

RECRUITMENT OF ENGINEER (RADIO & RADAR)

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.

2. Applications are invited from eligible Persons in the prescribed proforma for the post of **Engineer (Radio & Radar)** in Executive Cadre for Airport Services Centre Division located in Bangalore (Karnataka).

3. DETAILS OF VACANCY:

	Post Name	ENGINEER (Radio & Radar) (Grade-II)
	Advt.No	ASC/HR/130/02/2018
	No. of Posts	Total 1 (Unreserved-UR)
01	Qualification	Full Time Degree in Engineering / Technology or its equivalent in Electronics and Communication.
	Qualifying Marks	Minimum of 60% Marks or equivalent CGPA in the aggregate of All Semesters/ Years
	Experience required to be possessed in the next below Grade or in equivalent post (Completed years)	2 years

Note: In case of candidates possessing the qualification of Degree in Engineering/Technology or its equivalent plus Post Graduate Degree in Engineering/Technology, the period of Experience will be reduced by the prescribed period of the Post Graduate Engineering Course, Subject to a maximum of two years. In other words, the candidate with M.E. / M.Tech in Electronics & Communication Engineering may apply as fresher for the above post.

Out of the total post qualification experience as indicated above, the candidate should possess a minimum of 2 years experience in the next below Grade or in equivalent posts (Applicable to PSU's / Govt.).

The qualification of Degree in Engineering / Technology here would mean Regular / Full time Degree in Engineering / Technology acquired from recognized institutions / University board of Technical Education under the 10+2+4 system. The qualifications acquired through Part Time / Correspondence / Distance Education / E-Learning courses are not eligible to apply.

4. OTHER DETAILS ABOUT THE VACANCY

Grade	II
Pay Scale	40000-140000
Max Age as on 19.12.2018	35 years
Place of Posting	Bangalore

4.2 The candidates will be eligible for Basic Pay, Variable Dearness Allowance, Other Perks & Allowances, Company Accommodation / House Rent Allowance, Performance Related Pay, Leave, Medical Facilities, Provident Fund, Gratuity etc., as per Company Rules.

4.3 The place of posting will be Bangalore. However, the Officer may be Appointed / Transferred/ to any other Divisions / Offices of HAL across the country on Management's discretion.

5. JOB SPECIFICATIONS / EXPERIENCE REQUIREMENTS

The candidate should have high degree of Professional Knowledge and proven competence in the areas as mentioned below.

5.1 Should have experience in Hardware and Software of Radio and Radar equipment.

5.2 Should have relevant experience in maintenance of Electronic equipment repair and servicing.

5.3 Should have knowledge of managing servers, workstations based on Linux platform.

5.4 Should have knowledge of managing Ethernet and Telephone networking System.

5.5 Should have good communication skills with sound conceptual and analytical abilities for ensuring effective decision making.

5.6 Should be prepared to work in shifts (round the clock) and also on festivals/holidays. However, they will be compensated in accordance with the rules.

6 RELAXATIONS

6.1 Age, Qualification & Experience will be counted as on **19.12.2018**. Relaxations Concessions would be made as per Company Rules.

6.2 Upper Age Limit is relaxable by 5 years in respect of the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01.01.1980 to 31.12.1989

6.3 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.

6.4 The details of post identified suitable for persons with Disabilities and Physical requirement are mentioned below:-

Post & Discipline	Physical Requirements	Categories of Disabled Suitable for Jobs
Engineer (Radio & Radar)	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

6.5 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).

6.6 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.

7. APPLICATION FEE:

7.1 Rs.500/- (Rupees Five Hundred Only) towards application fee and Bank charges as applicable, which is non- refundable.

7.2 Candidates belonging to SC/ST/PWD are exempted from payment of application fees.

7.3 Application fee is to be deposited in the name of “**HAL- Airport Service Centre**” in State Bank of India bearing account number 10918220680, IFSC code. SBIN0001114, Branch code.1114 at any core banking branches of State Bank of India (SBI) in the prescribed challan and journal number is to be obtained. HAL will not be responsible in case a candidate deposits the application fee in a wrong account. No other form of payment is accepted.

7.4 Candidates are required to provide details of the application fee paid in the application form.

7.5 Application fee can be deposited till the last date for receipt of application.

7.6 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, before depositing the application fee, candidates should ensure that they meet all the eligibility criteria.

7.7 Candidates should upload the soft copy of the Original Counter foil of the Challan (HAL Copy) in the online application form. Photocopy of the challan will not be accepted.

7.8 Candidates should submit the Original Counter foil of the Challan (HAL Copy) during the document verification. Photocopy of the challan will not be accepted.

7.9 The candidate should retain the original counter foil of the challan (Candidate’s Copy) for future reference.

8. HOW TO APPLY:

8.1 Eligible and interested candidates are required to apply Online through HAL Website (Careers Section): www.hal-india.co.in. No other means /mode of application will be accepted. The website is functional for Registration from **28.11.2018 till 19.12.2018**.

8.2 The last date to receive the Online application by HAL is 19.12.2018. Applications received after the due date will be summarily rejected.

8.3 Candidates should not round off the percentage of marks in the qualifications. The percentage has to be calculated in the following manner.

$$\frac{\text{Total Marks obtained in all semesters / years}}{\text{Maximum marks (Cumulative of all semesters / years)}} \times 100$$

8.4 Wherever CGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University / Institute. Candidates are required to submit a certificate to this effect from the University / Institute at the time of Interview.

9. SELECTION PROCEDURE:

9.1 The selection of Engineer (Radio & Radar) will be done through personal Interview. Date / Time/ Venue of the interview will be intimated to the short-listed candidates through HAL Website.

9.2 For shortlisting for Interview to the Post of Engineer (Radio & Radar), the candidates possessing more relevant experience will be considered first. In case there are more candidates in this section, the candidates who secured more marks in the qualifying examinations (i.e. Qualification prescribed for the post- B.E. / B.Tech (Electronics and Communication) will be considered first. In case marks are also same for many candidates, senior in age will be considered first. HAL Reserves the right to change this as per the requirement of the Company.

9.3 HAL Reserves the right to call the candidate in any ratio for interview.

9.4 Candidates shortlisted for interview are required to bring the certificates / documents (Original and self attested photocopies) in proof of Age, Qualification, Experience, Caste, Training, Ex-Servicemen discharge book (As applicable) etc., and passport size photographs at the time of interview.

9.5 Candidates appearing for interview will be reimbursed III Tier A/C (3A)/ Sleeper Class / II Class / Bus Fare by the shortest route on production of proof of travel (Original onward journey ticket and xerox copy of return journey ticket).

9.6 Candidates staying outside Bangalore only will be reimbursed to and fro charges as mentioned above. If the candidate is unable to produce the proof of travel/ tickets, then the reimbursement will not be paid by HAL.

10. MEDICAL EXAMINATION:

10.1 Candidates provisionally selected will have to undergo a Pre-Employment Medical Examination at HAL Hospital before joining HAL. Applicants should meet the Medical Standards as prescribed by the Company (Concerned authority in respect of PWD candidates). Appointment of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the Medical Standards of the Company. No relaxation in Health Standards will be allowed.

11. OTHER BENEFITS AND TERMS & CONDITIONS:

1. Only Indian Nationals are eligible to apply.
2. Candidates provisionally selected under this recruitment will be subject to verification of Caste and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.
3. Selected candidates can be posted to any Division / R&D Centers / Office of the Company.
4. Request for change of mailing Address, category, Discipline or any other information as declared in the application form will not be entertained once the application is received.

5. If the information/ Certificates furnished by the candidate in any part/ stage 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 candidate.
6. A candidate is requested to apply only if he/she is fulfilling all the criteria mentioned for the post.
7. All qualifications should be from Indian Universities/ Institutes recognized by appropriate statutory Authorities in the Country.
8. Candidates employed in Central / State Government/ Public Sector Undertakings etc. should produce No Objection Certificate (NOC) at the time of appearing for the interview. Candidates who fail to produce the NOC will not be permitted to appear for interview and will not be eligible for payment of Travelling Allowance.
9. Experience possessed by candidates engaged on Contract Basis directly by PSU / 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. As regards No Objection Certificate, the same needs to be in line with the Terms & Conditions of contract engagement and Rules applicable for such contract engagement in the concerned Organisation.
10. 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.,
11. 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.
12. The contract experience possessed by candidates mentioned above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSU / Central / State/ Private Organisations.
13. Mere submission of application will not automatically entail them to be called for Interview and Appointment in the Company.
14. HAL reserves 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 discretion of the Management.
15. Candidates who have work experience in the Private Sector and produce the experience certificate should submit the same in the letter head of the Company. The letter head of the company should have the details of the company.
16. The present vacancy is identified to be filled up by external candidates only through Direct Recruitment. Therefore applications of internal candidates if any will not be considered.
17. The decision of HAL in all matters relating to eligibility, acceptance or rejection of applications, mode of Selection, conduct of interview, Verification of Documents etc. will be final and binding on candidates.

18. Candidates should clearly mention all the details sought in the Application Format. In case of no clarity/ discrepancy in the information provided, Application will be summarily rejected. No communication will be sent to the candidates.

19. Furnishing wrong / incorrect information or suppression of relevant information will lead to rejection of candidate and the application will be out-rightly rejected.

20. Any sort of canvassing or Influencing of the Officers related to Recruitment / Selection process would result in immediate disqualification of the candidates.

21. Court of jurisdiction for any dispute/ cause will be in Bangalore.

22. Last date for receipt of application is 19.12.2018.

23. Any further information/Corrigendum /Addendum would be uploaded only on HAL website (www.hal-india.co.in).

24. In case of any particular query is not covered above, the candidates may write to us at **hr_asc@hal-india.co.in** Or call 080-22313819/22322017.No other method of Communication will be entertained.

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Note: 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/Unreserved Candidates. However, the candidate needs to produce the certificates in this format in case of selection.

APPENDIX-A

**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:

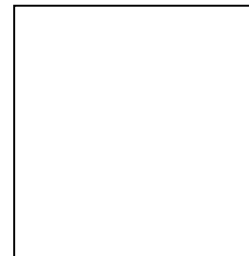
This is to certify that we have carefully examined Shri/Smt./Kum. _____

_____ 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

Name & Seal of Member

Name & Seal of Chairperson