



## **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 R&D Centers 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.

HAL, over the last six 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 in military & civil roles), IJT, LCA, Pilotless Target Aircraft (PTA), Su-30 MKI & Hawk – Advanced Jet Trainer. Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), naval & trainer versions of LCA, Multi Role Transport Aircraft (MTA) etc

**We require Officers for Aircraft Research & Design Centre and Mission Combat Systems Research & Design Centre, Design Complex, Bangalore in the following areas:**

**DESIGN / IMM / PLANNING / PROJECTS/QUALITY/ IT/FINANCE/HR**

**Candidates will be required to submit their applications strictly ONLINE by logging onto HAL Website [www.hal-india.com](http://www.hal-india.com) between 1000 hrs on 28.09.2010 and 2400 hrs on 23.10.2010. Please note that Applications will not be accepted by post or any other mode. Candidates should possess a valid E-mail ID before submission of the Application.**

**Further details regarding Qualification, Experience requirements, Reservation of Posts, Relaxations & Concessions, Mode of applying, Selection Procedure, Pay, Allowances & Perquisites etc can be had by visiting HAL Website.**

**Application Fee: Rs.400/- which is non-refundable, is to be sent in the form of crossed Demand Draft drawn on any Bank (preferably State Bank of India) in favour of " ARDC- HAL" payable at Bangalore. Candidates belonging to SC / ST / PWD category are exempted from payment of Application Fee. The Demand Draft should have been obtained between the period 28.09.2010 and 23.10.2010.**



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Aircraft Research & Design Centre and Mission Combat Systems Research & Design Centre, Design Complex, have openings in the following areas.

Sl No	Grade	Post	No. of Posts:				
			Gen	SC	ST	OBC	PWD *
1.	Gr-II	Engineer (Design) / Purchase Officer / Stores Officer/ Finance/Accounts (Officer)/ HR Officer	101	25	11	68	3 (OH=1 & HH=2)
2.	Gr-III	Deputy Manager(Design) / Deputy Manager(Purchase) / (Stores)/(Material Planning) / Deputy Manager(Quality) /Deputy Manager(Planning) /(Projects)	18	3	2	9	
3.	Gr-IV	Manager(Design) /Manager((Planning)/(Projects) /Manager(IT)/Manager (Finance)/(Accounts)	13	2	2	4	
4.	Gr-V	Sr. Manager(Design)	1			1	

Note: The number of posts indicated above may vary depending upon requirement.

- PWD (People With Disabilities) posts to be adjusted against SC/ST/OBC/ General Category.
- OH = Orthopedically Handicapped.
- HH = Hearing Handicapped.

PAYSACLE & AGE DETAILS		
Designation/ Grade	Maximum Age as on 23-10-2010	Pay Scale
Engineer /Officers, Gr. II	40 Years	Rs. 16400-40500 /-
Deputy Manager, Gr-III	45 years	Rs. 20600 - 46500 /-
Manager, Gr-IV	45 years	Rs. 24900 - 50500 /-
Senior Manager, Gr-V	45 years	Rs. 29100 - 54500 /-

**Age Limit:** Upper age limit is relaxable as per rules for reserved category candidates.

QUALIFICATION REQUIREMENT
<p><b>DESIGN / IMM / PLANNING/ PROJECTS / QUALITY/ IT</b> Degree / PG Degree or equivalent in relevant branches of engineering.</p> <p><b>FINANCE</b> Pass in final examination of the Institute of Chartered Accountants/ Institute of Cost &amp; Works Accountants of India/ MBA(Finance)( 2 years full time/ 3 years part time/Correspondence Course) from reputed/ recognized University/ Institutions</p> <p><b>HR</b> MBA/MSW / Post Graduate Degree/ Diploma in PM &amp; IR or HR (2 years full time/ 3 years part time/Correspondence Course) or equivalent.</p>

## **EXPERIENCE REQUIREMENT**

SL NO.	POSTS	ADVERTISEMENT NUMBER	POST QUALIFICATION EXPERIENCE	DISCIPLINE/ QUALIFICATION	EXPERIENCE(GENERAL)	EXPERIENCE (DESIRABLE)
1.	Engineer / Deputy Manager/ Manager/ Senior Manager (Design)	DC/HR/01/10	Engineer - 2 Yrs Deputy Manager- 3 Yrs Manager-6 Yrs Senior Manager- 9Yrs	Degree / PG Degree or equivalent in Mechanical/ Production/ Industrial Engg/ Electronics/Electrical/ Electrical & Electronics /Electronics & Communication/ Electronics & Telecommunication/ Telecommunication/ Instrumentation/ Avionics/ Aeronautical/Aerospace/ Computer Science branches of engineering	Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry:  1) Experience in preparation of 3D models using Software packages viz. UG/ CATIA/AUTOCAD/IDEAS/ProE. Etc  2) Electrical System (AC & DC) – Power generation, Distribution and Control & Protection circuits  3) Design & Development of Analog and Digital System, Power systems.  4) Data acquisition, instrumentation, Audio & Video circuits.  5) Design of Microprocessor based systems/ Embedded System, Software Development and Validation using C/C++/Visual Basic etc.  6) Aerodynamics/CFD analysis/ Stability and Control analysis.	Experience in one or more of the following areas:  1) Encryption/ Decryption algorithms and implementation, Mathematical Modeling and Simulation - Design of Control Systems.  2) Glass Cockpit /Liquid Crystal Display (LCD) /Multi Function Display (MFD)  3) Aircraft Guidance Navigations and Control Systems.  4) Radar Signal Processing/Design & Development of RF/Microwave Receivers  5) Aircraft configuration and Layout / CG and Mass Properties – Fixed Wing Aircraft.  6) Mathematical Modeling and Simulation – Design of Control Systems.

SL NO.	POSTS	ADVERTISEMENT NUMBER	POST QUALIFICATION EXPERIENCE	DISCIPLINE/ QUALIFICATION	EXPERIENCE(GENERAL)	EXPERIENCE (DESIRABLE)
					7) Experience in design and development processes and sound knowledge in hardware/software design, embedded system development, real time operating systems, structural/mechanical design, application of software design tools, reliability and certification process or avionics system design.	7) Project management experience and that of a Team Leader.  8) Experience in coordinating with external/ Internal agencies.  9) Knowledge and experience in defence electronics, design and development.
2.	Deputy Manager (Purchase) / (Stores)/ (Material Planning) / (Quality) / (Planning /Projects)	DC/HR/02/10	3 yrs	Degree / PG Degree or equivalent in Electronics/ Electronics & Communication/ Telecommunication/ Computer Science branches of engineering	Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry  1) Material planning, purchasing through indigenous and foreign sources, inventory & stores management, interaction with user departments and have working knowledge in Sub-contracting, preparing MIS reports, commercial interaction with finance etc.	1) Knowledge and exposure to custom clearance procedures, import-export regulations, budgeting, contracts, negotiations, ERP, E-procurement, Vendor development, evaluation, logistics etc.

SL NO.	POSTS	ADVERTISEMENT NUMBER	POST QUALIFICATION EXPERIENCE	DISCIPLINE/ QUALIFICATION	EXPERIENCE(GENERAL)	EXPERIENCE (DESIRABLE)
				Additional qualification of PG diploma/ MBA in materials management will be desirable for candidates applying for the posts of . Deputy Manager (Purchase) /(Stores)/ (Material Planning)	<p>2) Experience in areas like certification process and quality standards applicable for design and development of electronics/ computer systems/ mechanical systems/ software applications. Sound knowledge of quality assurance processes and various standards for military applications. Candidate should also have ability to interact with the concerned agencies for design and quality approvals.</p> <p>3) Exposure to areas like PERT/ CPM/ Gantt chart in monitoring and executing the projects and resource management and have experience in design project planning and management. Have Good communication skills.</p>	<p>2) Exposure to statistical quality control</p> <p>3) Exposure to programme monitoring and data analysis for the project.</p>
3.	Manager (Planning)/(Projects) /(IT)	DC/HR/03/10	6 Yrs	Degree / PG Degree or equivalent in Electronics/ Electronics & Communication/ Telecommunication/ Computer Science branches of engineering	<p>Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry</p> <p>1) Experience in handling projects of medium/large size and have sound knowledge of project management. Candidate should also have, exposure to PERT/CPM/ Gantt chart in monitoring and executing the projects. Candidate should also have good communication skills</p>	<p>1) Experience of programme monitoring and data analysis for the project.</p>

SL NO	POSTS	ADVERTISEMENT NUMBER	POST QUALIFICATION EXPERIENCE	DISCIPLINE/ QUALIFICATION	EXPERIENCE(GENERAL)	EXPERIENCE (DESIRABLE)
					2) Experience in establishing networking, IT facility such as LAN/WAN, servers, internet, intranet maintenance of computer systems hardware and software.	2) Knowledge and exposure to DBM and network security aspects
4.	Manager (Finance/ Accounts)	DC/HR/04/10	7 Yrs	Pass in final examination of the Institute of Chartered Accountants/ Institute of Cost & Works Accountants of India/ MBA(Finance) (2 years full time/ 3 years part time/ Correspondence course)from reputed/ recognized University/ Institutions	Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry  Experience in Accounting, Preparation of proposals, Price negotiations, Procurement proposals, Foreign exchanges etc. and have knowledge of Accounting standards and instructions.	Exposure to Management of working capital, Inventory and Statutory norms.
5.	Officer (HR)	DC/HR/05/10	3 Yrs	MBA/MSW / Post graduate degree/Diploma in PM & IR or HR (2 years full time/ 3 years part time/ Correspondence course)	Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry  Experience in areas such as Modern HR practices, Recruitment, Training, Performance management and General administration in a large company.	Exposure to statutory compliances, Labour laws and IR practices.

SL NO	POSTS	ADVERTISEMENT NUMBER	POST QUALIFICATION EXPERIENCE	DISCIPLINE/ QUALIFICATION	EXPERIENCE(GENERAL)	EXPERIENCE (DESIRABLE)
6.	Purchase Officer / Stores Officer/ Engineer (IMM)	DC/HR/06/10	2 Yrs	Degree / PG Degree or equivalent in Electronics/ Electronics & Communication/ Telecommunication/ Computer Science  Additional qualification of PG diploma/ MBA in materials management will be desirable	Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry  Experience in areas such as material planning, purchasing through indigenous and foreign sources, inventory management and have working knowledge in commercial interaction with finance.	Knowledge and exposure to budgeting, price negotiations, import-export regulations, vendor development, ERP etc.
7.	Finance/ Accounts (Officer)	DC/HR/07/10	3 Yrs *	Pass in final examination of the Institute of Chartered Accountants/ Institute of Cost & Works Accountants of India/ MBA(Finance) (2 years full time/ 3 years part time/ Correspondence course) from reputed/ recognized University/ Institutions	Should have experience in one or more of the following areas in Manufacturing/ Design/ Engineering Industry  Experience in areas such as Accounting, Budgeting, Monitoring of expenses, Preparation of contracts, Financial vetting of proposals etc.	Knowledge and exposure to accounting standards, auditing procedures and statutory requirements.

\* For candidates with CA/ICWA qualification out of the 3 yrs, experience required to be possessed in the next below grade or in equivalent posts would be 1 yr

**Note:** In case of candidates possessing Qualification of Degree in Engineering plus relevant Post Graduate Degree in Engineering, the period of experience will be relaxed to the extent of the period of Post Graduate Engineering course, subject to Maximum of 2 years.

Final year Post Graduate students in the above streams of Engineering not having any post qualification experience may apply for Grade-II posts subject to their passing the qualifying examination on or before 23-10-10. Only those candidates whose results have been declared on or before 23-10-10 will be considered for short listing/selection subject to fulfilling other terms and conditions.

## Other Conditions

**Age:** Age and experience are to be counted as on 23-10-10. Reservation/Concessions for candidates belonging to SC/ST/OBC/XSM & PWD 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. Candidates belonging to the OBC Category are required to produce recently obtained Community Certificate in proof of their Community at the time of Interview (not older than 6 months as on 23-10-10), stating that they do not come under the creamy layer, from a Competent Authority, in the prescribed format. In respect of Persons with Disabilities (PWDs), upper age limit is relaxable by 05 years, which will be over and above the relaxation admissible for candidates belonging to SC/ST/OBC. 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 will be extended as per rules in respect of Ex-servicemen/ Commissioned Officers/ECOs/SSCOs who have rendered at least 5 years of Defence service and have been released on completion of assignment.

**Selection Procedure:** Eligible candidates short-listed based on the initial screening only will be called for the Interview. Selected candidates would be posted at Aircraft Research & Design Centre, Mission Combat Systems & Research & Design Centre, Design Complex, HAL, Bangalore or at any of the Divisions / R&D Centres/Offices, based on the requirements of the Company. Candidates will be paid travelling allowance for attending the interview as per company rules.

**Remuneration:** Candidates will be appointed in the scale of pay as indicated above. Besides Basic Pay, DA, Company Accommodation/HRA, PF, Gratuity & Performance related pay (PRP) candidates will be eligible for perquisites and allowances under the cafeteria system limited to the following percentage of Basic Pay.

Grade	Allowance as a % of running Basic Pay
II & III	42
IV & V	40

The above ceiling is excluding the monetized value of some of the welfare facilities provided by the Company which will be limited to a maximum of 10% of Basic Pay of Officers.

**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. In case of PWD candidates the percentage of disability should be 40% or more which will be certified by the special medical board constituted by the appropriate Government for this purpose.

**General Conditions:** Only Indian Nationals need apply. Mere submission of application will not entail right for claiming appointment. The candidates must have the total experience as stated above. Out of the total experience, candidates applying for posts in Grade-III to V and working in Government/Semi Government/PSUs etc. should have minimum 3 years of experience in the lower grade/ or scale of pay. Candidates working in Government/Semi Government/PSUs etc. should produce 'NOC' at the time of Interview failing which they will not be permitted to appear for the Interview. Only short-listed candidates will be intimated after screening all the applications. HAL reserves the right to restrict the number of candidates to be called for interview and also to fill up the posts or alter the number of posts or even cancel the whole process of recruitment without assigning any reason. Appointment of selected candidates is subject to verification of Caste and Character & Antecedents, as the case may be, from the concerned Authorities, as per the rules of the Company. The above vacancies are identified to be filled up by external candidates only. Therefore, applications of internal candidates, if any, will not be considered against any of the above posts.

**How to Apply:** Applications should be submitted strictly 'ONLINE' by logging on to HAL Website [www.hal-india.com](http://www.hal-india.com). Applications will not be accepted through any other mode. The last date for submission of application is 23-10-2010. The Website will be kept open till **2400 hours** on 23-10-2010 for this purpose.

**Candidates are allowed to apply only once** and application once submitted cannot be altered under any circumstance. Candidates are required to possess a valid e-mail ID, which is to be entered in the Application Blank, so that intimation regarding downloading of call letter for Interview can be sent. HAL will not be responsible for bouncing of any e-mail sent to the candidates. However, necessary information will be hosted on HAL's Website from time to time. Candidates other than SC/ST and PWD are required to furnish the details of Demand Draft in order to register their application Online. On submission and acceptance of application, the System will generate a Registration Number. The Candidate is required to write his/her Name, the Registration Number allotted, post applied for and the advertisement No. on the reverse side of the Demand Draft, which is to be forwarded to the Chief Manager (HR) – Aircraft Research & Design Centre, Design Complex, Marathahalli Post, Bangalore-560 037, superscribing on the envelope the post applied for, discipline and Advertisement No. so as to reach us latest by **30-10-2010**. In case of any difficulty, contact us over phone in the number 080-22324403/22324245 or at e-mail ID [hr\\_dc@ardc.hal-india.com](mailto:hr_dc@ardc.hal-india.com).