

RECRUITMENT TO VARIOUS EXECUTIVE POSTS
THROUGH
LATERAL ENTRY

(Advt. No.: HAL/CHRC-TM/RECT-01/2026 dated 22.07.2026)

Last Date for submission of Online Applications:

12th August, 2026

1. ABOUT THE COMPANY:

Hindustan Aeronautics Limited (HAL) is a Maharatna Public Sector Undertaking under the Ministry of Defence, Government of India and a premier Aerospace and Defence Company of India. Over the last eight decades, HAL has been at the forefront of the Nation's aerospace journey through the design, development, manufacture, maintenance, repair, overhaul and upgrade of Aircraft, Helicopter, Aero Engines, Accessories, Avionics and Systems. HAL has 20 production Divisions, 11 Research and Development Centers and one Facilities Management Division spread across 7 states and 9 geographical locations in India.

The Company's Research & Development Centres and Production Divisions are equipped with the State-of-the-art infrastructure to undertake the design, development and manufacture of a wide range of aerospace and defence platforms and technologies. HAL has also developed significant expertise in aircraft upgrades, avionics integration and weapon integration. HAL's major customers include the Indian Air Force, Indian Army, Indian Navy and Indian Coast Guard. HAL is also a key partner in the Space Programs of the Indian Space Research Organization (ISRO).

2. DETAILS OF POSTS:

a. To support its ambitious growth plans, HAL is looking for experienced and result oriented Professionals for various Executive Posts in Technical / Non-Technical Disciplines for its various Production, Overhaul & Service Divisions / Research & Design Centres / Offices across India:

Sl. No.	Description	Grade	SC	ST	OBC (NCL)	EWS	UR	Total
(i)	Finance Officer	II	2	1	4	2	8	17
(ii)	Dy. Manager (Finance)	III	1	-	2	2	3	8
(iii)	Manager (Design) - Mechanical	IV	-	-	-	-	1	1
(iv)	Manager (Design)-Electrical	IV	-	-	1	-	2	3
(v)	Manager (Design)-Electronics	IV	-	-	-	-	1	1
Grand Total								30

Abbreviations:

Categories: **SC** – Scheduled Caste; **ST** – Scheduled Tribe; **OBC (NCL)** – Other Backward Classes (Non- Creamy Layer); **EWS** – Economically Weaker Sections; **UR** – Unreserved

b. Reservation of Vacancies for Persons with Benchmark Disabilities (PwBDs):

Reservation of vacancies in respect of Persons with Benchmark Disabilities (PwBDs) as per the Government Directives will be distributed among all the categories i.e. SC, ST, OBC-NCL, EWS & UR for the Posts indicated above. PwBDs suffering from not less than 40% of the identified disability shall be eligible for the benefit of reservation. Candidates who wish to avail the benefit of reservation are required to submit the Disability Certificate issued by the Competent Authority in the prescribed format only.

c. Post-wise details of the identified suitable disabilities are as under:

Sl. No.	Posts / Disciplines	Visual Impairment	Hearing Impairment	Locomotor Disability	Other Disabilities	
		(a)	(b)	(c)	(d)	(e)
1	Finance Officer (Grade II)	B, LV	D, HH	OA, BA, OL, BL, OAL, BLOA, BLA, CP, LC, Dw, AAV, MDy, SDD/SID, SD/SI	-	MD involving (a) to ©
2	Deputy Manager (Finance) (Grade III)	B, LV	D, HH	OA, BA, OL, BL, OAL, BLOA, BLA, CP, LC, Dw, AAV, MDy, SDD/SID, SD/SI	-	MD involving (a) to ©
3	Manager (Design) (Grade IV)	-	D, HH	OA, OL, LC, Dw, AAV, SDD/SID, SD/SI	ASD (M), SLD	MD involving (b) to (d)

Note: PwBD candidates applying to the above posts are required to mandatorily indicate the type of Disability in the Online Application form.

B = Blindness, LV = Low Vision, D = Deaf, HH = Hard of Hearing, OA = One Arm , BA = Both Arms, OL = One Leg, BL = Both Legs, OAL = One Arm & One Leg, BLOA = Both Legs & One Arm, BLA = Both Legs & Arms, CP = Cerebral Palsy, LC = Leprosy Cured, Dw = Dwarfism, AAV = Acid Attack Victims, MDy = Muscular Dystrophy, SDD/SID = Spinal Deformity/Spinal Injury with associated Neurological / Limb dysfunction of respective Locomotor Disability (OA, BA, OL, BL, OAL, BLOA, BLA) identified for the particular post. SD/SI = Spinal Deformity/Spinal Injury without any associated Neurological / Limb dysfunction. MD = Multiple Disabilities from amongst persons under Clauses (a) to (d) including deaf-blindness. ASD (M) = Autism Spectrum Disorder (Mild), SLD = Specific Learning Disability

d. Place of Posting

The selected candidates, in respect to Design disciplines will be posted in any of the Design Centres of the Company and in respect of Finance Discipline, will be posted to any Division / R&D Centre / Office of the Company. However, they are liable to be transferred / posted / assigned to any other Divisions / Design Centres / Offices / Bases depending upon organizational requirements.

3. EDUCATIONAL QUALIFICATIONS:

a. The Qualification requirements for the Posts advertised are indicated below:

Sl. No.	Description	Grade	Essential Professional Qualifications
(i)	Manager (Design)	IV	A Degree in Engineering / Technology or its equivalent along with M.E / M. Tech from Institutes/Universities recognized by appropriate statutory authorities.
(ii)	Dy. Manager (Finance)	III	Bachelor's Degree with a pass in final examination of CA / ICWA from the Institute of Chartered Accountants of India / Institute of Cost Accountants of India.
(iii)	Finance Officer	II	

b. The Eligible Branches of Engineering under the qualifications specified for the posts of Manager (Design), would include the following:

Sl. No.	Post Name	Disciplines	Eligible Branches of Engineering/Qualifications for the Posts
(i)	Manager (Design) (Grade IV)	Mechanical	Mechanical / Mechanical & Industrial Engg/ Mechanical & Production Engg / Mechatronics Engg / Mechanical & Automation Engg
(ii)		Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation / Electrical, Instrumentation and Control Engg / Electrical & Power Engg
(iii)		Electronics	Electronics / Electronics & Communication/ Electronics & Tele Communications / Electronics Engineering (VLSI Design & Technology) / Electronics and Control Systems/Electronics & Communication (Communication System Engg)

Note

- i. Candidates possessing Qualification in any Discipline or Branch, other than those mentioned above, are not eligible to apply.
- ii. The Qualification indicated above would only mean Qualifications acquired through Regular or Full Time Courses from Institutes or Universities recognized by appropriate Statutory Bodies. 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.

4. AGGREGATE PERCENTAGE OF MARKS:

In order to become eligible to apply for the posts in Manager (Design)- Mechanical / Electrical / Electronics, UR/OBC/EWS candidates should have secured a minimum of 70% marks and SC/ST/PwBD candidates should have secured a minimum of 60% marks, in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Graduations in their qualifying examinations in both B.E/ B.Tech and M.E./M.Tech.

For the Finance discipline, the candidates should have qualified in the requisite Qualifying examination as prescribed by the professional Institutes / Bodies. Accordingly, there is no minimum percentage of marks to be secured in their qualifying examinations.

Note: The total maximum marks and total marks obtained for all the Semesters/ Years will be summed up to arrive at the aggregate percentage of marks and no rounding off will be done. No weightage will be given to any particular Semester or Year.

5. POST PROFESSIONAL QUALIFICATION EXPERIENCE (PPQE)

The Candidates must have acquired the minimum number of years of Post Professional Qualification Experience indicated at columns (iv) below to be eligible to apply for the Post. The number of years of PPQE indicated herein mean completed years only.

Sl. No	Name of Post	Grade	Minimum number of years of relevant post qualification experience required to be possessed (completed years)	Minimum number of years of relevant experience required to be possessed in next below Scale of Pay in equivalent post (completed years) as on the last date for receipt of applications
(i)	(ii)	(iii)	(iv)	(v)
(i)	Manager (Design)	IV	08	03
(ii)	Dy. Manager (Finance)	III	05	03
(iii)	Finance Officer	II	02	01

Note: Minimum number of years of relevant experience required to be possessed in next below Grade or in equivalent post is applicable to candidates working in Central Government or State Government Departments or Public Sector Enterprises or Autonomous Organization or Quasi Government Organizations or Armed Forces or Para-Military Forces etc. **Also, the Candidate must, on the date of submission of application, be employed in the next below Grade or in equivalent post.**

i. PPQE will be calculated from the date of acquiring the requisite Professional Qualification. Experience prior to acquiring the requisite Professional Qualification Degree will not be reckoned for calculation of PPQE. Candidates need to possess PPQE in the relevant area/field.

ii. In case of acquisition of any Full-Time additional Qualifications/Certifications during the period of experience post acquiring Professional Qualification, the period of acquiring of such qualification will not be reckoned as experience and the duration of course will be deducted from the total PPQE possessed.

iii. Work Experience acquired which is not relevant to the Post applied for or does not include performance of the relevant work-assignments with respect to the Post applied for, shall not be considered as relevant experience or PPQE for the purpose of this advertisement. During the document verification stage, the shortlisted Candidates for interview, shall produce relevant documents to support each line of work experience (under PPQE) indicated in the Online Application Form, failing which Candidature/ Application Form of such candidates shall be rejected.

iv. The duration of PPQE indicated at Column (iv) above would mean experience in an Executive position or Executive Cadre only unless otherwise specified.

v. Candidates are required to carefully, clearly and elaborately indicate details of PPQE only as per the Documentary Proof available with them by keeping in mind that shortlisting of the candidates for the selection will be based on the details of PPQE provided by the candidate in addition to other criteria. The same are subject to scrutiny / verification at a later stage of selection.

(The symbol “/” wherever indicated in this advertisement would denote the meaning of “or”).

6. JOB DESCRIPTION FOR VARIOUS POSTS:

(i) Position – Finance Officer (Grade – II)

The Job and Responsibilities:

The Candidate preferably, should have knowledge / exposure in large scale manufacturing Industry, Banking / Financial Institutions and should have high degree of Professional Knowledge and proven Competence in the following areas:

1. Preparation and finalization of Annual Accounts, working knowledge on preparations of Accounts;
2. Knowledge of Receivables and Debtors Management;
3. Knowledge of Costing Systems and Cost accounting;
4. Knowledge of Accounting Standards & Cost Accounting Standards;
5. Interaction with Statutory Auditors & Internal Auditors;
6. Cash Management & dealing with Banks and Financial Institutions;
7. Knowledge of Direct and Indirect Taxes;
8. Should have sound conceptual and analytical ability;
9. Functional knowledge of ERP & hands on experience of working on computers;
10. Core knowledge of Accounting.

(ii) **Position - Deputy Manager (Finance) (Grade – III)**

The Job and Responsibilities:

The Candidate preferably, should have knowledge / exposure in large scale manufacturing Industry, Banking / Financial Institutions and should have high degree of Professional Knowledge and proven Competence in the following areas:

1. Preparation and finalization of Annual Accounts, working knowledge on preparations of Accounts;
2. Knowledge of Receivables and Debtors Management;
3. Knowledge of Costing Systems and Cost accounting;
4. Knowledge of Accounting Standards & Cost Accounting Standards;
5. Interaction with Statutory Auditors & Internal Auditors;
6. Cash Management & dealing with Banks and Financial Institutions;
7. Knowledge of Direct and Indirect Taxes;
8. Should have sound conceptual and analytical ability;
9. Functional knowledge of ERP & hands on experience of working on computers;
10. Core knowledge of Accounting.

(iii) **Position - Manager (Design)-Mechanical (Grade – IV)**

JOB DESCRIPTION -

- 1) Experience in 3-D Modelling, Assembly, Kinematics, Tolerance analysis, drawings and GD&T
- 2) Background in Machine Design, Mechanics of Materials, Dynamics and Vibration, Finite Element Analysis
- 3) Experience with CAD software (e.g., CATIA, UG) and PLM tools like Teamcentre, Enovia
- 4) Experience in using Multibody Dynamics simulation using tools like MSC ADAMS, SIMULINK, MATLAB, Amesim.
- 5) Experience preferably in Aerospace industry with knowledge of regulatory requirements like MIL, FAR standards.
- 6) Familiarity with manufacturing process and design for manufacturing and assembly (DFMA)
- 7) Experience in preparation of detailed design documentation, reports, and presentations

(iv) **Position – Manager (Design)- Electronics (Grade -IV)**

The Job and Responsibilities:

- 1) Design of Avionics Architecture for meeting the customer requirements
- 2) Design of wiring logics/ schematic /drawing, Loom drawings along with associated documents required for the operation of the various Avionics systems
- 3) To Prepare the documents for the Avionics/Electronics Systems design and finalization of technical documentation for Systems
- 4) Experience in Electronics/Avionics Systems Design or Installation, platform Integration / Flight testing of Avionics systems at HAL and at Customer sites.
- 5) Knowledge of Avionics digital data bus protocol, bus load analysis for Avionics system interface on the aircraft.
- 6) Knowledge on development of FHA and SSA for Avionics systems integration on helicopters as per the industry standard.
- 7) Basic knowledge of using avionics test equipment for protocol & bus analyzers, data acquisition systems, and flight test instrumentation. Ability to analyze system failures/debugging, and resolve integration issues.
- 8) To co-ordinate for procurement related activities like Market survey, vendor identification, technical evaluation, selection of the vendor for the development of the systems, Design reviews viz. PDR & CDR and certification.
- 9) To have understanding of Basic Navigation/Communication System/Antenna Systems of Aircraft or equivalent and knowledge of Environmental Qualification testing, EMI/EMC and Certifications aspects with knowledge of Military and civil standards like MIL-STD-810, MIL-STD-461, MIL-STD-464, Mil-STD-704, DO 160, DO-178, DO- 254, FAR, ACs.

(v) **Position – Manager (Design)- Electrical (Grade -IV)**

Job Description:

- 1) Design of Electrical Architecture for meeting the customer requirements
- 2) Design of Electrical wiring logics/wiring diagrams required for the operation of the various aircraft systems
- 3) Design and development of detailed electrical schematics, wiring diagrams, interconnection diagrams for simulator components
- 4) Electrical load analysis and design of electrical power distribution system from UPS or Main incomer to respective simulator systems
- 5) To prepare the documents for the Electrical System design and finalization of technical specification for Systems with preparation of wiring schematic and loom drawings and associated documents;
- 6) Knowledge on design strategies to minimize Electro Magnetic Interference (EMI) and ensure Electro Magnetic Compatibility (EMC).
- 7) Basic knowledge on usage of Oscilloscopes, Programmable Power Supplies, Clamp Meters, Earth Resistance Meters and Multimeters to diagnose and resolve hardware issues, if any.
- 8) Market survey, vendor identification, obtaining budgetary quotations, preparation of RFPs and execution of the order in line with the simulator specifications as per customer requirements.
- 9) Preparation of Preliminary Design Review (PDR) and Critical Design Review (CDR) documents for major simulator electrical systems.
- 10) Installation, Integration and testing of Electrical systems at HAL and at Customer sites.

- 11) Preparation of Bill of Materials (BoM) and electrical drawings for respective simulators.
- 12) To co-ordinate for procurement related activities like technical evaluation, discussion with vendor etc., selection of the vendor for the development of the systems Design reviews and certification procedures.
- 13) To have an understanding of Basic Electrical System of Aircraft or equivalent and knowledge of Environmental Qualification testing , EMI/EMC and certification aspects.
- 14) To study the requirement in Electrical System Design or platform Integration / Flight testing and related design / analysis tools;

7. AGE LIMIT AND RELAXATIONS:

Grade	Upper Age Limit applicable to UR/EWS Category (in Years)
II	35
III	45
IV	45

Note: The Age of a candidate applying for a Post in the respective Grade shall not exceed the above age limit as on the last date i.e 12.08.2026 for receipt of Online Application.

a. Candidates from OBC(NCL)/ SC / ST / EWS categories applying for UR Post(s) will be treated on par with UR criteria and no relaxation shall be extended to this effect.

b. Upper Age limit is relaxable by 5 years in respect of SC / ST candidates who apply against the posts reserved for SC/ST. Name of the caste / tribe to which candidate belongs must appear in the Central List of SC / ST of respective State as notified by Ministry of Social Justice and Empowerment,

Govt. of India. The Caste / Tribe Certificate must contain date of issue and the name of the caste / tribe should be spelled exactly in the same manner as appearing in the Central List.

c. Upper Age limit is relaxable by 3 years in respect of OBC (NCL) candidates who apply against the posts reserved for OBC (NCL). Name of the caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective State as notified by Ministry of Social Justice and Empowerment, Govt. of India for Appointment to Posts under GOI and Central Govt. Public Sector Undertakings. The Certificate must contain date of issue and the name of the caste should be spelled exactly in the same manner as appearing in the Central List. The OBC (NCL) Caste Certificate being produced at the time of document verification should not be older than 6 months as on last date for receipt of online application as indicated in this detailed advertisement.

d. In respect of Candidates who apply for the post reserved under EWS Category, the Income and Asset Certificate shall be valid for the Financial Year 2026-27 and shall be prepared on the basis of income and asset verification for the Financial Year 2025-26.

e. In respect of Persons with Benchmark Disabilities (PwBDs), Upper Age limit is relaxable by 10 years, which will be over and above the relaxation admissible for candidates belonging to SC / ST / OBC (NCL) categories.

f. 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.

g. Relaxation in age limit in respect of Ex-Servicemen and Serving Officers of Armed Forces (viz. Indian Air Force, Indian Army and Indian Navy) will be extended as per rules of the Company.

h. Candidates who fail to produce the relevant caste/ income and assets certificate supporting their claim for reservation under SC/ST/OBC-NCL/EWS

after having declared the same in the application form will not be treated under UR Category at any later stage of Recruitment Process.

i. Age of a candidate, after all applicable Age Relaxations should not exceed 56 years for PwBDs and 55 years for all candidates other than PwBDs.

8. PAY SCALES & REMUNERATION:

Grade	Pay Scales (2017 Scales) #
II	Rs.50,000 – 1,60,000
III	Rs.60,000 – 1,80,000
IV	Rs.70,000 – 2,00,000
# Annual Increment is presently 3% of running Basic Pay.	

Besides Basic Pay, candidates will be eligible for Variable Dearness Allowance, Perquisites & Allowances, Company Accommodation / House Rent Allowance, Performance Related Pay (PRP), Membership of Provident Fund, Gratuity etc., as per the prevailing Company Rules. Perquisites and Allowances are presently paid @ 35% of the running Basic Pay under the Cafeteria System.

9. SERVICE AGREEMENT BOND:

The candidates selected are required to execute a Service Bond to serve the Company for 3 years and Service Bond amount will be Rupees Five Lakhs, limited to 6 months Basic Pay plus Dearness Allowances. The Bond liability will be non-depreciating during the Bond Tenure.

10. TRAINING:

The Executives inducted will undergo Two Weeks structured training at HAL Management Academy / Division of posting followed by One Week Familiarization program at the Division of Posting.

11. MODE OF PAYMENT OF APPLICATION FEE

- a. Rs.500/- (Rupees Five Hundred only) is to be paid as Application Fee. The Application Fee of Rs.500/- is inclusive of the GST of 18%. **Online Application Form submitted without the requisite Application Fee of Rs.500/- shall be summarily rejected and no refund shall be admissible in such cases.** Candidates belonging to SC /ST /PwBD categories are exempted from the payment of Application Fee;
- b. Application Fee once deposited into the Company's Account will not be refunded under any circumstance, even if the candidate is unable to complete the registration process for any reason thereof. Therefore, before depositing the Application Fee, candidates should ensure that all necessary provisions for submission of online application form are available.
- c. Payment of Application Fee: On filling the Application Form, the candidates will be directed to online payment page with the HAL Account details mentioned as '**HAL CHRC RECRUITMENT 2026-27**'. The Candidates are requested to furnish the details such as Name, Mobile Number, e mail DOB, Fee Amount etc as sought in the payment page and proceed for payment.
- d. **After payment, the candidate is required to wait for 48-72 hours for validation of the payment and confirmation of submission of application. Upon successful validation of payment, the candidate can download the final submitted Application Form.**

12. HOW TO APPLY?

- a. Eligible and interested candidates meeting the advertised criteria are required to apply for the post online. The candidates shall make payment of Rs.500/- towards the Application Fee through the online portal only.

- b. Candidates meeting the prescribed specifications may submit their applications online. Applications received through any other mode will not be accepted.
- c. Applications received after the specified time limit on the last date for receipt of applications will not be considered. Candidates shall ensure that they submit the **Online Applications on or before the 1400 hours on the last date (12.08.2026) for online submission of Applications.**
- d. No Documents / Certificates / Testimonials are required to be attached along with Application Form. **However, it may be noted that all the candidates who are called for Interview at a later stage will have to mandatorily produce Certificates in original in respect of all the particulars declared / indicated in the Application Form during the Document Verification stage prior to the Interview.**
- e. Applicants shall only apply for ONE POST in response to this Advertisement for their application to be considered valid. **Applicants should apply only for the Post that best matches or suits their educational and experience criteria and not otherwise.**
- f. Application once submitted cannot be altered under any circumstances; any request to change credentials or details or information once furnished or declared in the Application Form will not be entertained. Applicants shall ensure that all information furnished in the application is true and accurate.
- g. Candidates are required to possess a valid Mobile Number and E-mail ID, which is to be entered in the application, so that intimation regarding further stages of selection like Selection Interview, etc. will be sent on the same E-mail ID. HAL will not be responsible for non-delivery of E-mail messages sent to the Candidates for whatsoever reasons.

13. REGISTRATION PROCESS

- a. Before registering the Application, the candidate should possess the following:
- i) Valid E-Mail Id that should remain active till the completion of the Selection Process;
 - ii) Soft Copy of the latest Passport Size Colour photograph & Signature (in .jpg file and less than 100 & 50 kbs in size respectively) for uploading in the Application Form;
 - (iii) Educational Details like Semester wise Marks, etc.
 - (iv) Previous Employment details for PPQE
- b. Eligible and interested candidates are required to apply Online only, through HAL Website, i.e. www.hal-india.co.in (Careers Section) from **22nd July 2026 (1400 hrs.) to 12th August 2026 (1400 hrs.)**. No other means/ mode of Application will be accepted.
- c. The steps for submitting the Application Online and depositing the Application Fee through **SB Collect** are as follows:

Step - 1: Candidate is required to click the link given at www.hal-india.co.in (Careers Section) for the Registration & select the name of the post for which he / she wants to apply.

Step - 2: Eligibility Details are required to be filled up accurately and photograph shall be uploaded. On submission of Eligibility details, a unique Application number will be generated and the Candidate will be routed to the Personal and Qualification details Page. Eligibility details once submitted cannot be edited. Once the Application number is generated, the Candidate will have an option to re-login for further completion of Application.

Step - 3: All the relevant details of the Application Form i.e Personal, Qualification, PPQE and Pen Picture etc, details adhering to the instructions of this detailed advertisement shall be filled in the Online Application Form. Candidate may edit the details submitted before the final submission of the application Form using the Edit Option/Button of the Application Form.

- a) In case of candidates belonging to SC/ST/PwBD on submission of personal, qualification, PPQE & pen picture, etc details, the registration process will be completed in the Application Confirmation page. They are required to print the Application Confirmation page for future reference.
- b) In case of candidates belonging to UR/OBC(NCL)/EWS categories, on submission of Personal, Qualification, PPQE & Pen Picture, etc Details, they are required to make Online Payment through SB Collect.

Step – 4: (for UR/OBC(NCL)/EWS categories only): Candidates are required to deposit Application fee through Online with options to choose a preferred mode of Payment viz. Credit Card / Internet Banking / UPI etc. and make the payment of Application Fee i.e. Rs.500/- (which is inclusive of GST) (excluding applicable convenience Fee and Taxes). Applicable convenience Fee and Taxes, if any, over and above the Application Fee shall be borne by the Candidates. Candidates will be able to download their respective application after successful payment of Application fee and due validation of the same, which is likely to take 48 hrs to 72 hrs. Candidates are requested to re-visit the application page with relevant credentials accordingly.

Note : The Application Fee once paid will not be allowed to be withdrawn and the application fee once paid will not be refunded on any account. Candidate is required to print the Application Confirmation page for future reference. Candidates are advised to pay the Application Fee and also complete the above process well before the closing date and time and not to wait till the last date to avoid the possibility of disconnection/ inability / failure to Login in to the website on account of heavy load on Internet or Website jam. **In case of non-payment of Application Fee and not completing the above steps the Application will be incomplete and the same will be rejected.**

14. GENERAL CONDITIONS:

- a. Only Indian Nationals are eligible to apply.
- b. Mere submission of Application will not entail right for claiming appointment / getting shortlisted for further stages of recruitment process.
- c. HAL reserves the right to cancel / restrict / enlarge / modify / alter the requirements advertised, if need so arise, without issuing any further notice

or assigning any reason thereto. The number of vacancies can be modified as per requirements and discretion of the Management.

d. Selection Procedure:

(i) The Selection will be done through Personal Interview only.

(ii) Application received from the candidates will be scrutinized based on the minimum eligibility criteria like essential educational qualification, age, Category, years of Post Professional Qualification experience etc. **Candidates shall produce requisite documents to this effect during the document verification stage prior to the Interview.**

(iii) The Experience possessed by candidates in the Executive Cadre of the concerned PSU / Central / State / Private Organizations only will be considered eligible.

(iv) Experience possessed by candidates engaged on Contract basis directly by PSUs / Central / State Govts concerned can be considered as experience for the purpose of Selection. In that case experience certificate is to be produced from such PSUs / Central / State Govts. Etc. indicating the contract engagement. As regards NOC, the same needs to be in line with Terms & Conditions of Contract Engagement and rules applicable for such contract engagement in the concerned Organization.

(v) Experience possessed by candidates in Private organizations on contract basis can be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments etc.

(vi) Experience possessed by candidates engaged on Contract basis through Contractors by PSUs / Central / State Govts will not be considered as experience since the engagement is not direct.

(vii) Once an employee avails himself of Voluntary Retirement (VRS) from a PSU, he shall not be allowed to take up employment in another PSU. If he desires to take up the employment, he shall have to return the VRS compensation received by him to the PSU concerned. Personnel who have opted for VRS from the other PSUs should furnish documentary evidence

that they have deposited their terminal benefits with the concerned PSUs before their appointment in the Company.

(viii) Appointment of selected candidate is subject to receipt of satisfactory Medical report from the HAL Hospital as per the standards prescribed by HAL, Verification of Character & Antecedents and Caste (as applicable) from the concerned Authorities etc. as per the rules of the Company.

(ix) Candidates will be shortlisted and called for Interview in the ratio of 1:10 (Maximum) as per the Rules of the Company. In case number of candidates fulfilling the minimum eligibility criteria for the Posts advertised are more than the ratio of 1:10, then the candidates possessing more relevant experience will be considered first. In case of tie in the relevant experience, the candidates who secured more marks in the qualifying examination (i.e. Qualification prescribed for the Post) will be considered first. In case marks are also same, Candidate who is elder or senior in age is to be considered first.

(x) Date, Time and Venue of the Interview will be intimated to the short-listed candidates only via E-mail. The list of Short-listed Candidates will be hosted on HAL Website.

(xi) The suitability of the Shortlisted Candidates for selection to the Posts notified will be assessed by a Selection Committee by way of Interview, on the parameters of (i) Knowledge of the job for which the candidate is being interviewed, (ii) General Knowledge particularly in spheres allied to or connected with the post or job where the candidate is engaged and the post applied for and (iii) Personality of the Candidate, in addition to the Educational Qualification(s) and the PPQE possessed by the Candidate etc., as indicated in the Application Form.

(xii) Merely meeting the qualification and/or PPQE requirements (in the Capacity of an Executive) as indicated in the advertisement will not entail right for shortlisting of the application for the Interview.

(xiii) Age and Post Professional Qualification Experience will be reckoned as on the last date for receipt of application only i.e 12.08.2026.

(xiv) The entire selection process (including qualifying marks) will be governed by the extant Recruitment Rules of the Company.

- e. Candidates employed on Regular or Contractual or on Contract basis in Central Government or State Government Departments or Public Sector Enterprises or Autonomous Organization or Quasi Government Organizations or Armed Forces or Para-Military Forces, etc. shall produce **No Objection Certificate (NOC)** at the time of the Document Verification, if shortlisted for Interview, from their respective Employer. However, in case the provision of NOC does not apply to the terms and conditions of a Candidate's current employment, necessary document(s) citing the same issued by the respective employer shall be produced to this effect at the time of Document Verification prior to the Interview. Candidates who fail to submit NOC, in applicable cases, or Document(s) with respect to non-applicability of NOC, as cited above, at the time of document verification prior to the Interview will not be permitted to appear for the Interview and will not be eligible for payment / reimbursement of Travelling Allowance.
- f. Candidates belonging to SC / ST / OBC (NCL) / EWS / PwBD (disability of 40% or more) categories are required to submit copies of Caste Certificate / Income & Asset Certificate / Disability Certificate in the prescribed format at the time of Interview / Document Verification.
- g. For getting reservation benefits under the OBC(NCL) category, the following are required to be adhered to:
 - (i) The candidate must belong to Non-Creamy layer;
 - (ii) The name of caste and community of the candidate must appear in the 'Central List of Other Backward Classes';
 - (iii) The name of the caste and community of the candidate in the Caste Certificate shall match with that in the Central List of Other Backward Classes and not otherwise;
 - (iv) The candidate must furnish an OBC(NCL) Certificate as per the Format prescribed by the Govt. of India (not older than six months as on last date for receipt of applications) from the Competent Authority, at the time of Document Verification / Interview.

- h. Reservation to Economically Weaker Sections (EWS) is governed by Office Memorandum No.36039/1/2019-Estt(Res) dated 31.1.19 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India. In respect of Candidates belonging to EWS Category, the Income and Asset Certificate shall be valid for the Financial Year 2025-26 issued by the Competent Authority.
- i. 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.
- j. Pre-Employment Medical Examination:**
 - (i) Candidates provisionally selected for a Post shall undergo Pre-Employment Medical Exam before joining HAL. Applicants should have sound health and should meet the medical standards prescribed by the Company.
 - (ii) Issuance of Final Offer of Appointment to selected candidates is subject to receipt of Satisfactory Medical Report from the Company's Doctor as per the Medical Standards of the Company.
 - (iii) No relaxation in health standards will be allowed.
- k. The Pre-Employment Medical Standards prescribed by HAL are uploaded with this Advertisement .** Candidates are advised to read the same and should satisfy themselves that they meet the Pre-Employment Medical Standards prior to applying for any Post advertised.
- l. In respect of Persons with Benchmark Disability, the suitability for appointment, in relation to the Disability, will be decided on the basis of Reports of the Medical Board attached to the Special Employment Exchange for Physically Handicapped. PwBD Candidates will be subjected to Pre-Employment Medical Examination with regard other Medical Parameters as per the Medical Standards of the Company.
- m. Appointment of selected candidates is subject to verification of Caste, PwBD Certificate, Income & Asset Certificate (for EWS Candidates) issued by Competent Authority in the Format prescribed by GoI and Character & Antecedents from the concerned Authorities, as per the rules of the Company.

- n. Candidates shortlisted to appear for Interview must submit relevant document(s) certifying the experience so acquired, issued by their respective employer(s). If the experience details are provided via E-mail, the E-mail must be sent from the employer's official domain and not from any other source. The document(s) / E-mail so issued shall clearly indicate the details of the issuing authority and their credentials within the Organization. Also, such document(s)/ E-mail shall also indicate the period of experience, nature of work-assignments performed in such period and designation / capacity (executive or otherwise) in which the work-assignment(s) concerned were performed.
- o. If the information furnished by a candidate is found to be false or incomplete (including suppression of information) or is not found to be in conformity with the eligibility criteria mentioned in the advertisement, the candidature or appointment will be considered as revoked or terminated at any stage of the recruitment process or after recruitment or joining, without any reference given to the candidate.
- p. **Applicants shall mandatorily provide Pen-Picture details with respect to each line / duration of Post Professional Qualification Experience (PPQE) indicated period-wise at the respective field in the Application Form. Pen-Picture details would mean details of professional work- experience, nature of responsibilities, job description, assignments performed, achievements & significant contribution in the field and any other relevant information in connection with that particular line of experience indicated. Candidates shall clearly indicate in the Pen-Picture whether a particular PPQE acquired was in Executive capacity or otherwise and mere indication of designation in this connection shall not suffice. Not providing Pen Picture details in the Application Form as indicated above will lead to rejection of the application.**

Candidates shall note that pen picture details will be examined at subsequent stages of selection to assess the nature and relevance of experience to shortlist or / and select candidates for further stages of Recruitment (including Selection).

- q. Any correspondences to the candidate will be made to the mobile number and / or to the E-mail ID provided by the candidate in the Application. No other mode of communication will be adopted.
- r. Any sort of canvassing or influencing the Officials related to recruitment / selection process would result in immediate disqualification of the candidature.
- s. Selected candidates can be posted to any Division / R&D Centre / Office of the Company. The candidates will not be allowed to seek / apply for transfer to any other Division / Location of the Company for initial three years of Service.
- t. In case any ambiguity/dispute arises on account of interpretation in versions other than English in advertisement the English version will prevail.
- u. HAL reserves the right to cancel the Recruitment process entirely at any stage.
- v. In case of multiple applications for the same Post, only the last valid (completed) application will be retained and the Application Fee paid for the other Registration will stand forfeited.
- w. **In case any particular query is not covered above, the candidates can write to HAL at recruitment.chrc1@hal-india.co.in. No other mode of communication will be entertained.**
- x. Court of jurisdiction for any dispute / cause will be at Bengaluru;
- y. Any corrigendum/Addendum, if any, will be hosted / published on HAL Website only.
- z. All further announcements/details pertaining to this selection will only be published / provided on HAL website www.hal-india.co.in. Candidates are requested to visit the HAL Website regularly for updates. It may be noted that the information posted in HAL Website only are considered authentic.

By applying for any of the Posts listed in this advertisement, candidates acknowledge and agree to comply with all the provisions outlined herein.

IMPORTANT: *Candidates should cross check all the details filled in the Application, before finally submitting the same, as no changes / corrections will be possible after submission.*

Candidates should be alert of fake e-mails, Whatsapp messages, SMS and other such fake communications received and should not make payment to any Individual / Agency for securing the employment in HAL.
