



हिन्दुस्तान एरोनाटिक्स लिमिटेड  
**Hindustan Aeronautics Limited**  
SOAR TO GREAT HEIGHTS WITH HAL

**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 Centers spread across the Country. HAL's spectrum of expertise encompasses hi-tech programs 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.

HAL, over the last seven decades, has grown progressively into an integrated Aerospace Organization with the indigenous design & development of Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both military & civil roles), IJT, LCA, Pilotless Target Aircraft (PTA), Su-30 MKI, Hawk (Advanced Jet Trainer) & Dornier-228 (Light Transport Aircraft). Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), Basic Turboprop Trainer Aircraft (HTT-40), Light Utility Helicopter (LUH) and Indian Multi Role Helicopter (IMRH). HAL will co-develop the Fifth Generation Fighter Aircraft (FGFA) and Multi Role Transport Aircraft (MTA) etc.,

HAL Helicopter MRO Division- Helicopter Complex, Bangalore is currently looking for **ex-Indian Navy candidates** with experience in maintaining Seaking helicopters for engagement initially **on contract basis** as **Technicians** to be posted at Kochi, Kerala, in the following Disciplines/Areas.

Sl.No	Advt No	Post / Discipline / Trade	No of Posts & Reservation	Qualification Requirements
01	MRO/HR/XSM/ 03/13	Ex-Navy Technicians (Diploma - Mechanical /Aeronautical) (AE)	01 (UR)	Diploma in Mechanical/ Aeronautical Engineering <b>OR</b> Artificer / Aircraft Mechanic Course Certificate issued by Indian Navy which is considered as equivalent to Diploma in Engineering in the relevant discipline.

02	MRO/HR/XSM/ 04/13	Ex-Navy Technicians (Diploma - Electrical) (AL/AR)	01 (OBC)	Diploma in Electrical / Electrical & Electronics / Electronics & Telecom Engineering <b>OR</b> Artificer / Aircraft Machanician Course Certificate issued by Indian Navy which is considered as equivalent to Diploma in Engineering in relevant discipline.
03	MRO/HR/XSM/ 05/13	Ex-Navy Technicians  Fitter - 07 (AE/AW)	07 (SC-1, OBC-2, UR-4)	ITI with NAC/NCTVT <b>OR</b> Course Certificates like LAM/ LAOM issued by Indian Navy which is considered as equivalent to NAC in relevant discipline.
04	MRO/HR/XSM/ 06/13	Ex-Navy Technicians  Electrician - 05 (AL/AR)	05 (SC-1, ST-1, OBC- 1, UR-2)	ITI with NAC/NCTVT <b>OR</b> Course Certificates like LEMA/ LEMAR issued by Indian Navy which is considered as equivalent to NAC in relevant discipline.

**Note 1:** SC - Scheduled Caste, ST - Scheduled Tribe, OBC - Other Backward Classes,  
UR - Un-Reserved

**Note 2:** AE-Air Engineering Trade / Fitter, AW- Air Weapons Trade  
AL- Air Electrical Trade, AR - Air Radio Trade,

**Note 3:** Candidates possessing higher qualification than the required qualification indicated in the Advertisement / Notification need not apply. Candidature of such personnel who possess higher qualifications than the required qualification indicated in the Advertisement / Notification and who apply for the post, will be rejected.

### EXPERIENCE REQUIREMENTS (For all posts)

Minimum 03 years hands on experience in maintaining/servicing of Seaking helicopters in Airframe/Electrical trades.

### SKILLS & ABILITIES (For post at sl.no.1 & 2)

Should be able to plan & execute the work independently for defect rectification / servicing of Helicopters.

Knowledge in interpreting SeaKing Helicopter documentation, drawings, process sheets, maintenance of tools & equipments, fault diagnosis and rectification capabilities.

Should have been qualified to maintain/supervise / sign activities in their respective trade on SeaKing Helicopters

### SKILLS & ABILITIES (For post at sl.nos.3 & 4)

Should be able to work independently for servicing of Helicopters.

Knowledge in interpreting SeaKing Helicopter documentation, drawings, process sheets, maintenance of tools & equipments, fault diagnosis and rectification capabilities.

Should have been qualified to maintain/ sign activities in their respective trade on SeaKing Helicopters

### AGE LIMIT / RELAXATION / CONCESSION

Maximum age limit for all posts is 28 years as on **14/12/2013**. Reservation / concessions for candidates belonging to SC/ST/OBC / PWD and XSM categories would be made as per Government Directives.

- ❖ Upper age limit is relaxable by 5 years in respect of SC/ST candidates and 3 years in respect of OBC candidates (non-creamy layer).
- ❖ PWD candidates (only orthopaedically disabled) are eligible to apply. Upper age limit is relaxable by 10 years in respect of PWD candidates with 40% & above disability (OH).
- ❖ Candidates belonging to the OBC Category are required to produce recently obtained Community Certificate in proof of their Community (not older than 6 months as on **14/12/2013**, stating that they do not come under the creamy layer, from a Competent

Authority, in the prescribed format and Candidates belonging to the SC/ST/PWD Category are also required to produce their Community / Disability Certificate in proof of their Community / Disability in the prescribed format (Format for posts under Govt. of India).

- ❖ For candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period of 01-01-1980 to 31-12-1989, upper age limit is relaxable by 5 years.
- ❖ Relaxation in age limit in respect of Ex-Servicemen will be extended as per rules.

### PLACE OF POSTING

The selected candidates will be posted to HAL Base at Kochi, Kerala. However, they are liable to be transferred to any place in India where HAL has Divisions/ Offices. No request for change of posting will be entertained after joining.

### TENURE OF ENGAGEMENT & ABSORPTION

The selected candidates will be engaged on contract basis initially for a period of one year with effect from the date of joining duty. The contract period may be extended by one more year depending upon the availability of work & organizational requirements at the discretion of the Management, subject to assessment with regard to conduct and performance during the one year period. On successful completion of the two year period, they will be considered for absorption subject to suitability and availability of vacancy.

### EMOLUMENTS

Ex-Servicemen technicians engaged on contract basis will be paid consolidated emoluments (Basic+DA+HRA) based on their post qualification experience. The consolidated emoluments per month can vary between Rs.17,060/- to Rs.19,880/- for candidates with NAC/NCTVT qualification and between Rs.18,030/- to Rs.21,110/- for candidates with qualification of Diploma in Engineering. They are also eligible for Washing Allowance, Conveyance Allowance / Reimbursement, Reimbursement of School Fee in respect of dependent children, as per prevailing rules. After absorption they are eligible for regular pay as given to respective scales. Besides that, they are entitled for DA, HRA/Company accommodation, Canteen Allowance, Conveyance allowance, Interest Subsidy on Loans etc. as per prevailing rules,

## HEALTH

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

## APPLICATION FEE

The application fee of Rs. 200/- which is non-refundable, is to be sent in the form of Demand Draft drawn on any Nationalized Bank (preferably State Bank of India) in favour of 'HAL - Helicopter MRO Division', payable at Bangalore. Candidates belonging to SC / ST/PWD category are exempted from payment of Application Fee. The date of issue of the DD should be between 20/11/2013 and 14/12/2013. The candidate is required to write his name and post applied for on the reverse side of the Demand Draft.

## SELECTION PROCEDURE:

Eligible candidates short-listed based on the initial screening will be called for Written Test. Candidates qualified in the written test will be subjected for a Personal Interview. The date, Time and Venue of the Written Test / Interview will be intimated to the short-listed candidates by **E-mail / HAL Website only**. Candidates are required to bring the documents / testimonials (Original and self attested Photocopies) in proof of Age, Qualification, Experience, Training, Caste etc at the time of Interview.

## GENERAL CONDITIONS

- ❖ Only Indian Nationals and ex-Indian Navy personnel need to apply.
- ❖ Applicants serving in Government/Public Sector, Semi-Government Organizations should forward applications through their Employer and also produce "No Objection Certificate" at the time of Written Test / Interview.
- ❖ CGPA, FCPI etc wherever applicable should compulsorily be converted into percentage of marks as per the University / Institution norms.
- ❖ Candidate must indicate the aggregate marks (of all semesters / years put together) Diploma / Degree etc in the Bio-data form (Annexure-1). Aggregate marks are to be calculated as shown below:

Total marks obtained in all semesters or years

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Maximum marks (cumulative of all semesters or years)

X 100

- ❖ Canvassing in any form or bringing outside influence will be a disqualification.
- ❖ Appointment 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).
- ❖ HAL reserves the right to increase / decrease the specification given in the advertised posts depending upon the response. Mere submission of application will not entail right for claiming employment.
- ❖ Decision of HAL Management regarding selection will be final. Further, HAL Management reserves the right to fill up or otherwise any or all the notified posts and also to fill up the future vacancies if any from the valid panel of selected candidates as per the rules of the company.
- ❖ The vacancies identified are to be filled up by external candidates only.
- ❖ Candidates belonging to OBC category are required to submit the OBC certificate in the prescribed format (not older than 6 months as on **14/12/2013**, enclosed at Appendix-A and candidates belonging to SC/ST category are required to submit the SC/ST certificate in the prescribed format enclosed at Appendix-B.
- ❖ Candidates belonging to PWD category are required to submit the Certificate in the prescribed format enclosed at Appendix-C.
- ❖ Before applying the candidates should satisfy themselves regarding eligibility criteria desired for the post.
- ❖ Appearance of the shortlisted candidates in the 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 incase they do not fulfill essential eligibility criteria.
- ❖ Last date for receipt of application is **14/12/2013**. Applications received after last date will not be entertained.
- ❖ Incomplete Application forms or the forms which are not in the prescribed format will be rejected and no correspondence in this regard will be entertained.
- ❖ 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.
- ❖ In case of any difficulty please contact us at 080-22325302 or write to us in [cmhr.mro@hal-india.com](mailto:cmhr.mro@hal-india.com)
- ❖ Age and experience to be counted as on **14/12/2013**.

### **HOW TO APPLY**

Eligible candidates may send their applications, duly filled, in the prescribed format as at **Annexure-1** along with the Demand Draft, certificates / documents (attested Photocopies) in proof of Age, Qualification, Marks Sheets, Experience, Training, Caste (SC/ST/OBC certificate in the prescribed format), Disability (as applicable), Ex-servicemen discharge book etc **by ordinary post only** so as to reach us on or before **14/12/2013** to the following address.

Name of the post applied for, discipline and advertisement Number is to be written in **bold** letters on the envelope.

**The Chief Manager (HR) - MRO  
Helicopter MRO Division,  
Hindustan Aeronautics Limited,  
Helicopter Complex,  
Post Box. No. 1796,  
Bangalore 560 017**