifts** only.

### **Age Limit / Relaxation / Concession:**

1. The upper age limit applicable is 28 years as on 19/12/2018. The upper age limit is relaxable for candidates mentioned as under, subject to submission of requisite certificates.
2. Persons with Disabilities suffering from blindness or low vision; hearing impairment; and /or locomotor disability or cerebral palsy, as the case may be, suffering from not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation for PWD.
3. The details of posts identified suitable for persons with Disabilities and Physical requirement are mentioned below:-

<b>Post &amp; Discipline</b>	<b>Physical Requirements</b>	<b>Categories of Disabled Suitable for Jobs</b>
Diploma Technician (Electronics & Communication)	S, ST, W, BN, MF, RW, SE, C	OL , OA

Abbreviations Used: **S**= Sitting, **ST**= Standing, **W** = Walking, **BN**= Bending, **MF**= Manipulation by Fingers, **RW**= Reading & Writing, **SE**= Seeing, **C**=Communication, **OL** =

One Leg, **OA** = One Arm

In respect of Persons with Disability (PWD), upper age Limit is relaxable by 10 years (Irrespective of the fact whether the post is reserved for PWD or not).

The above post is not reserved for PWD categories. However, the PWD candidates can apply for identified post against the categories of disability as mentioned above, if they meet with the eligibility criteria specified. The prescribed PWD Certificate is given at Appendix –C.

**J&K:** Upper age limit is relaxable by 5 years to all candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989. The persons claiming relaxation under this sub-para would be required to produce a certificate to this effect from the District Magistrate within whose jurisdiction they had ordinarily resided or from any other authority designated in this behalf by the Government of Jammu & Kashmir.

**Experience:** The upper age limit is relaxable for candidates with relevant post qualification experience, to a maximum extent of 7 years. Relaxation in age would be given one year for every completed year of relevant post qualification experience, over and above 28 years, subject to a maximum age limit of 35 years. The persons claiming relaxation under this would be required to produce an experience certificate issued from such PSUs/Central/State Government/Private Sector Organisation indicating the tenure of engagement.

**Remuneration:**

1. The personnel engaged on tenure basis, against this advertisement for the post of **Diploma Technician (Electronics and Communication)** in Non-Executive Cadre, would be paid **Consolidated Remuneration** every month. The Consolidated Remuneration would comprise of the following items:-
  - Basic Pay + Personal Pay (Rs.16820/-);
  - Dearness Allowance (revised quarterly) on the Basic Pay +Personal Pay;
  - House Rent Allowance (when Company Quarter is not provided);
  - Special Allowance @ 5% of the Basic Pay + Personal Pay;
  - Washing Allowance @ Rs. 75 p.m.
2. An annual increase of 3% during the tenure will be admissible on the Basic Pay, subject to satisfactory performance.
3. Provident Fund contributions will be calculated taking into account the Basic Pay + Personal Pay + Dearness Allowance components of the Consolidated Emoluments.
4. The personnel engaged on tenure basis will also be entitled for the following Allowances / Benefits / Incentives as per Rules:
  - Canteen Subsidy / Allowance in the form of Meal Coupons;
  - Conveyance Reimbursement for Two Wheeler / Conveyance Allowance;
  - Monthly Incentive and Annual Incentive;
  - Quarterly Performance Pay;
  - TA/DA for joining duty and for Temporary Duty as per relevant rules;
  - Group Insurance in lieu of EDLI;

- Night Shift Allowance, wherever applicable;
5. The tenure based personnel will be entitled for one day Casual Leave (CL) and 2.5 days of Vacation Leave (VL) for every calendar month of service. There will be no provisions for encashment of Casual Leave & Vacation Leave.
  6. 4 sets of Uniforms once in 2 years, Stitching Charges, Shoe Allowance (Safety Shoes, wherever applicable, in place of Shoe Allowance) will be issued / provided.
  7. 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 will be paid on monthly basis along with the Consolidated Remuneration. The personnel engaged on tenure basis will not be entitled for any other medical benefits.
  8. The tenure based personnel will be eligible for Company Quarters, wherever available. However, House Rent for Quarters including Water, Electricity charges etc. will be deducted as per Rules. No HRA will be paid if company quarter is allotted.
  9. The tenure based personnel will be eligible to join the self contributory Group Personal Accident Insurance (GPAI) Scheme, as per the extant Rules.

### **Specific Terms & Conditions of Engagement**

1. The tenure based personnel will abide by various Company Rules & Regulations governing, carrying out the assigned tasks and their conduct, like Standing Orders, Transferability to other Departments or Divisions or Places, Termination of Contract for reasons of non-performance or poor performance or without assigning any reason, etc.
2. The tenure based personnel will be covered under the Income Tax, Service Tax, Professional Tax, etc. as per the applicable Rules and all such Taxes would be payable by them.
3. The engagement of Personnel, for the posts (on tenure basis) against this advertisement, will be on full time basis. Absence from duty other than authorized Leave / Company Holidays will result in proportionate reduction in the Consolidated Remuneration.
4. The performance of the personnel engaged on tenure basis will be assessed as per the Company Rules. In case of non-performance or poor performance, the Contract of Engagement can be terminated, without assigning any reason.

### **Selection Process:**

1. The selection will be done through Written Test.
2. Candidates meeting the eligibility criteria need to fill the Online Bio-Data format.
3. Applications received will be screened as per the eligibility criteria and norms laid down in the Notification.
4. Candidates will be shortlisted for Written Test based on marks secured in the Qualifying Examination i.e. Diploma in Engineering (Electronics & Communication). Division reserves the right to decide the cut off percentage for calling candidates for Written test, based on the Marks secured in the Qualifying Examination. However, the cut off percentage of Marks for all the categories should not be less than 60%, in the qualifying examination.
5. The Written Test will be held at **Bangalore**. The date and time of the Written Test will be intimated to shortlisted eligible candidates by post /HAL Website / e-mail (in the email-id provided in the Application Format by the candidate).

6. The Written Test will be of 2 ½ hours duration. The test will be in three 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 Trade. Each question carries one mark each and there is no negative Mark.
7. Candidates have to appear for Written Test at their own expenses, on the date, time & venue, which will be mentioned in their call letter sent to them.
8. Final selection will be made on the basis of performance in the Written Test followed by Document verification.
9. Candidates qualifying in the Written Test will be called for Document Verification in the order of Merit, wherein candidates will be required to produce Testimonials/Documents in the support of Age; Qualification; Category (SC/ST etc); Experience and other advertised eligibility criteria. The Testimonials/Documents should be in the possession of the candidates as on the cut off date (last date) for receipt of Applications. Inability of the candidates to produce the requisite documents at the time of Document Verification shall render them liable for non-consideration of their candidature. No Undertaking for production of documents in respect of eligibility criteria with regard to Age; Qualification & Experience on a later date will be allowed. The candidates who qualify the Document Verification stage will be paid Travelling Allowance as per the Rules of the Company.
10. Candidates are required to bring their Written Test Call letter & any one of the following original Photo Identity Card, along with Xerox copy of the Photo Identity Card duly attested, to prove their identity before the Invigilator failing which they will not be allowed to appear for the Written Test:-
  - a) Voters ID Card
  - b) Driving License
  - c) Aadhar Card
  - d) Passport
  - e) PAN Card
  - f) ID Card (Issued by Central/State Govt./PSU for their employees)
  - g) ID Cards (Issued by Govt. Agencies authorized)
  - h) ID Cards (issued by College / Institute where last studied)

#### **Pre-Employment Medical Examination**

1. No individual will be engaged unless he/she is medically examined by our Company Medical Officer. Applicants should meet the medical standards prescribed by our Company.
2. Engagement of provisionally selected candidates will be subject to receipt of satisfactory medical report from HAL Doctor. No relaxation in Medical standards will be allowed.
3. Persons with Disabilities (PWDs) suffering from not less than 40% of the relevant disability shall be eligible for the benefit of reservation/relaxation. Candidate who wants to avail the benefit of reservation under PWD category is required to submit a "Disability Certificate" issued by the Competent Authority, in the prescribed format, at the time of Document Verification.
4. PWD candidates will be subjected to pre-employment medical examination at HAL Hospital, Bangalore with regard to other medical parameters as per the standards of the company.

## **General Conditions:**

1. Only Indian Nationals need to apply.
2. HAL Reserves the right to increase / decrease the specification depending upon the response. Mere submission of application will not entail right for claiming employment.
3. Before applying, the candidates should satisfy themselves regarding the eligibility criteria specified for the post.
4. HAL reserves the right to restrict/ enlarge/ modify/ alter the requirements advertised, if need so arises, without issuing any further notice or assigning any reason thereto. HAL also reserves the right to raise the eligibility criteria to restrict the number of candidates to be called for Written Test. The number of vacancies indicated in this notification is provisional and may increase or decrease or even become NIL depending upon the actual needs of the Company. HAL also reserves the right to cancel the notified vacancies at its discretion and such decision will be final and binding on all.
5. Candidates possessing qualifications acquired through Correspondence / Distance Education /Part Time/E-learning will not be equated with Regular Full Time courses and are not eligible to apply.
6. Candidates possessing higher qualifications than the required qualification indicated in the Advertisement / Notification need not apply. 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. Pursuing / enrolled for any other qualifications should be mandatorily indicated in the Bio-Data format.
7. All qualifications should have been acquired from Indian Universities /Institutes /Boards/Councils etc., recognized by appropriate Statutory Authorities.
8. Candidates belonging to SC/ST/PWD categories are required to be issued by the Competent Authority in the prescribed format, (Annexure-II & Annexure-III).
9. Candidates employed /serving in Central/State Government/Public Sector, Semi-Government Organizations (including candidates engaged directly on Contract basis) shall be required to produce “**No Objection Certificate (NOC)**” at the time of written test, otherwise their candidature will be cancelled and will not be allowed for written test.
10. No Travelling Allowance is payable to the candidates for attending written test.
11. Name of candidate, Date of Birth, Father's / Mother's name should be filled in the Bio-Data format (Annexure-I) as mentioned in Matriculation / 10<sup>th</sup> Standard or equivalent certificate issued by Central/State Board. Where the Date of Birth is not available in above certificate/mark sheets, the Date of Birth mentioned in Secondary School Leaving Certificate (SSLC) will be considered. Otherwise the candidate is required to have a Birth Certificate issued by Registrar of Births & Deaths for the purpose.
12. Applications that are not in conformity with the requirements indicated in this advertisement / discrepancy in the information provided / without required enclosures will not be entertained. In such cases, no communication to this effect will be sent to the candidates.
13. Appointment of selected candidates is subject to receipt of (i) satisfactory Medical Reports from the HAL Hospital as per the standards prescribed by HAL;(ii) verification of Character & Antecedents from the concerned Authorities, as per the rules of the Company;
14. Selected candidates will be posted at HAL Airport Services Centre, Bangalore or anywhere in India, based on the requirements of the Company. The candidates will not be allowed to apply for transfer to any other Division / Location of the Company during the tenure of engagement with us.
15. If the information furnished by the candidate in any part of Application is found to be false or incomplete or is not found to be in conformity with eligibility criteria

- mentioned in the advertisement, the candidature/appointment will be considered as revoked /terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidates;
16. All correspondence to the candidates will be made by post or electronic mail to the valid "email ID" provided by the candidate in the Application. No other method of communication will be adopted. So, the candidates are required to provide valid email ID which is in regular usage and can't be changed for a period of next one year.
  17. Candidates who have work experience in the Private Sector and produce the experience should submit the experience certificate in the letter head of the Company. The letter head of the company should have the details of the Company Registration Number.
  18. Necessary information regarding the written test, document verification etc. will be communicated by post/E-mail.
  19. Incomplete Application/Bio-data forms or the forms which are not in the prescribed format will be rejected and no correspondence in this regard will be entertained.
  20. Appearance of the shortlisted candidates for written test 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 recruitment process in case they do not fulfill essential eligibility criteria.
  21. All the relevant certificates /marks cards/formats/reservation claim certificates and such other documents / formats should be obtained on or before the last date fixed for receipt of application specified in the notification (i.e. 19.12.2018).
  22. Any further information/Corrigendum /Addendum would be uploaded only on HAL website ([www.hal-india.co.in](http://www.hal-india.co.in)).
  23. Canvassing in any form or bringing outside influence will be a disqualification.
  24. Any dispute / cause with regard to recruitment against this advertisement will be settled within the jurisdiction of Bangalore Courts only.

#### **How to apply :**

Candidates who are sponsored by the Employment Exchange and other concerned agencies will be intimated in writing to apply online and such candidates will be called for Written Test, subject to their meeting notified criteria.

The following certificates are to be produced by the candidate in original wherever applicable, issued by the Competent Authorities. This is for information that the above post is **not reserved** for any category. However, candidates belonging to category (SC/ST/OBC/XSM/PWD) may apply for the above post if they meet the eligibility criteria prescribed for General Candidates. However, the candidate needs to produce the certificates in the prescribed formats in case of selection.

**The link for applying to the subject post will be active from 28.11.2018 till 19.12.2018.**

**Last date for receipt of applications is 19.12.2018.**

- a) In case of any clarification in this regard please contact us at 080-22313819, 080-22322017 or e mail [hr\\_asc@hal-india.co.in](mailto:hr_asc@hal-india.co.in)

**FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES  
APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA**

This is to certify that Shri /Smt / Kumari \_\_\_\_\_,  
son/ daughter of \_\_\_\_\_, of Village / Town -  
\_\_\_\_\_ in District/ Division \_\_\_\_\_ in  
the State / Union Territory \_\_\_\_\_ belongs to the  
\_\_\_\_\_ Community which is recognized as a Backward  
Class under the Government of India, Ministry of Social Justice and Empowerment's  
Resolution No. .... dated ....., Shri / Smt. / Kumari  
\_\_\_\_\_ and / or his / her family ordinarily reside(s) in the  
\_\_\_\_\_ District / Division of the \_\_\_\_\_ State /  
Union Territory. This is also to certify that he/ she does not belong to the persons / sections  
(Creamy Layer) mentioned in column 3 of the Schedule to the Government of India,  
Department of Personnel and Training, O.M. No. 36012/22/93-Estt.(SCT), dated 8-9-1993\*\*.

**District Magistrate,  
Deputy Commissioner, etc.**

Dated:

SEAL

\* The authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

\*\* As amended from time to time

Note: The term "Ordinarily" used here will have the same meaning as in Section 20 of the Representation of people's Act, 1950.



**FORM OF CERTIFICATE TO BE PRODUCED BY THE CANDIDATES  
BELONGING TO SCHEDULED CASTE / SCHEDULED TRIBE**

This is to certify that Shri/ Shrimathi\*/ Kumari\* \_\_\_\_\_ Son /  
Daughter\*of \_\_\_\_\_ of Village/town\* \_\_\_\_\_ in District /  
Division\* \_\_\_\_\_ of the State/Union Territory\* \_\_\_\_\_ belongs to the  
\_\_\_\_\_ Caste/ Tribe\* which is recognized as a Scheduled Caste / Scheduled Tribe\*

Under:

The Constitution (Scheduled Castes) order 1950

\*The Constitution (Scheduled Tribes) order 1950

\*The Constitution (Scheduled Castes)(Union Territories) order 1950

\*The Constitution (Scheduled Tribes) (Union Territories) order 1951

{ ( As amended by the Scheduled Castes and Scheduled Tribes lists( Modification) order, 1956, the Bombay Reorganization act 1960, the Punjab Reorganization act 1966, the state of Himachal Pradesh act 1970, the North-Eastern areas ( Reorganization) act 1971 and the Scheduled Castes and Scheduled Tribes orders (Amendment) act 1976) }

\*The Constitution ( Jammu and Kashmir) Scheduled Castes order 1956

\*The Constitution (Andaman and Nicobar Islands) Scheduled Tribes order 1959 as amended by the scheduled Castes and Scheduled Tribes Orders (Amendment) act 1976;

\*The Constitution ( Dadra and Nagar Haveli) Scheduled Castes order 1962

\*The Constitution ( Dadra and Nagar Haveli) Scheduled Tribes order 1962

\*The Constitution ( Pondicherry) Scheduled Castes order 1964

\*The Constitution ( Uttar Pradesh) Scheduled Tribes order 1967

\*The Constitution ( Goa, Daman and Diu) Scheduled Castes order 1968

\*The Constitution ( Goa, Daman and Diu) Scheduled Tribes order 1968

\*The Constitution ( Nagaland) Scheduled Tribes order 1970

\*The Constitution ( Sikkim) Scheduled Castes order 1978

2. Shri/ Shrimathi/ Kumari\* \_\_\_\_\_ and/ or \* his/ her\* family  
ordinarily reside(s) in village/town\* \_\_\_\_\_ of \_\_\_\_\_  
District/Division\* of the state/Union Territory\* of \_\_\_\_\_

Signature \_\_\_\_\_

Designation \_\_\_\_\_

(With seal of office)

State / Union Territory

Place \_\_\_\_\_

Date \_\_\_\_\_

\* Please delete the words, which are not applicable

Note : The term “ Ordinarily resides” used here will have the same meaning as in section 20 of the Representation of the People Act 1950.

**DISABILITY CERTIFICATE**

Certificate No. :

Date:

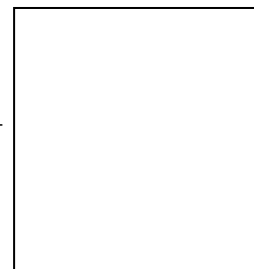
This is to certify that we have carefully examined Shri/Smt./Kum. \_\_\_\_\_

\_\_\_\_\_ Son/Daughter/ Wife of  
Shri \_\_\_\_\_ Permanent resident

\_\_\_\_\_ Ward / Village / Street \_\_\_\_\_ Post Office \_\_\_\_\_

District \_\_\_\_\_ State \_\_\_\_\_ whose

Photograph is affixed above, and are satisfied that :



A) He / She is a case of \_\_\_\_\_ Disability. His/ Her extent permanent physical impairment / disability has been evaluated as per guidelines (to be specified) for the disabilities ticked below and shown against the relevant disability in the table below:

Sl.No	Disability	Affected Part of the Body	Diagnosis	Permanent Physical impairment / mental disability (in %)
1	Locomotors Disability	@		
2	Low Vision	#		
3	Blindness	Both Eyes		
4	Hearing Impairment	\$		
5	Mental Retardation	X		
6	Mental Illness	X		

B) In the light of the above, his/ her overall permanent physical impairment as per guidelines (to be specified), is as follows:

In figures: \_\_\_\_\_ Percent

In words: \_\_\_\_\_ Percent

2. This condition is progressive / non-progressive / likely to improve / not likely to improve.

3. Reassessment of Disability is

(i) Not necessary, OR

(ii) Is recommended / after \_\_\_\_\_ years \_\_\_\_\_ months and therefore this certificate shall be valid till \_\_\_\_\_ years.

@ e.g. Left / Right / Both arms / Legs

# e.g. Single Eye / Both Eyes

\$ e.g. Left / Right / Both ears

4. The applicant has submitted the following documents as proof of residence:

Nature of Document	Date of issue	Details of authority issuing Certificate

Name & Seal of Member  
Chairperson

Name & Seal of Member

Name & Seal of