



(Advt No.: HAL/HR/25(43)-GATE/2016)

Hindustan Aeronautics Limited (HAL), a Navratna Central Public Sector Undertaking, is a premier Aeronautical industry of South East Asia, with 20 Production / Overhaul / Service Divisions and 11 co-located Research & Design Centres 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 Satellites & Launch Vehicles.

To fuel its ambitious growth plan, HAL is looking for young, energetic & result oriented **Graduate Engineers** with brilliant academic record for the posts of Management Trainee / Design Trainee for its various Production, Overhaul & Service Divisions / Research & Design Centres / Offices at Bangalore, Hyderabad, Kasaragod, Nasik, Koraput (Orissa), Lucknow, Kanpur, Korwa (Uttar Pradesh) and Barrackpore (West Bengal).

## A) DETAILS OF VACANCIES & QUALIFICATION REQUIREMENT

The Qualification requirement for various posts of Management Trainees / Design Trainees is as under:

- Bachelor's Degree in Engineering / Technology or its equivalent (Full Time) (4 years after 10 +2) from the Institutes / Universities recognized by appropriate statutory authorities in the Country, in the Disciplines / eligible Branches of Engineering, indicated below:

Post Name / No. Of Posts	Discipline	Eligible Branches of Engineering Degree
<b>Management Trainee (Technical)</b> :: 50 Posts	Mechanical	Mechanical / Mechanical & Industrial Engg. / Mechanical & Production Engg.
	Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation
	Electronics	Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics / Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Telecommunication
<b>Management Trainee (Civil)</b> :: 25 Posts	Civil	Civil
<b>Design Trainee</b> :: 50 Posts	Mechanical	Mechanical / Mechanical & Industrial Engg. / Mechanical & Production Engg.
	Electrical	Electrical / Electrical & Electronics / Electrical & Instrumentation
	Electronics	Electronics / Electronics & Communication / Instrumentation & Control / Instrumentation & Electronics / Applied Electronics & Instrumentation / Electronics & Instrumentation / Electronics & Telecommunication

Note: Candidates possessing Engineering Degrees in any other equivalent branch/ Discipline, other than those mentioned above, are not eligible to apply.

- General / OBC-NCL candidates should have secured a minimum of 65% marks and SC/ST/PWD candidates should have secured a minimum of 55% Marks, in the aggregate of all the Semesters / Years or corresponding CGPA Ratings / Graduations in their Engineering Degree Examinations.
- Candidates currently in the Final Year of their Bachelor's Degree in Engineering / Technology or its equivalent (2016-17) may also apply, provided candidates belonging to the General & OBC-NCL category have secured minimum 65% Marks in aggregate and SC/ST/PWD candidates have secured minimum 55% marks in aggregate upto the last semester/ year examination at the time of applying. Selection of such candidates will be further subject to their obtaining minimum 65% marks in case of General and OBC – NCL category candidates; and 55% marks in case of candidates belonging to SC/ST/PWD categories. Candidates will have to submit documentary proof of having passed the qualifying examination with minimum prescribed percentage at the time of Interview. Candidates should not have any active backlog papers in the Bachelor's Degree in Engineering / Technology or its equivalent as on the date of Interview.
- Only Full Time / Regular Courses will be considered.

## B) AGE LIMIT

- Upper Age limit not above 28 years as on **7.2.2017** for General category candidates
- Upper Age limit is relaxable by 5 years in respect of SC/ST candidates. Upper Age limit is relaxable by 3 years in respect of OBC (Non - Creamy Layer) candidates. For getting the reservation benefits under OBC-NCL category:
  - a) The candidate must **not** belong to creamy layer;
  - b) The name of caste and community of the candidate must appear in the 'Central list of Other Backward Classes'; and
  - c) The candidate need to furnish their OBC certificate as per the format prescribed by the Government of India (not older than six months as on 7.2.17), from the Competent Authority, at the time of interview.
- In respect of Persons with Disabilities (PWDs), 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.
- 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 for Ex-servicemen will be as per Government of India guidelines.
- Age of a candidate, after all applicable Age Relaxations should not exceed 56 years in case of PWD candidates and 55 years for other candidates.

## C) RESERVATION

- Reservation of Posts for SC, ST, OBC – NCL & PWDs categories will be as per the Government Rules. PWD candidates suffering from not less than 40% of the relevant disability shall be eligible for the benefit of reservation. Candidates who wish to avail the benefit of reservation are required to submit a Disability Certificate issued by the Competent Authority in the prescribed format.

- Vacancies in respect of PWDs will be distributed among SC, ST, OBC-NCL & General candidates, in the following categories of disabilities:

Sl. No.	Post Name	Discipline	Type of Disability
a)	Management Trainee (Technical)	Electrical	(i) HH; (ii) OH(OL)
		Electronics	(i) HH; (ii) OH (OL)
		Mechanical	(i) HH; (ii) OH(OL)
b)	Management Trainee (Civil)		(i) HH; (ii) OH (OL); (iii) OH (OA)
c)	Design Trainee	Electrical	(i) HH; (ii) OH(OL)
		Electronics	(i) HH; (ii) OH (OL)
		Mechanical	(i) HH; (ii) OH(OL)

**HH** – Hearing Handicapped; **OH** – Orthopaedically Handicapped; **OL** – One Leg (Right or Left); **OA** – One Arm (Right or Left)

#### D) SELECTION PROCESS

- HAL will be utilising **Graduate Aptitude Test in Engineering (GATE) – 2017** results for recruitment of (a) Management Trainees in the Disciplines of Electrical, Electronics, Mechanical & Civil; and (b) Design Trainees in the Disciplines of Electrical, Electronics & Mechanical. **Only GATE – 2017 results will be reckoned for recruitment to the aforesaid posts. Results of GATE Examination of previous years will not be reckoned.**
- Candidates who qualify in the GATE – 2017 examination will be shortlisted for Personal Interview in the ratio of 1:5 to the number of vacancies in each discipline / post and category based on the GATE – 2017 results and requirement.
- GATE -2017 scores (marks out of 100) will be reckoned for shortlisting of candidates for the Personal Interview.
- Final selection will be done by assigning the weightage of 85% marks for GATE -2017 Scores (out of 100) and 15% marks for Personal Interview.
- Eligible candidates who wish to apply for the posts as above, are required to first apply for GATE – 2017 and thereafter appear in GATE-2017 as per instructions and timelines notified by GATE-2017 Organising Institute in one of the following relevant GATE – 2017 Examination Papers:

Sl. No.	Post Name	Discipline	GATE Paper Code
i)	Management Trainee (Technical)	Electrical	<b>EE</b>
ii)		Electronics	<b>EC</b>
iii)		Mechanical	<b>ME</b>
iv)	Management Trainee (Civil)	Civil	<b>CE</b>
v)	Design Trainee	Electrical	<b>EE</b>
vi)		Electronics	<b>EC</b>
vii)		Mechanical	<b>ME</b>

- Information related to GATE – 2017 can be obtained from the GATE – 2017 Organising Institutes Website [www.gate.iitr.ernet.in](http://www.gate.iitr.ernet.in)
- Candidates who have applied to appear for GATE – 2017 will receive their GATE – 2017 Registration Number printed in the Admit Card. On receipt/ downloading of the GATE – 2017 Admit Card, with Registration Number, candidates will have to separately apply

Online to Hindustan Aeronautics Limited indicating their GATE – 2017 Registration Number. Applications without valid GATE – 2017 registration number will be rejected.

- **The link for applying Online to HAL will be available from 1100 hrs. on 6<sup>th</sup> January 2017 to 1600 hrs. 7<sup>th</sup> February 2017 on the HAL Website ([www.hal-india.com](http://www.hal-india.com)) under 'Careers' Section. No other means/ mode of application will be accepted. The instructions for filling up the HAL Online Application will be hosted on the HAL Website on 6<sup>th</sup> January 2017.**
- **There is no separate Application Fee for applying for the post of Management Trainee (Technical)/ Management Trainee (Civil)/ Design Trainee in HAL under this recruitment.**
- Before applying for the post, candidates should ensure that he/ she fulfills the eligibility criteria and other conditions mentioned in this Advertisement. HAL reserves the right to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post he/ she has applied.

#### **E) PRE-EMPLOYMENT MEDICAL STANDARDS**

- Candidates provisionally selected by HAL will have to undergo a Pre-employment Medical Examination before joining HAL. Candidates should have 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. No relaxation in health standards will be allowed. [Click here](#) for viewing the Pre-employment Medical Standards, prescribed by HAL. Candidates are advised to go through the same.

#### **F) PLACEMENT & EMOLUMENTS**

- Selected candidates would be posted in any of the Production, Overhaul or Services Divisions / Research & Design Centres / Offices, based on the requirements of the Company. They will undergo 52 weeks of training programme, comprising of various training modules including theoretical & on-the-job training at various places. The location where the selected candidates will be posted will be decided before joining HAL.
- During the training period, the Trainees shall draw a Stipend comprising of Basic Pay of Rs. 16400/-, Variable Dearness Allowance & Canteen Allowance. Besides, bachelor accommodation or House Rent Allowance is also admissible during the training period, depending upon the place of posting, as per Company Rules.
- On successful completion of the training, the Trainees would be absorbed as Engineers in the Grade-II Scale of Pay of Rs. 16,400-40,500/-. On absorption, the candidate will be eligible for Basic Pay, Variable Dearness Allowance, other Perks & Allowances under Cafeteria system, Company Accommodation / House Rent Allowance, Performance Related Pay (variable pay), Leave, Medical Facilities, Provident Fund, Gratuity. Other superannuation benefits, etc. as per Company Rules applicable from time to time.

#### **G) SERVICE AGREEMENT BOND**

- Selected candidates shall execute a Service Agreement Bond to serve HAL for a period of 5 years (excluding the training period). In case of breach of the Service Agreement during the training period or after absorption as Engineer, the candidate is liable to reimburse the actual training expenses (including recruitment expenses, all the

remuneration paid and expenses incurred during the training period), subject to a maximum of Rs. 5,00,000/- (Rupees Five Lakhs only).

## H) GENERAL INSTRUCTIONS

- Only Indian Nationals are eligible to apply.
- All qualifications should be from Indian Universities / Institutes recognized by appropriate statutory authorities in the country.
- Candidates possessing Part Time / Correspondence / Distance Education courses are not eligible to apply.
- The total maximum marks and total marks obtained for all the Semesters / Years will be summed up to arrive at the aggregate percentage. No rounding off will be done. No weightage will be given to any particular Semester or Year.
- 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.
- Candidates employed in Government/ Semi – Government/ Central / State Government Departments / Public Sector Undertakings should produce '**No Objection Certificate**' at the time of Interview from their employer failing which they will not be permitted to appear for the Interview.
- Before applying, candidates should ensure that they fulfil the eligibility criteria and other conditions mentioned in this advertisement. HAL would be free to reject any application at any stage of recruitment process, if the candidate is found ineligible for the post for which he/she has applied.
- Category (i.e., SC/ST/OBC/PWD/General) once filled in the Online Application Form will not be changed and no benefit of other category will be admissible later on. The reserved candidates are required to submit Caste Certificate in the prescribed format of Government of India, issued by the Competent Authority, at the time of Interview.
- Internal Candidates of HAL are also required to apply through GATE – 2017. They are advised to refer to the internal Circular dated **28.9.16** before filling up the application.
- Appointment of selected candidates is subject to verification of Caste (wherever applicable) and Character & Antecedents from the concerned Authorities, as per the Rules of the Company.
- Mere submission of application will not entail a right for claiming appointment. The prescribed qualification and other eligibility criteria are the minimum and possession of the same will not entitle a candidate to appear in the selection process. HAL's decision in this regard shall be final.
- 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 or assigning any reason whatsoever. The number of vacancies can be modified as per management's discretion.

- If the information furnished by the candidate in any part 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.
- Any sort of canvassing or influencing the officials related to the recruitment / selection process would result in immediate disqualification of the candidate.
- Court of jurisdiction for any dispute / cause will be at Bangalore.
- In case of any particular query is not covered herein, the candidates can write to HAL at: [recruitment@hal-india.com](mailto:recruitment@hal-india.com)
- Any Addendum/ Corrigendum will be issued on the HAL Website only.



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